

AALIM MUHAMMED SALEGH COLLEGE OF ENGINEERING
PLACEMENT RECORD - ACADEMIC YEAR 2020 - 2021

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	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	2020-21	AFREENFATHIMA A	BE (CSE)	2021	M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059	1.44 Lakhs Pa
2	2020-21	AHAMED RIYAZ M	BE (CSE)	2021	M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084	1.8 Lakhs Pa
3	2020-21	AHMED SUFYAN M	BE (CSE)	2021	M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059	1.44 Lakhs Pa
4	2020-21	AKIF ABDUL AZEEM	BE (CSE)	2021	M/s. Hexaware Technologies Ltd 152, Millenium Business Park, Sector - III, A Block, TTC Industrial Area, Maphe, Navi Mumbai - 400 710	4 Lakhs pa
5	2020-21	ALI ASKAR A	BE (CSE)	2021	M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084	1.8 Lakhs Pa
6	2020-21	CADER SAHIB RIMAS M Z	BE (CSE)	2021	M/s. HCL Technologies Ltd Technology Hub, Speical Economic Zone, Plot No. 3A Sector 126, Noida - 201 304, UP.	2.75 Lakhs Pa
7	2020-21	HAMEED AKSHAL A	BE (CSE)	2021	M/s. FIS Global Business Solutions India (P) Ltd The Viceroy, Old No. 25, New No. 22, Sardar Patel Road, Guindy, Chennai - 600 032.	5 Lakhs Pa
8	2020-21	JESILA BANU A	BE (CSE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
9	2020-21	MIR MUDASSIR ALI	BE (CSE)	2021	M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018	2.58 Lakhs Pa
10	2020-21	MOHAMED EJLAL A	BE (CSE)	2021	M/s. Aziwa Info Systems (P) Ltd No. 109, 1st Floor, Chaila Mall, T.Nagar, Chennai - 600 017.	1.8 Lakhs Pa




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11	2020-21	MOHAMED SHEIK RABIS S	BE (CSE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
12	2020-21	MOHAMED THANVEER M	BE (CSE)	2021	M/s. Ava software (P) Ltd Bayline Infocity Limited, 1st Floor, Block 2, Rajiv Gandhi Salai, Navalur, Chennai - 600 130	3.5 Lakhs Pa
13	2020-21	MOHAMED YAMEEN Z	BE (CSE)	2021	M/s. TVS Sundaram Fastners Ltd 47/2. Poonamallee High Road, Velappanchavadi, Chennai - 600 077	2.25 Lakhs Pa
14	2020-21	MOHAMMED JUFFRI M	BE (CSE)	2021	M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084	1.8 Lakhs Pa
15	2020-21	MOHAMMED THAHSEEN N	BE (CSE)	2021	M/s. Gislen Software (P) Ltd SDF2, Unit 26-28, MEPZ, Tambaram, Chennai - 600 045.	2 Lakhs Pa
16	2020-21	MUBARAK BASHA H	BE (CSE)	2021	M/s. FIS Global Business Solutions India (P) Ltd The Viceroy, Old No. 25, New No. 22, Sardar Patel Road, Guindy, Chennai - 600 032.	5 Lakhs Pa
17	2020-21	MUHAMED NOORUL AMEEN M R	BE (CSE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
18	2020-21	NOOR E ARSHIYA C	BE (CSE)	2021	M/s. TVS Sundaram Fastners Ltd 47/2. Poonamallee High Road, Velappanchavadi, Chennai - 600 077	2.25 Lakhs Pa
19	2020-21	NOOR MUHAMMED M G	BE (CSE)	2021	M/s. FIS Global Business Solutions India (P) Ltd The Viceroy, Old No. 25, New No. 22, Sardar Patel Road, Guindy, Chennai - 600 032.	5 Lakhs Pa
20	2020-21	RASIKA NANDKISHOR MANKAR	BE (CSE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
21	2020-21	RIFAT MUHAMMED T R	BE (CSE)	2021	M/s. FIS Global Business Solutions India (P) Ltd The Viceroy, Old No. 25, New No. 22, Sardar Patel Road, Guindy, Chennai - 600 032.	5 Lakhs Pa




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22	2020-21	RIYAZ ALI F	BE (CSE)	2021	M/s. Cognizant Technology Solutions India (P) Ltd 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097.	4 Lakhs pa
23	2020-21	SAFIN SIRAJ A	BE (CSE)	2021	M/s. TVS Sundaram Fastners Ltd 47/2. Poonamallee High Road, Velappanchavadi, Chennai - 600 077	2.25 Lakhs Pa
24	2020-21	SANDHIYA V	BE (CSE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
25	2020-21	SIRISHMA N	BE (CSE)	2021	M/s. Ava software (P) Ltd Bayline Infocity Limited, 1st Floor, Block 2, Rajiv Gandhi Salai, Navalur, Chennai - 600 130	3.5 Lakhs Pa
26	2020-21	SWATHI N	BE (CSE)	2021	M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084	1.8 Lakhs Pa
27	2020-21	SYED WASIM AHAMED T	BE (CSE)	2021	M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084	1.8 Lakhs Pa
28	2020-21	ABDUL SATHAR A	BE (CSE)	2021	M/s. FIS Global Business Solutions India (P) Ltd The Viceroy, Old No. 25, New No. 22, Sardar Patel Road, Guindy, Chennai - 600 032.	5 Lakhs Pa
29	2020-21	AMJATH ASHIFA M	BE (CSE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
30	2020-21	CHOKKAPU GANESH	BE (CSE)	2021	M/s. TVS Sundaram Fastners Ltd 47/2. Poonamallee High Road, Velappanchavadi, Chennai - 600 077	2.25 Lakhs Pa
31	2020-21	DIVYA M	BE (CSE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
32	2020-21	HAROON S B	BE (CSE)	2021	M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084	1.8 Lakhs Pa



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33	2020-21	HASAN ABDUL KADER J K	BE (CSE)	2021	M/s. Wipro Ltd No. 475A, Old Mahabalipuram Road, Wipro St, Elcot SEZ, Sholingnallur, Chennai - 600 119.	3.5 Lakhs pa
34	2020-21	MAJITH AL RASHEETH A	BE (CSE)	2021	M/s. FIS Global Business Solutions India (P) Ltd The Viceroy, Old No. 25, New No. 22, Sardar Patel Road, Guindy, Chennai - 600 032.	5 Lakhs Pa
35	2020-21	MARWAN J	BE (CSE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
36	2020-21	MOHAMED HARISH M	BE (CSE)	2021	M/s. Sabeel Technologies No. 7, Alandur Road, Saidapet, Chennai - 600 015	1.44 Lakhs Pa
37	2020-21	MOHAMED IMRAN M	BE (CSE)	2021	M/s. TVS Sundaram Fastners Ltd 47/2. Poonamallee High Road, Velappanchavadi, Chennai - 600 077	2.25 Lakhs Pa
38	2020-21	MOHAMED JUNAID M	BE (CSE)	2021	M/s. TVS Sundaram Fastners Ltd 47/2. Poonamallee High Road, Velappanchavadi, Chennai - 600 077	2.25 Lakhs Pa
39	2020-21	MOHAMED MATHEEN S	BE (CSE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
40	2020-21	MOHAMED RASHAD J	BE (CSE)	2021	M/s. FIS Global Business Solutions India (P) Ltd The Viceroy, Old No. 25, New No. 22, Sardar Patel Road, Guindy, Chennai - 600 032.	5 Lakhs Pa
41	2020-21	MOHAMMED AZARUDIN A	BE (CSE)	2021	M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018	2.58 Lakhs Pa
42	2020-21	MOHAMMED FALIL	BE (CSE)	2021	M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Sefaiyur, Chennai - 600 059	1.44 Lakhs Pa
43	2020-21	MOHAMMED MOHSIN KHAN	BE (CSE)	2021	M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084	1.8 Lakhs Pa



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44	2020-21	MOHAMMED MUSTHAFA AFRUDEEN S	BE (CSE)	2021	M/s. Sitel India (P) Ltd Tril Info Park Ltd, 1st Block O Floor, Hardy Tower, Ramanujam IT SEZ, Rajiv Gandhi Salai, OMR Tharamani Chennai - 600 113	1.55 Lakhs Pa
45	2020-21	MOHAMMED ZAID AHMED	BE (CSE)	2021	M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018	2.58 Lakhs Pa
46	2020-21	MUZAFFAR M	BE (CSE)	2021	M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059	1.44 Lakhs Pa
47	2020-21	SANDHIYA G	BE (CSE)	2021	M/s. Scone Solutions India (P) Ltd E3-06, 03F, 3rd Floor, IITM Research Park, Kanagam Road, Taramani, Chennai - 600 113	1.44 Lakhs Pa
48	2020-21	SHAHIDH AFSHAR M	BE (CSE)	2021	M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018	2.58 Lakhs Pa
49	2020-21	SUMAN RAJ R	BE (CSE)	2021	M/s. Tata Consultancy Services Ltd 415/21-24, Kumaran Nagar, Sholingnallur, Old Mahabalipuram, Chennai - 600 119	3.36 Lakhs pa
50	2020-21	TAJAMUL ARAFATH V P	BE (CSE)	2021	M/s. TVS Sundaram Fastners Ltd 47/2. Poonamallee High Road, Velappanchavadi, Chennai - 600 077	2.25 Lakhs Pa
51	2020-21	VELPRASANTH P	BE (CSE)	2021	M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasalwakkam, Chennai - 600 084	1.8 Lakhs Pa
52	2020-21	SAJJAATH A S	BE (CSE)	2021	M/s. Ava software (P) Ltd Bayline Infocity Limited, 1st Floor, Block 2, Rajiv Gandhi Salai, Navalur, Chennai - 600 130	3.5 Lakhs Pa
53	2020-21	MOHAMMED NADHIM S	BE (CSE)	2021	M/s. Access Heath Care Services (P) Ltd A-9. First Main Road, Ambattur Industrial Estate, Ambattur Chennai - 600 058	3.44 Lakhs Pa
54	2020-21	FAKIHA RUBAB S	BE (CSE)	2021	M/s. TransTrac Technology Services (P) Ltd Door No. 2022, Block No. 2, 2nd Floor, Devi Prakash Nagar, Porur, Chennai - 600 116.	2.4 Lakhs Pa



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55	2020-21	AADHISITHAN.R	B.Tech (IT)	2021	M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018	2.58 Lakhs Pa
56	2020-21	AYEESHA KHATOON B	B.Tech (IT)	2021	M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084	1.8 Lakhs Pa
57	2020-21	DHANISHA.R	B.Tech (IT)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
58	2020-21	JAFAR SHAREEF.U	B.Tech (IT)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
59	2020-21	MAHALAKSHMI J	B.Tech (IT)	2021	M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059	1.44 Lakhs Pa
60	2020-21	MOHAMED ABBAS MEERAN M	B.Tech (IT)	2021	M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084	1.8 Lakhs Pa
61	2020-21	MOHAMED ABDUL MALIK M	B.Tech (IT)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
62	2020-21	MOHAMED ABUBACKER S	B.Tech (IT)	2021	M/s. Satvat Infosol (P) Ltd Flat No: 1A, 1st Floor, No. 32, Devadaya Apartments, 1st Main Road, Gandhi Nagar, Adyar, Chennai - 600 020	1.44 Lakhs Pa
63	2020-21	MOHAMED ARFIN.J	B.Tech (IT)	2021	M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018	2.58 Lakhs Pa
64	2020-21	MOHAMED ASHIK.M	B.Tech (IT)	2021	M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084	1.8 Lakhs Pa
65	2020-21	MOHAMED ASSIF.A	B.Tech (IT)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa




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66	2020-21	MOHAMED IBRAHIM.M	B.Tech (IT)	2021	M/s. Alchemy Techsol India (P) Ltd Padmavathi Complex, B1/1, 80 Feet Road, Koramangala 8th Block, Koramangala, Bangalore - 560 095	2.29 Lakhs Pa
67	2020-21	MOHAMED SHAFITH.K	B.Tech (IT)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
68	2020-21	RABIA MAA S	B.Tech (IT)	2021	M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018	2.58 Lakhs Pa
69	2020-21	RABIYA NOORIE M A	B.Tech (IT)	2021	M/s. Infosys Ltd 44, Infosys Avenue, Electronic City, Hosur Road Bangalore - 560 100	3.6 Lakhs pa
70	2020-21	SHANOFAR JUHL.M	B.Tech (IT)	2021	M/s. NTT DATA Global Delivery Services (P) Ltd Block No. 2, 2nd Floor,D7, Plot No.123, Epip Phase II, Whitefield Industrial Area, Bangalore - 560 066	3.5 Lakhs Pa
71	2020-21	SYED FARHAN MOHIDEEN	B.Tech (IT)	2021	M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059	1.44 Lakhs Pa
72	2020-21	ZAINAB SABA M	B.Tech (IT)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
73	2020-21	ZEENATH BEGUM.N	B.Tech (IT)	2021	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	2020-21	SARBUDEEN KATHER S	B.Tech (IT)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
75	2020-21	WASEEQ AHMED T	B.Tech (IT)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
76	2020-21	ABDUL ARSATH.S	BE (ECE)	2021	M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwalkkam, Chennai - 600 084	1.8 Lakhs Pa



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77	2020-21	ABDUL MALICK	BE (ECE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
78	2020-21	ABDUR RAHMAN B	BE (ECE)	2021	M/s. Pneumatic Vaccumm Elevators & Lifts India (P) Ltd Ward No. 1/8, Nellikuppam Road, Karanai Puduchery, Guduvanchery, Chengalpet Dist - 603 202	2.88 Lakhs Pa
79	2020-21	ABDUR RAQUIB N	BE (ECE)	2021	M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018	2.58 Lakhs Pa
80	2020-21	ABUL KALAM.H.	BE (ECE)	2021	M/s. HCL Technologies Ltd Technology Hub, Special Economic Zone, Plot No. 3A Sector 126, Noida - 201 304, UP.	3.65 Lakhs Pa
81	2020-21	APARNA M	BE (ECE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
82	2020-21	ASHANI.R	BE (ECE)	2021	M/s. Pneumatic Vaccumm Elevators & Lifts India (P) Ltd Ward No. 1/8, Nellikuppam Road, Karanai Puduchery, Guduvanchery, Chengalpet Dist - 603 202	2.88 Lakhs Pa
83	2020-21	BHARATH.V	BE (ECE)	2021	M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018	2.58 Lakhs Pa
84	2020-21	DINESH.P	BE (ECE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
85	2020-21	FAHIMA BEGAM M	BE (ECE)	2021	M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084	1.8 Lakhs Pa
86	2020-21	FARIHA PARVEEN S A	BE (ECE)	2021	M/s. Tata Consultancy Services Ltd 415/21-24, Kumaran Nagar, Sholingnallur, Old Mahabalipuram, Chennai - 600 119	3.36 Lakhs pa
87	2020-21	FARITHA.J	BE (ECE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa



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88	2020-21	FATHIMA R	BE (ECE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
89	2020-21	HASSAN FOUZAN.M.	BE (ECE)	2021	M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018	2.58 Lakhs Pa
90	2020-21	IRBAZ AHMED R	BE (ECE)	2021	M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SE2, Tambaram, Chennai - 600 045	3 Lakhs Pa
91	2020-21	JABEEN	BE (ECE)	2021	M/s. Ava software (P) Ltd Bayline Infocity Limited, 1st Floor, Block 2, Rajiv GandhiSalai, Navalur, Chennai - 600 130	3.5 Lakhs Pa
92	2020-21	KARTHIKEYAN. A	BE (ECE)	2021	M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018	2.58 Lakhs Pa
93	2020-21	LOKESH.N	BE (ECE)	2021	M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018	2.58 Lakhs Pa
94	2020-21	MANOJ.L	BE (ECE)	2021	M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018	2.58 Lakhs Pa
95	2020-21	MD SHOAIBSHARIEF.F.	BE (ECE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
96	2020-21	MISBA FATHIMA.A.	BE (ECE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
97	2020-21	MOHAMED ISHAK M	BE (ECE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
98	2020-21	MOHAMMED ISMAIL MIHAL	BE (ECE)	2021	M/s. Pneumatic Vaccumm Elevators & Lifts India (P) Ltd Ward No. 1/8, Nellikuppam Road, Karanai Puduchery, Guduvanchery, Chengalpet Dist - 603 202	2.88 Lakhs Pa



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99	2020-21	MOHAMMED SAFVAN A V	BE (ECE)	2021	M/s. Ava software (P) Ltd Bayline Infocity Limited, 1st Floor, Block 2, Rajiv GandhiSalai, Navalur, Chennai - 600 130	3.5 Lakhs Pa
100	2020-21	MOHAMED SALMAN.S	BE (ECE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
101	2020-21	MOHAMED SAMEER H	BE (ECE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
102	2020-21	MOHAMED SUHAIL.B	BE (ECE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
103	2020-21	MOHAMED UVAIZ.N	BE (ECE)	2021	M/s. Ava software (P) Ltd Bayline Infocity Limited, 1st Floor, Block 2, Rajiv GandhiSalai, Navalur, Chennai - 600 130	3.5 Lakhs Pa
104	2020-21	Ashick Ahamed M	BE (ECE)	2021	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	2020-21	MOHAMED ASARDEEN M.G	BE (ECE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
106	2020-21	MOHAMED YOUSUF A	BE (ECE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
107	2020-21	MOHAMMED ATHEEFALI S	BE (ECE)	2021	M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018	2.58 Lakhs Pa
108	2020-21	MOHAMMED FAZIL J	BE (ECE)	2021	M/s. Jasmin Infotech (P) Ltd Plot No. 119, Survey No. 56/2C/2, Velachery Tambaram Road, Pallikaranai, Chennai - 600 100	3.75 Lakhs Pa
109	2020-21	MOHAMMED ITHNAN A U	BE (ECE)	2021	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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AALIM MUHAMMAD SALEGH
COLLEGE OF ENGINEERING

S.No	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
110	2020-21	MOHAMMED RAGHADAN	BE (ECE)	2021	M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018	2.58 Lakhs Pa
111	2020-21	MOHAMMED SIRAJUDEEN J	BE (ECE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
112	2020-21	MOHAMMED SUHAIL R	BE (ECE)	2021	M/s. Ava software (P) Ltd Bayline Infocity Limited, 1st Floor, Block 2, Rajiv GandhiSalai, Navalur, Chennai - 600 130	3.5 Lakhs Pa
113	2020-21	MOHAMMED WASIM M S	BE (ECE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
114	2020-21	MUSTHAQ N K	BE (ECE)	2021	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
115	2020-21	NANDHINI R	BE (ECE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
116	2020-21	NOORULLAH I	BE (ECE)	2021	M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045	3 Lakhs Pa
117	2020-21	RAGAVENDRAN M	BE (ECE)	2021	M/s. Kappsoft Systems (P) Ltd No. 935/4, Periyar EVR Salai, Purasaiwakkam, Chennai - 600 084	1.8 Lakhs Pa
118	2020-21	RASHEED THARIQ M	BE (ECE)	2021	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
119	2020-21	RIYAZ MOHAMMED M	BE (ECE)	2021	M/s. Ava software (P) Ltd Bayline Infocity Limited, 1st Floor, Block 2, Rajiv GandhiSalai, Navalur, Chennai - 600 130	3.5 Lakhs Pa
120	2020-21	SABIHA TABASSUM S	BE (ECE)	2021	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	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
121	2020-21	SHAHID HUSSAIN N	BE (ECE)	2021	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	2020-21	SHAIF MOHAMMED ISHOQ S	BE (ECE)	2021	M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045	3 Lakhs Pa
123	2020-21	SHIEK MOHAMED RIYAZ S	BE (ECE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
124	2020-21	SHOAIB AKTHAR SHARIFF A	BE (ECE)	2021	M/s. Ava software (P) Ltd Bayline Infocity Limited, 1st Floor, Block 2, Rajiv GandhiSalai, Navalur, Chennai - 600 130	3.5 Lakhs Pa
125	2020-21	SOWMYA R	BE (ECE)	2021	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
126	2020-21	SUHAIL AHMAD NOOR A	BE (ECE)	2021	M/s. Tata Consultancy Services Ltd 415/21-24, Kumaran Nagar, Sholingnallur, Old Mahabalipuram, Chennai - 600 119	3.36 Lakhs pa
127	2020-21	SUMIYA BANU A	BE (ECE)	2021	M/s. Jasmin Infotech (P) Ltd Plot No. 119, Survey No. 56/2C/2, Velachery Tambaram Road, Pallikaranai, Chennai - 600 100	3.75 Lakhs Pa
128	2020-21	TAMEEM MUJAHID N	BE (ECE)	2021	M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045	3 Lakhs Pa
129	2020-21	TASNEEM FATHIMA K	BE (ECE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
130	2020-21	THOWFIC AHAMED M	BE (ECE)	2021	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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AALIM MUHAMMAD SALEGH
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S.No	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
131	2020-21	YAASMEEN I	BE (ECE)	2021	M/s. Jasmin Infotech (P) Ltd Plot No. 119, Survey No. 56/2C/2, Velachery Tambaram Road, Pallikaranai, Chennai - 600 100	3.75 Lakhs Pa
132	2020-21	YOGESWARI G	BE (ECE)	2021	M/s. Jasmin Infotech (P) Ltd Plot No. 119, Survey No. 56/2C/2, Velachery Tambaram Road, Pallikaranai, Chennai - 600 100	3.75 Lakhs Pa
133	2020-21	MUNAVAR BASHA M	BE (ECE)	2021	M/s. Jasmin Infotech (P) Ltd Plot No. 119, Survey No. 56/2C/2, Velachery Tambaram Road, Pallikaranai, Chennai - 600 100	3.75 Lakhs Pa
134	2020-21	UMA DEVI S	BE (ECE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
135	2020 -21	ABDUL JASUDEEN N	BE (EEE)	2021	M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018	2.58 Lakhs Pa
136	2020 -21	FAIZAL M	BE (EEE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
137	2020 -21	HANIF ADHITHAN N A	BE (EEE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
138	2020 -21	HASSAN IMRAN M	BE (EEE)	2021	M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018	2.58 Lakhs Pa
139	2020 -21	HAJ AHAMED S	BE (EEE)	2021	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
140	2020 -21	JAVITH AHAMED M	BE (EEE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
141	2020 -21	KALKIRAM G	BE (EEE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa



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AALIM MUHAMMAD SALEGH
COLLEGE OF ENGINEERING

S.No	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
142	2020 -21	MEERAN OLI K	BE (EEE)	2021	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
143	2020 -21	MOHAMED ADNAN FARID S	BE (EEE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
144	2020 -21	MOHAMED ALI RAZEEN M S	BE (EEE)	2021	M/s. Atos Global IT Solution and Services (P) Ltd Shilpa Vidya, 49 1st Main 3rd Phase, J P Nagar, Bangalore - 560 078.	3.10 Lakhs Pa
145	2020 -21	MOHAMED ARSHAD JAMEEL O A	BE (EEE)	2021	M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045	3 Lakhs Pa
146	2020 -21	MOHAMED AZARUDEEN K A	BE (EEE)	2021	M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018	2.58 Lakhs Pa
147	2020 -21	MOHAMED FAARIS M	BE (EEE)	2021	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
148	2020 -21	MOHAMED INZAMAM A	BE (EEE)	2021	M/s. Atos Global IT Solution and Services (P) Ltd Shilpa Vidya, 49 1st Main 3rd Phase, J P Nagar, Bangalore - 560 078.	3.10 Lakhs Pa
149	2020 -21	MOHAMED OWAISH S	BE (EEE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
150	2020 -21	MOHAMED SULAIMAN S	BE (EEE)	2021	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
151	2020 -21	MOHAMED THARIQUE S	BE (EEE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
152	2020 -21	MOHAMMED SHAIK SIMAR K M	BE (EEE)	2021	M/s. Atos Global IT Solution and Services (P) Ltd Shilpa Vidya, 49 1st Main 3rd Phase, J P Nagar, Bangalore - 560 078.	3.10 Lakhs Pa



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AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

S.No	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (in INR per annum)
153	2020 -21	MOHAMMED THAUQHEER KHAN A	BE (EEE)	2021	M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018	2.58 Lakhs Pa
154	2020 -21	MUJAHIDEEN AHAMED B	BE (EEE)	2021	M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045	3 Lakhs Pa
155	2020 -21	RIYAS P	BE (EEE)	2021	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
156	2020 -21	SAHUL HAMEED V	BE (EEE)	2021	M/s. Exnovation Digital Services LLP No.9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018	2.58 Lakhs Pa
157	2020 -21	SYED AZEEM S	BE (EEE)	2021	M/s. mc Amdois Tech Solutions (P) Ltd No.12, Gandhi Nagar, 1st Street, Mahalakshmi Nagar, Selaiyur, Chennai - 600 059	1.44 Lakhs Pa
158	2020 -21	SYED THARIQ A	BE (EEE)	2021	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
159	2020 -21	AHAMED NOWFAL M	BE (EEE)	2021	M/s. Atos Global IT Solution and Services (P) Ltd Shilpa Vidya, 49 1st Main 3rd Phase, J P Nagar, Bangalore - 560 078.	3.10 Lakhs Pa
160	2020 -21	AJIKARALI A	BE (EEE)	2021	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
161	2020 -21	PREETHI JENIFFER	BE (EEE)	2021	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
162	2020 -21	PUSPHA GOMATHI M	BE (EEE)	2021	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
163	2020 -21	SARAVANAN S	BE (EEE)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa



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S.No	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
164	2020 -21	YUVARAJ S	BE (EEE)	2021	M/s. Avalon Technologies (P) Ltd TPI Block B7, First Main Road, Mepz -SEZ, Tambaram, Chennai - 600 045	3 Lakhs Pa
165	2020 -21	MUHAMMED IFTHIKAR	BE (EEE)	2021	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
166	2020-21	ABDUL AJEEZ N	BE (MECH)	2021	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
167	2020-21	ABDUL KADHAR M	BE (MECH)	2021	M/s. Green Comforts HVAC Systems No. 11/721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai - 600 129.	1.56 Lakhs pa
168	2020-21	ABDULKAREEM M	BE (MECH)	2021	M/s. Infosys Ltd 44, Infosys Avenue, Electronic City, Hosur Road Bangalore - 560 100	3.6 Lakhs pa
169	2020-21	ABDUL RAHEEM HAFIS T	BE (MECH)	2021	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
170	2020-21	ABDUL RAWOOF S	BE (MECH)	2021	M/s. Control Serve Engineering No. 48, Thirumudivakkam Main Road, Irrandakattalai, Chennai - 600 044	1.44 Lakhs Pa
171	2020-21	ABDUL SALAAM K	BE (MECH)	2021	M/s. Infosys Ltd 44, Infosys Avenue, Electronic City, Hosur Road Bangalore - 560 100	3.6 Lakhs pa
172	2020-21	AHAMED ABDUR RAHMAN.S.A	BE (MECH)	2021	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
173	2020-21	AHAMED SHAMIL M	BE (MECH)	2021	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	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (in INR per annum)
174	2020-21	AJAY NANDA.S.	BE (MECH)	2021	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
175	2020-21	ANAS IBNU MUHAMMED SADIQUE	BE (MECH)	2021	M/s. Allianz Technology 2nd Floor, Bhavani, Technopark, Trivandrum, Kerala - 695 581	3 Lakhs Pa
176	2020-21	ANWAR AZEES.A	BE (MECH)	2021	M/s. NINGBO YUZHAN PRECISION MOULD CO. LTD.,	2.68 Lakhs Pa
177	2020-21	ARZATH AHAMED M	BE (MECH)	2021	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
178	2020-21	ASATH ALI M.E	BE (MECH)	2021	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
179	2020-21	DHIVAKAR T	BE (MECH)	2021	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
180	2020-21	FAZIL HUSSAIN S	BE (MECH)	2021	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
181	2020-21	HARIHARAN.G	BE (MECH)	2021	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
182	2020-21	IMRAN SHERIFF.K	BE (MECH)	2021	M/s. Green Comforts HVAC Systems No. 11/721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai - 600 129.	1.56 Lakhs pa
183	2020-21	INDLA VIKRAMA RAO	BE (MECH)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
184	2020-21	JANARTHANAN.S	BE (MECH)	2021	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	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
185	2020-21	JAYA PRAKASH RAO.C	BE (MECH)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
186	2020-21	JEROME XAVIER G	BE (MECH)	2021	M/s. Emaar Valves & Control No - 86, 3rd Cross East Street, Metha Nagar, Kundrathur, Chennai - 600 069.	1.44 Lakhs Pa
187	2020-21	JITHESH KRISHNAN.A	BE (MECH)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
188	2020-21	KAVIN KUMAR.V.	BE (MECH)	2021	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
189	2020-21	LAKSHMIPATHY V	BE (MECH)	2021	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
190	2020-21	LOGANATHAN.J	BE (MECH)	2021	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
191	2020-21	MAHUTHU ABBAS A	BE (MECH)	2021	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
192	2020-21	MALAIKKOLUNDHU.RM	BE (MECH)	2021	M/s. Business Solutions International Metro E Vikas 5, II Cross, Rammohanapuram, Behind Sarvodaya High School, Near Sri Rampura, Bangalore - 560 021	3.66 Lakhs Pa
193	2020-21	MITHUKULLA MALAKONDA RAYUDU	BE (MECH)	2021	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
194	2020-21	MOHAMED AASIR MEERAN.M.S.	BE (MECH)	2021	M/s. Claritics India (P) Ltd No. 46/50, Indra Nagar Main Road, Valasarvakkam, Chennai -600 287	3.6 Lakhs pa



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195	2020-21	MOHAMED AHNAAF ALI.M	BE (MECH)	2021	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
196	2020-21	MOHAMED AKEEF.N	BE (MECH)	2021	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
197	2020-21	MOHAMED ALI S	BE (MECH)	2021	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
198	2020-21	MOHAMED ARSHATH S	BE (MECH)	2021	M/s. Green Comforts HVAC Systems No. 11/721, Muthaiya Nagar, Periyar Selai, Nanmangalam, Kovilambakkam, Chennai - 600 129.	1.56 Lakhs pa
199	2020-21	MOHAMED ASIK.M	BE (MECH)	2021	M/s. Emaar Valves & Control No - 86, 3rd Cross East Street, Metha Nagar, Kundrathur, Chennai - 600 069.	1.44 Lakhs Pa
200	2020-21	MOHAMED ASWAN.N	BE (MECH)	2021	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
201	2020-21	MOHAMED DHALKHAN J	BE (MECH)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
202	2020-21	MOHAMED FAISAL D	BE (MECH)	2021	M/s. Emaar Valves & Control No - 86, 3rd Cross East Street, Metha Nagar, Kundrathur, Chennai - 600 069.	1.44 Lakhs Pa
203	2020-21	MOHAMED FARHAN.M.	BE (MECH)	2021	M/s. Bangalore Strategic Solutions (P) Ltd No. 6/4m Peenya Industrial Area,Phase 1, Bangalore - 560 058	2.16 Lakhs pa
204	2020-21	MOHAMED HAMDHAN B	BE (MECH)	2021	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	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
205	2020-21	MOHAMED HAMIM R	BE (MECH)	2021	M/s. Emaar Valves & Control No - 86, 3rd Cross East Street, Metha Nagar, Kundrathur, Chennai - 600 069.	1.44 Lakhs Pa
206	2020-21	MOHAMED HARIS.J	BE (MECH)	2021	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
207	2020-21	MOHAMED HASAN P M I	BE (MECH)	2021	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
208	2020-21	MOHAMEDHASSAN S	BE (MECH)	2021	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
209	2020-21	MOHAMED ISBATH ALI A	BE (MECH)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
210	2020-21	MOHAMED MUSHARAF R	BE (MECH)	2021	M/s. Bangalore Strategic Solutions (P) Ltd No. 6/4m Peenya Industrial Area,Phase 1, Bangalore - 560 058	2.16 Lakhs pa
211	2020-21	MOHAMED MYDEEN M	BE (MECH)	2021	M/s. Bangalore Strategic Solutions (P) Ltd No. 6/4m Peenya Industrial Area,Phase 1, Bangalore - 560 058	2.16 Lakhs pa
212	2020-21	MOHAMED RIYANUDEEN M	BE (MECH)	2021	M/s. Green Comforts HVAC Systems No. 11/721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai - 600 129.	1.56 Lakhs pa
213	2020-21	MOHAMED RIZWAN S	BE (MECH)	2021	M/s. Tata Consultancy Services Ltd 415/21-24, Kumaran Nagar, Sholingnallur, Old Mahabalipuram, Chennai - 600 119	3.36 Lakhs pa
214	2020-21	MOHAMED SAKEEL S A	BE (MECH)	2021	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
215	2020-21	MOHAMED SHAFATH N	BE (MECH)	2021	M/s. Emaar Valves & Control No - 86, 3rd Cross East Street, Metha Nagar, Kundrathur, Chennai - 600 069.	1.44 Lakhs Pa




PRINCIPAL
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S.No	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
216	2020-21	MOHAMED SHAFIQ A	BE (MECH)	2021	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	2020-21	MOHAMED THAMEEMUL ANSARI S	BE (MECH)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
218	2020-21	MOHAMED YASEEN S N	BE (MECH)	2021	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
219	2020-21	MOHAMED ZUHAIR M	BE (MECH)	2021	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
220	2020-21	MOHAMMED AAMIR SUHAIL A	BE (MECH)	2021	RMZ Next, Rd Number 2, Kiadb, Export Promotion Industrial Area, Whitefield, Bangalore - 560 048	4.19 Lakhs Pa
221	2020-21	MOHAMMED ARIF A	BE (MECH)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
222	2020-21	MOHAMMED NABIDHU S	BE (MECH)	2021	M/s. Bangalore Strategic Solutions (P) Ltd No. 6/4m Peenya Industrial Area, Phase 1, Bangalore - 560 058	2.16 Lakhs pa
223	2020-21	MOHAMMED NAZIRDEEN S	BE (MECH)	2021	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	2020-21	MOHAMMED NOWFEL S	BE (MECH)	2021	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
225	2020-21	MOHAMMED RIYAS K	BE (MECH)	2021	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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COLLEGE OF ENGINEERING

S.No	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
226	2020-21	MOHAMMED SIDDIQ K N	BE (MECH)	2021	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
227	2020-21	MOHAMMED UMAR D	BE (MECH)	2021	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
228	2020-21	MUBARAK A	BE (MECH)	2021	M/s. Emaar Valves & Control No - 86, 3rd Cross East Street, Metha Nagar, Kundrathur, Chennai - 600 069.	1.44 Lakhs Pa
229	2020-21	MUHAMMAD ARSHAD M	BE (MECH)	2021	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
230	2020-21	MUHSIN KAMEEL A	BE (MECH)	2021	M/s. Optimal MEP Consultants Door No. 230,17th Street, Defence Officers Colony, Ekkattuthangal, Chennai - 600 032.	1.2 Lakhs Pa
231	2020-21	MUNEER AHAMED G	BE (MECH)	2021	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
232	2020-21	NAVEEN KUMAR K	BE (MECH)	2021	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
233	2020-21	NITHISH KUMAR J	BE (MECH)	2021	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
234	2020-21	RAJESH KANNA S	BE (MECH)	2021	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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PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

S.No	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
235	2020-21	RASIK FAREED M	BE (MECH)	2021	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
236	2020-21	SAFWAN NAZEER AHAMED N	BE (MECH)	2021	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
237	2020-21	SAMEER RAJA S	BE (MECH)	2021	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
238	2020-21	SANJAY KUMAR G	BE (MECH)	2021	M/s. Green Comforts HVAC Systems No. 11/721, Muthaiya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai - 600 129.	1.56 Lakhs pa
239	2020-21	SANTHA KUMAR Y	BE (MECH)	2021	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
240	2020-21	SATHISHKUMAR T	BE (MECH)	2021	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
241	2020-21	SHAHEEN AHMED S	BE (MECH)	2021	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
242	2020-21	SHAMEER M	BE (MECH)	2021	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
243	2020-21	SRIRAM D	BE (MECH)	2021	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	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (in INR per annum)
244	2020-21	SUHAIB AHMED P A	BE (MECH)	2021	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
245	2020-21	SURIYA KRISHNAN R	BE (MECH)	2021	M/s. Bangalore Strategic Solutions (P) Ltd No. 6/4m Peenya Industrial Area, Phase 1, Bangalore - 560 058	2.16 Lakhs pa
246	2020-21	SURYA KUMAR H	BE (MECH)	2021	M/s. TVS Education Society Old No. 56, New No. 146, Greenways Road, Kesavaperumalpuram, Chennai - 600 028.	1.86 Lakhs pa
247	2020-21	SYED ABDUL HASIB	BE (MECH)	2021	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
248	2020-21	SYED ABDUL RAHMAN S	BE (MECH)	2021	M/s. Bangalore Strategic Solutions (P) Ltd No. 6/4m Peenya Industrial Area, Phase 1, Bangalore - 560 058	2.16 Lakhs pa
249	2020-21	SYED ALI BATHUSHA J	BE (MECH)	2021	M/s. Control Serve Engineering No. 48, Thirumudivakkam Main Road, Irrandakattalai, Chennai - 600 044	1.44 Lakhs Pa
250	2020-21	SYED ANWAR K M	BE (MECH)	2021	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	2020-21	SYED MUHAMMAD BUHARI M	BE (MECH)	2021	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
252	2020-21	SYED TAUQEER AHMED	BE (MECH)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
253	2020-21	VASIM AKRAM S	BE (MECH)	2021	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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COLLEGE OF ENGINEERING

S.No	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
254	2020-21	YOUNUS KHALID M	BE (MECH)	2021	M/s. Green Comforts HVAC Systems No. 11/721, Muthalya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai - 600 129.	1.56 Lakhs pa
255	2020-21	AMANULLAH Z	BE (MECH)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
256	2020-21	BALAJI E	BE (MECH)	2021	M/s. Green Comforts HVAC Systems No. 11/721, Muthalya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai - 600 129.	1.56 Lakhs pa
257	2020-21	HARI HARAN U	BE (MECH)	2021	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
258	2020-21	IMDADAHMED E	BE (MECH)	2021	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
259	2020-21	JAFFER SHERIEF T S	BE (MECH)	2021	M/s. Green Comforts HVAC Systems No. 11/721, Muthalya Nagar, Periyar Salai, Nanmangalam, Kovilambakkam, Chennai - 600 129.	1.56 Lakhs pa
260	2020-21	KRISHNARAJ M	BE (MECH)	2021	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
261	2020-21	MOHAMED ABUTHAHIR A	BE (MECH)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
262	2020-21	MOHAMED ASHIF S	BE (MECH)	2021	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
263	2020-21	MOHAMED MUKTHAR KHAN A	BE (MECH)	2021	M/s. Emaar Valves & Control No - 86, 3rd Cross East Street, Metha Nagar, Kundrathur, Chennai - 600 069.	1.44 Lakhs Pa
264	2020-21	MOHAMMAD THAHAA A	BE (MECH)	2021	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	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (in INR per annum)
265	2020-21	RAIHAN SHAH SAIKIA	BE (MECH)	2021	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
266	2020-21	RAJESH D	BE (MECH)	2021	M/s. Emaar Valves & Control No - 85, 3rd Cross East Street, Metha Nagar, Kundrathur, Chennai - 600 069.	1.44 Lakhs Pa
267	2020-21	RIYAS K	BE (MECH)	2021	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	2020-21	SAMSU KARIMULLAH A	BE (MECH)	2021	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
269	2020-21	SHAIK APSAR	BE (MECH)	2021	M/s. CSS Corp (P) Ltd Plot No-32 A&B, 6th Floor, Ambit IT Park, Industrial Estate, Ambattur, Chennai - 600 053	2 Lakhs Pa
270	2020-21	ALI FAHAD SH	BE (CIVIL)	2021	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	2020-21	ARUL SELVI A	BE (CIVIL)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
272	2020-21	ARUN D	BE (CIVIL)	2021	M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060.	1.2 Lakhs Pa
273	2020-21	AZARUDEEN I	BE (CIVIL)	2021	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
274	2020-21	DHANISH MOHAMED A	BE (CIVIL)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa



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S.No	Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
275	2020-21	UAZ RAHMAN.K	BE (CIVIL)	2021	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
276	2020-21	KADER IBHRAHIM N	BE (CIVIL)	2021	M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060.	1.2 Lakhs Pa
277	2020-21	KARTHICK P	BE (CIVIL)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
278	2020-21	MANI KANDAN A	BE (CIVIL)	2021	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
279	2020-21	MOHAMED KASIM AFREED N	BE (CIVIL)	2021	M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060.	1.2 Lakhs Pa
280	2020-21	MOHAMED JAFFRIN N	BE (CIVIL)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
281	2020-21	MOHAMED MUSRAF E	BE (CIVIL)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
282	2020-21	MOHAMED NOORUL FAHIM	BE (CIVIL)	2021	M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060.	1.2 Lakhs Pa
283	2020-21	MOHAMED SHEIK HAMTHAN S	BE (CIVIL)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
284	2020-21	MOHAMED FAREEDUDEEN H M	BE (CIVIL)	2021	M/s. Comfotech Engineering Consulting (P) Ltd No. 120, G.N.T. Road, Alankar Tower, Chennai - 600 060.	1.2 Lakhs Pa
285	2020-21	MOHAMMED HARIS.S	BE (CIVIL)	2021	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	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
286	2020-21	MUHAMMED SAIF SALIK	BE (CIVIL)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
287	2020-21	NIYAJUDEEN N	BE (CIVIL)	2021	M/s. Sutherland The Gateway Office Parks, IT/ITES SEZ Bloc - A1, 6th Floor, Chennai - 600 063	2.5 Lakhs Pa
288	2020-21	RAHAMATHULLAH N	BE (CIVIL)	2021	M/s. Seven Hills National 6/35, 82nd Street, Ashok Nagar, Chennai - 600 083	2.16 Lakhs pa
289	2020-21	RAHAMATHULLAH S	BE (CIVIL)	2021	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
290	2020-21	SALMAN FARISH M	BE (CIVIL)	2021	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
291	2020-21	SHEIK MEERAN P	BE (CIVIL)	2021	M/s. Seven Hills National 6/35, 82nd Street, Ashok Nagar, Chennai - 600 083	2.16 Lakhs pa
292	2020-21	UWAIS AHAMED R	BE (CIVIL)	2021	M/s. Seven Hills National 6/35, 82nd Street, Ashok Nagar, Chennai - 600 083	2.16 Lakhs pa
293	2020-21	VASIM KHAN K	BE (CIVIL)	2021	M/s. Seven Hills National 6/35, 82nd Street, Ashok Nagar, Chennai - 600 083	2.16 Lakhs pa
294	2020-21	FAIZAL KHAN.S	BE (CIVIL)	2021	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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TIN.NO : 33460948062
CST.NO : 1247998
GSTIN : 33AAGCM2001E1ZA

09-Nov-2020

Dear Afreen Fathima 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 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 Ramdasi

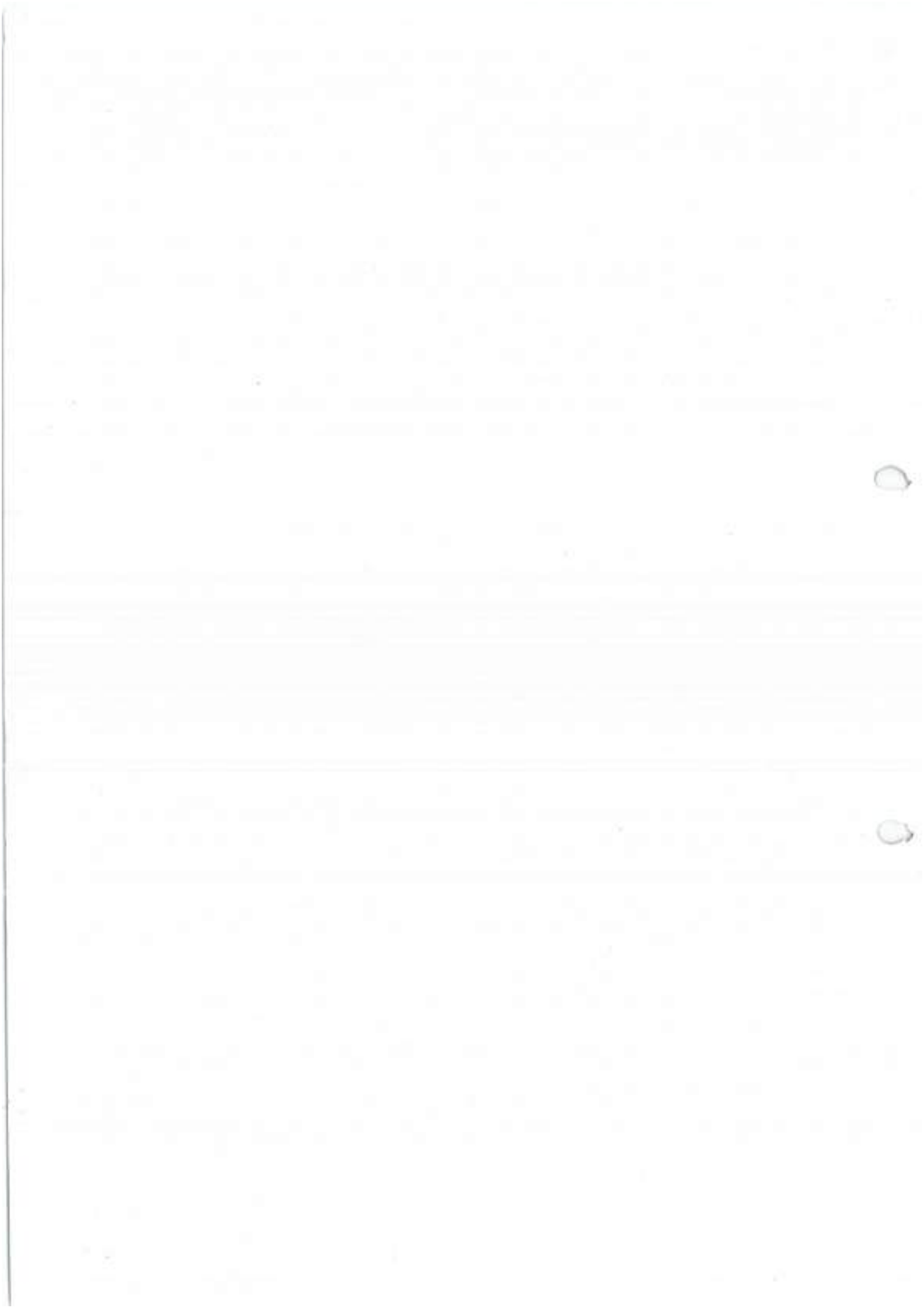
Administrative Head

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

mcAMDOIS Tech Solutions Private Limited

No.12, Gandhi Nagar, 1st Street, Selaiyur, Chennai 600 073, Tamil Nadu, INDIA. +91 44 4625 0099 (India) +1 347 - 2013918 (USA)

www.mcAMDOIS.com





KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Date: 04.02.21

Dear Ahamed Riyaz 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 this 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 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 have received.

Name: Mr. Ahamed Riyaz M

Signature:

Date of Signature:

A handwritten signature in blue ink, appearing to be "A. Riyaz M.", written over a faint circular stamp.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Employment Agreement

1. Employment-RelatedParticulars

You are designated as **AI Prompt Engineeer** and your employment will commence on **07.06.2021 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, Emerald G.K.S Towers, Poonamallee High Road, Pурсaiwakkam 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 3 months 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. Any changes 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 this purpose.

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 created 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's Certificate (Original)
- b) Master's Certificate (Original)
- c) Aadhar Card (copy)
- d) Pan Card & Bank account details
- e) 1 Passport size Photo
- f) Pay Slip from previous employer.

Accepted,
Signature:

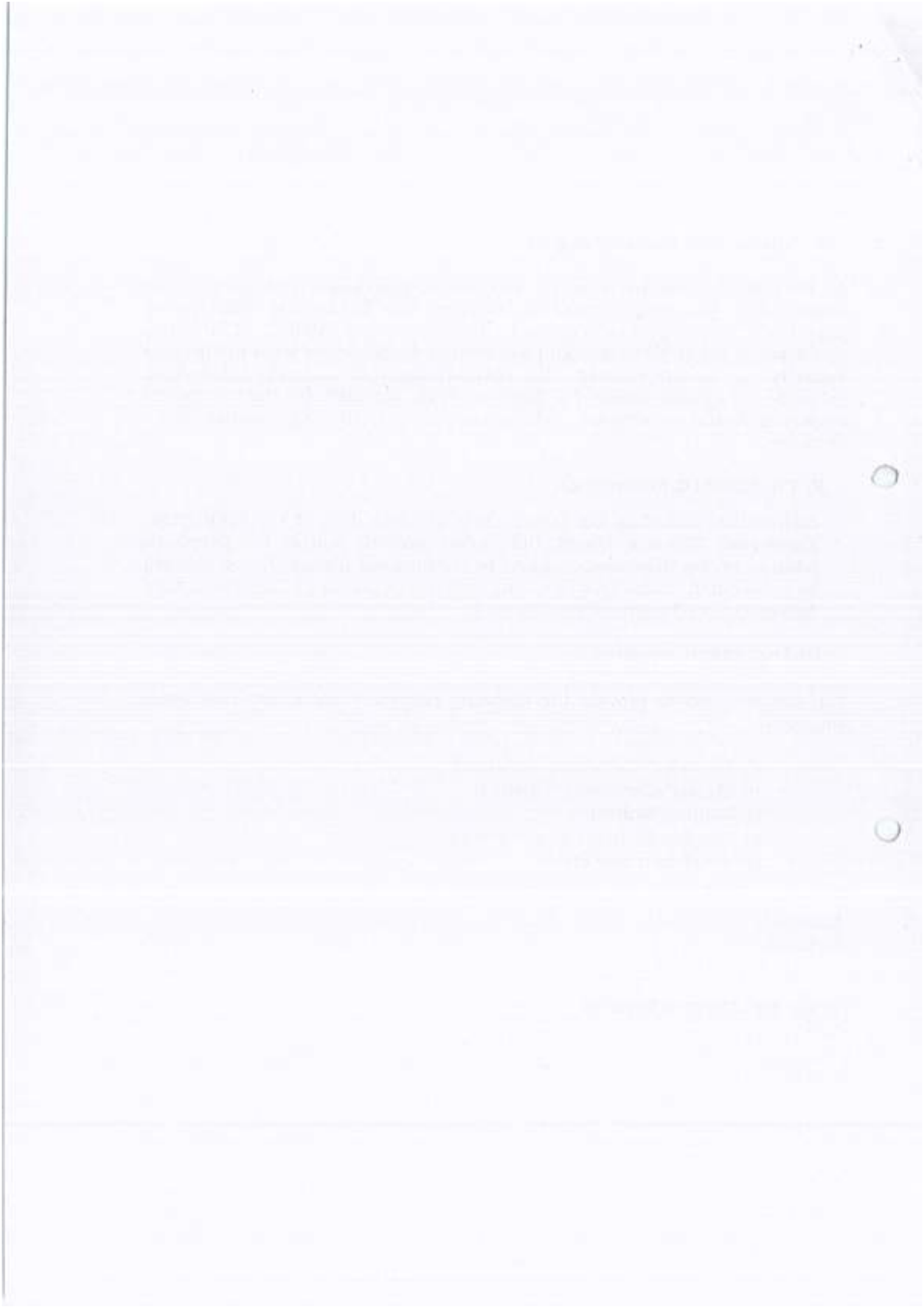
Name: **Mr. Ahamed Riyaz M**
Date of Signature:

Authorized Signatory,

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



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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 : 33AAGCM2001E12A

09-Nov-2020

Dear Mr. Ahmed Sufyan

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 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



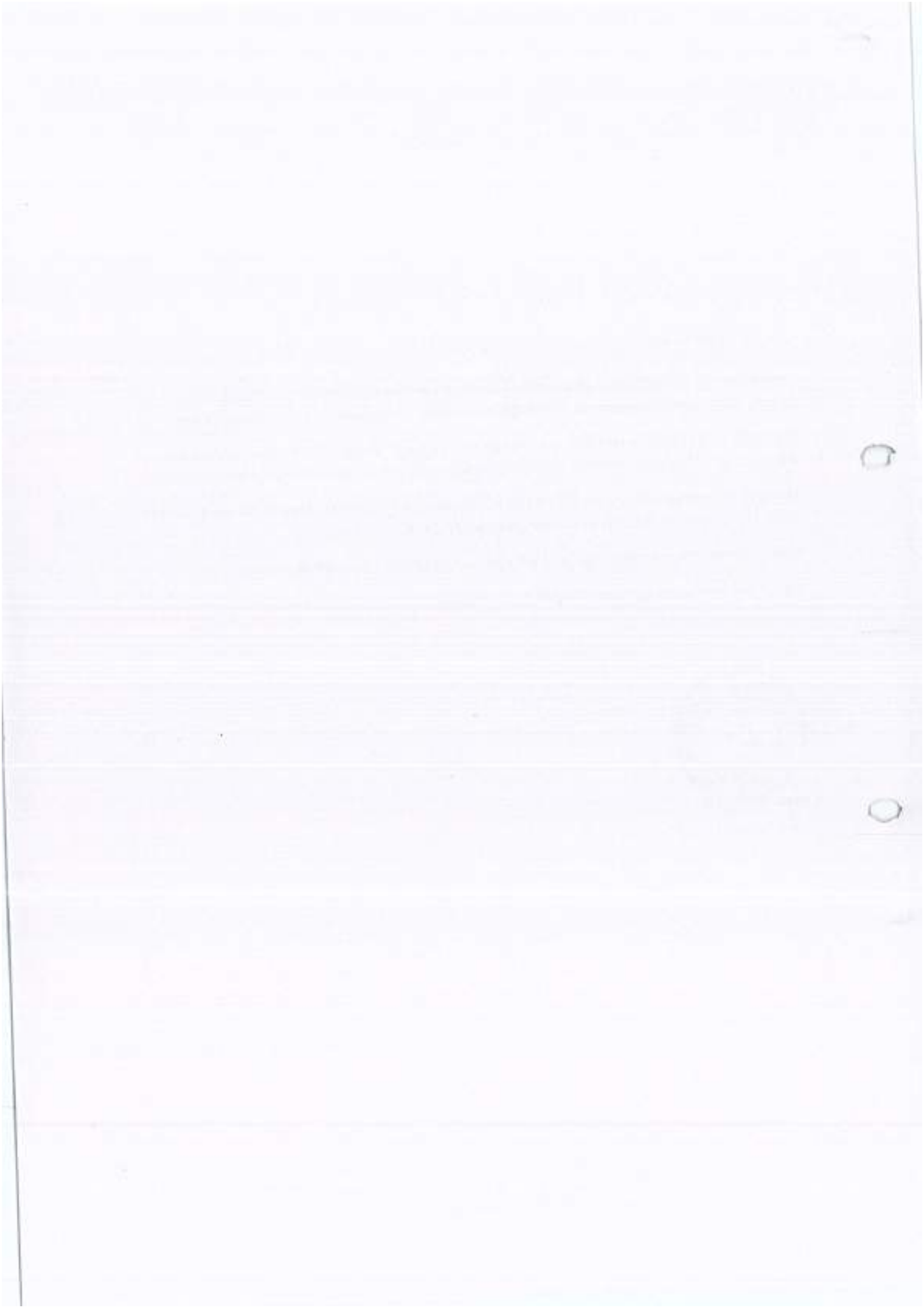
Gayathri Ramesh
Administrative Head

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

mcAMDOIS Tech Solutions Private Limited

No.12, Gandhi Nagar, 1st Street, Selaiyur, Chennai 600 073. Tamil Nadu, INDIA. +91 44 4625 0099 (India) +1 347 - 2013918 (USA)

www.mcAMDOIS.com





Letter of Intent

July 19, 2021
Akif Abdul Azeem
Aalim Muhammed Salegh College of Engineering, Chennai

Dear Akif Abdul Azeem,

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

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. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexavarsity, our Corporate University.

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 campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

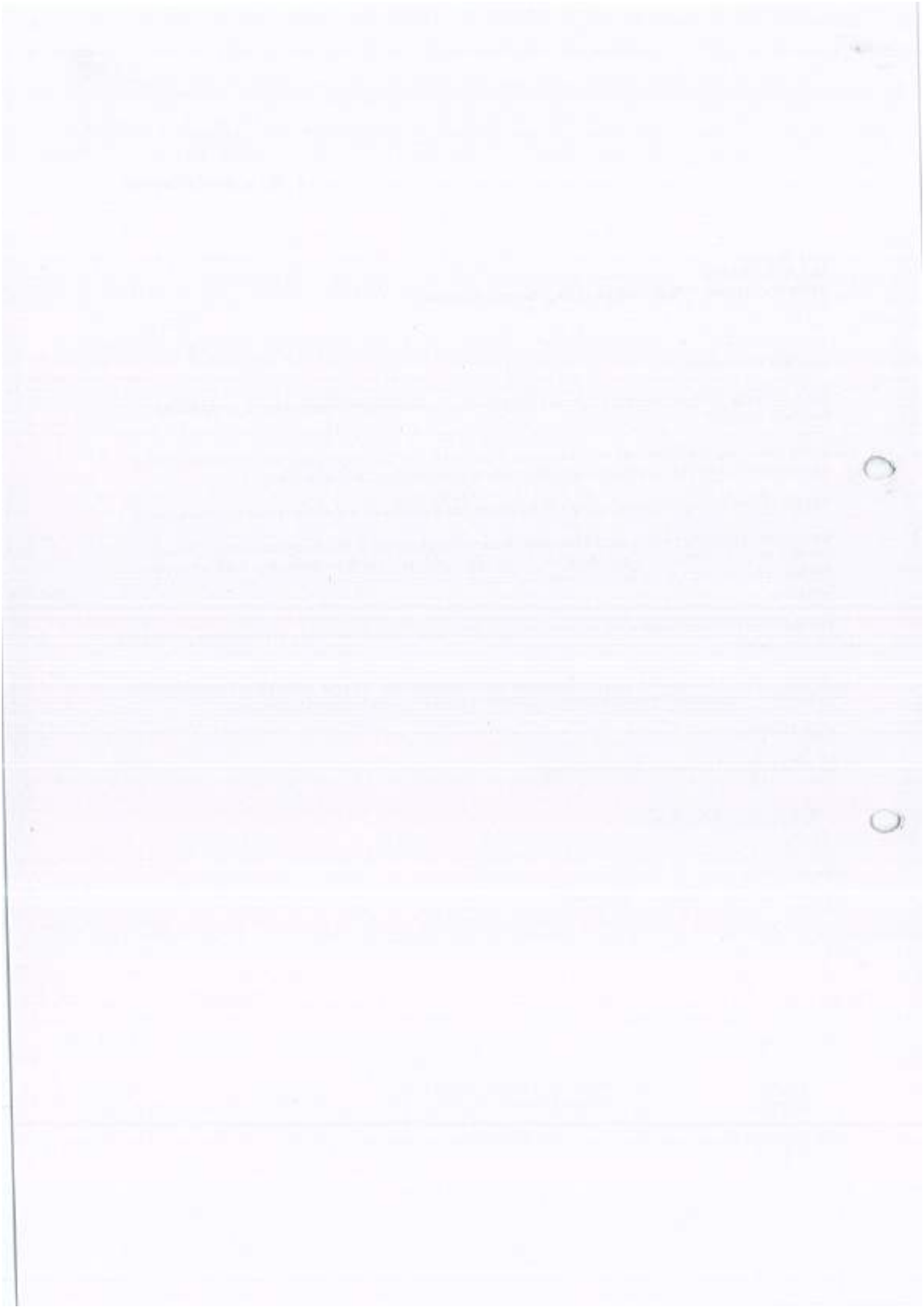
Monica Mathur
Vice President, Recruitment-India & APAC



HEXAWARE TECHNOLOGIES LTD.

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

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





Date: 04.02.21

Dear Ali Askar 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 this 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 have received.

Name: Mr. Ali Askar A

Signature:

A handwritten signature in blue ink, appearing to be 'Ali Askar A'.

Date of Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Employment Agreement

1. Employment-Related Particulars

You are designated as **AI Prompt Engineer** and your employment will commence on **07.06.2021 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, Emerald G.K.S Towers, Poonamallee High Road, Purasaiwakkam Chennai TN - 600084.

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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 pay you for carrying out 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 Organisation. Unless otherwise expressly agreed in writing by the Organisation, you must be in the Organisation'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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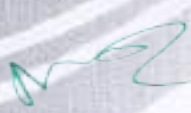
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You consent to the Organization performing verification checks on its own or through third parties for this purpose.


PRINCIPAL
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COLLEGE OF ENGINEERING



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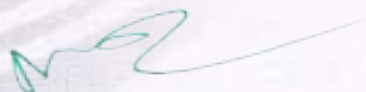
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- b) Master's Certificate (Original)
- c) Aadhar Card (copy)
- d) Pan Card & Bank account details
- e) 1 Passport size Photo
- f) Pay Slip from previous employer.

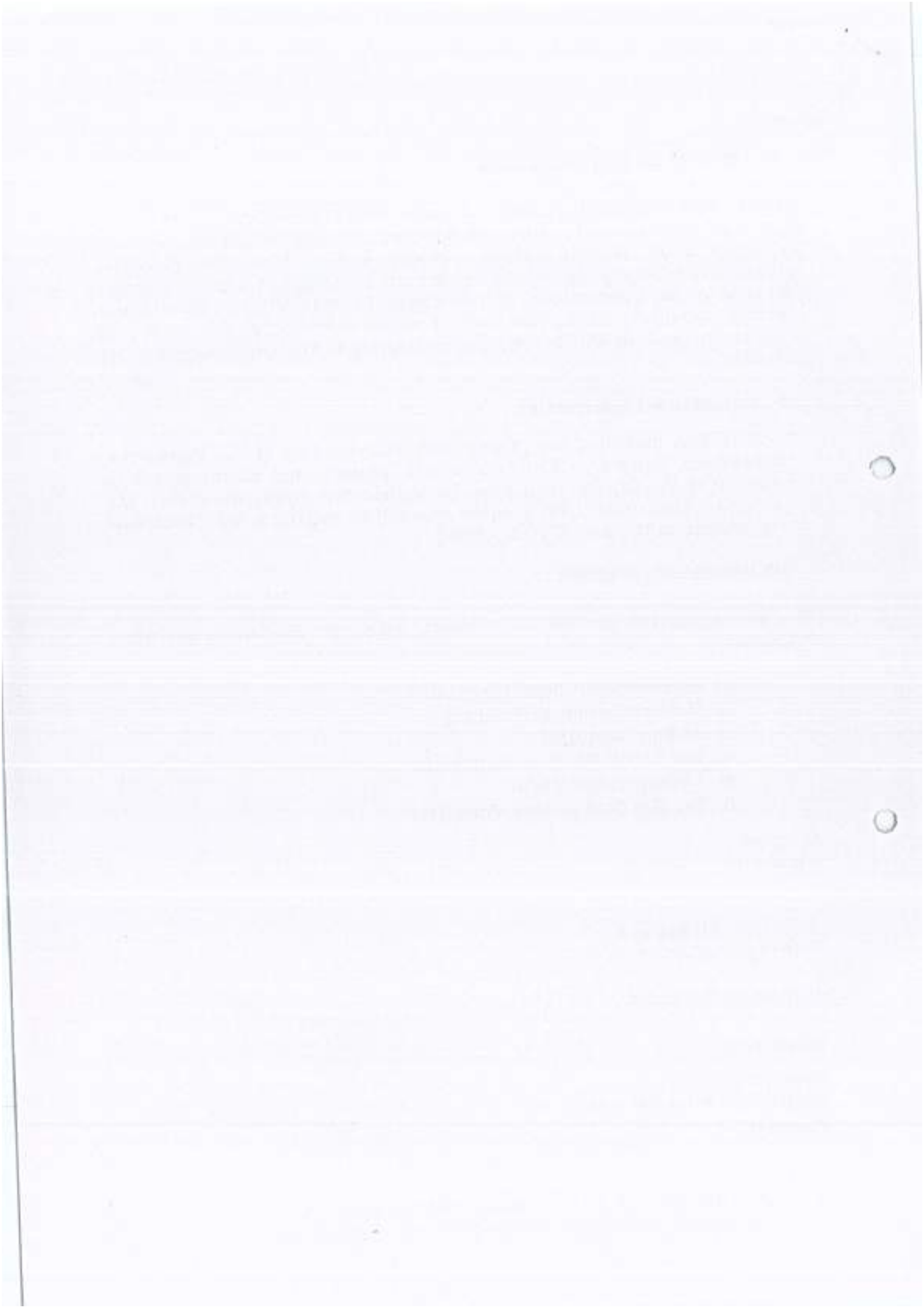
Accepted,
Signature:

Name: **Mr. Ali Askar A**
Date of Signature:

Authorized Signatory,

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


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



17-09

Company Name: HCL
Corporate Identity Number: U71400DL1901PLC085006
Technology/Biz. Special Economic Zone
Plot No. 38, Sector 128, NOIDA 201308, UP, India
T +91 120 8125000 / +91 120 400000
Registered Office: 308, Sakinaka, Sakinaka Phase, New Delhi-110019, India
www.hcltech.com

OFFER & APPOINTMENT LETTER

Offer Release Date: December 31, 2021

Dear Cader Sahib Rimas M.Z,
Chennai
Chennai, Chennai,
Tamil Nadu, India, 600018

Dear Cader Sahib Rimas M.Z,

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd.-IOMC ("HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as Graduate Engineer Trainee in band E1.

This position is a great match for your talent and skills, and that you will enjoy the professional challenges and growth opportunities associated with this role.

You are requested to join us on **January 6, 2022** at 9:00 A.M at the following address, **Chennai-AMB-6, Amb. Ind. Est., MTH Rd, ODC**. Your joining would be subject to successful completion and compliance with the pre-joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our infrastructure and BPO divisions, HCL Axon etc. In line with the same approach, we look forward to your being flexible towards your placement in the company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s).

Your Total Compensation will be **INR 2,75,000 per annum** outlined in Annexure I.

You will be on probation for a period of **12 months** from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.


You will be required to sign a service agreement along with a surety amount of **INR 1.25 Lakhs** in terms of which you also bind yourself to serve the company for a period of at least of **24 months** from the date of joining. The terms and conditions of such Service agreement shall also be deemed to form part of your contract of employment with the Company.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

1

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AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Signature of Employee:

HCL

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L741402L1901PLC040000

Technology Hub, Special Economic Zone

Plot No. 3A, Sector 126, NOIDA 201 304, UP, India

T +91 120 9105000 F +91 120 4680000

Registered Office: 830 Sakshat, 96, Netaji Park, New Delhi-110019, India

www.hcltech.com

04/01/2019

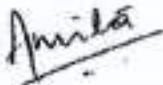
You need to have cleared all the subjects & should be a pass out of 2021 batch for the current academic course and be able to produce a provisional certificate from your college/university at the time of joining. No candidature with standing arrears will be entertained for joining on the stated date.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd.-IOMC will stand withdrawn without any liability.

Welcome to our Organization! We look forward to a mutually fruitful association.


Yours truly,

For HCL TECH LTD. - IOMC



Amrita Das

Vice President, Head-Global Rewards



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

HCL TECHNOLOGIES LTD

Corporate Identity Number: L74140D110019,COM-200

Technology Hub - Special Economic Zone

Plot No - 34, Sector - 125, NOIDA 201 304, UP, India

T: +91 120 6175000 F: +91 120 4680000

Registered Office: 506 Siddharts, 50, Nirva Place, New Delhi-110019, India

www.hcltech.com

ANNEXURE 1

Annexure 1

COMPENSATION PLAN	
Name	Ceder Sahib Rimas M.Z
Band	E1
Designation	Graduate Engineer Trainee
City	Chennai
Monthly Components (In INR)	
Basic Salary	13,750
House Rent Allowance	4,281
Advance Statutory Bonus	1,989
Holiday Allowance	-
Food Wallet	-
Flexi Basket*	-
Compensatory Allowance	-
TOTAL: Monthly	20,020
TOTAL: Monthly Components : Annualized	240,240
Retirals & Other Benefits (In INR)	
Provident Fund	19,800
Medical Insurance Premium/ESIC	7,032
Gratuity	7,933
TOTAL : Retirals	34,765
Variable Components (In INR)	
Performance Bonus (in Rs.)	-
Engagement PB (paid monthly) @ 100% achievement levels	-
TOTAL: Variable Components	-
COST TO COMPANY	275,005
Flexi Basket Details	
Fuel Reimbursement and Car Maintenance Charges	Max Sub limits (p.a.)
Leave Travel Assistance / Allowance	-
Car Lease Rental	-
TOTAL : Annual Flexi Basket	-
<i>Employee has an option of availing all, some or none of the Flexi Basket across various components as per annual limits and entitlements mentioned in the CTC sheet. Based on the individual declaration and actual reimbursements, any unclaimed amount will be paid as taxable to the individual</i>	
Insurance & Medical Benefits (In INR)	
Hospitalization cost reimbursement limit	Max Sub limits (p.a.)
Term life Insurance Cover	2,000,000
Disability cover due to accident (upto)	1,800,000
NOTE:	
1. Bserv E0.1 and E0.2 employees are to be considered under Semi-skilled Category. All other employees are under Skilled category	
2. All salary components are governed by the company policies and statutory guidelines.	
3. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager and/or your HR Manager.	
4. Any personal tax liability arising out of compensation will be borne solely by the employee.	
5. Gratuity to be payable as per act	

Annexure II

Welcome aboard...

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you for the position of **Graduate Engineer Trainee**. This is to be read in conjunction with the offer & appointment letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

This Annexure lays down the general terms and conditions of employment to **HCL Technologies Ltd.-IOMC** (herein referred as "HCL" or "Company") and is a legally binding document.

1. Location:

Your place of work will be located at **Chennai**.

2. Commencement of Employment:

Your period of continuous employment with the Company will commence from the date of your joining the Company subject to fulfillment of the other conditions as mentioned on this employment contract.

3. Medical Checkup:

Your employment is subject to you being declared medically fit by the company doctor.

4. Probation

- a) You shall be on probation for a period of **12 months** from the date of your appointment and unless notified in writing, you will be deemed as "confirmed" on completion of your probation period.
- b) Your case for permanent absorption in the employment of the Company shall be considered on your satisfactorily completing the probationary period.
- c) If during, or on the expiry of, the probation period (initial or extended) the Management finds your performance to be unsatisfactory or that you lack the aptitude for the job or that you are not suitable for the job, or the like, your probationary employment would be liable to be terminated, at any time, without assigning any reason.

5. HCL Training Program:

Training (classroom/on the job) sessions will be conducted after your joining. The training period may be either extended or may be deemed completed earlier, at the discretion of the Management.

6. Notice Period/ Separation:

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **60 days'** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period



HCL

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74148DL1931FLD215555

Technology Park, Special Economic Zone

Plot No. -3A, Sector -12B, Gurgaon 201 204, Haryana

Tel: +91 120 8125800 F: +91 120 8600000

Registered Office: 808, 5th Floor, 95, Nehru Place, New Delhi-110019, India

www.hcltech.com

would be paid to you by adjusting the amounts payable by you to the Company. For the avoidance of doubt, all amounts payable by you to the company would need to be cleared forthwith in the event of such termination. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the 'Basic' component of the salary for the balance notice period along with other amount payable by you to the company, if any. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of notice may be extended, if mutually agreed by you and the Company.

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.

7. Increments and Promotions

Your growth in terms of role, compensation etc., in the Company will be based on your performance. Your salary will be subject to annual salary review. Salary adjustments effected at the salary review takes into consideration your job performance, movement of remuneration levels, benefits and conditions. Your anniversary performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter of your anniversary, post which you will be aligned to July/October Cycle, or any other Cycle as per discretion of the Company, depending on your current DOI/Band/Employee Group.

8. Agreements:

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the 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.

9. Background and Reference Check:

This offer of employment is subject to your clearing our BGV process. As a precondition to accept this Offer Letter, you hereby give your express authorization to the Company (or the appointed third party) to conduct a background investigation on your credentials, as may be necessary and further agree that any misrepresentation in this regard or your failure to clear the BGV process shall give rise to the withdrawal of this offer of employment, and any employment contract which may have been subsequently executed shall be deemed void and ineffectual.

During the terms of employment, the Company may undertake the process of checking credentials of the Employee in terms of education, previous employment(s), and other information provided in the resumes/CVs as submitted by the said Employees, either on its own or with the help of a third party as and when required. For the avoidance of doubt, the Employee's signature in this Agreement constitutes the Employee's express authorization for the Company (or the appointed third party) to conduct a background investigation on his/her credentials, as may be necessary. Furthermore, the Employee agrees to submit himself /herself to random drug /medical testing at any time during the course of employment as permitted by law.

You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process. The company may also undertake reference check through at least two professional references submitted during the process of selection.

10. Working Hours:

5

HCL Confidential

Signature of Employee:

HCL

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

HCL TECHNOLOGIES LTD

Company Identity Number: L74142DL1991PL0349069

Technology Hub, Special Economic Zone

Plot No. - 3A, Sector 12B, NOIDA 201 304, UP, India

T +91 120 4125000 F +91 120 4693000

Registered Office: 306 Siddhant, 60, Minnu Park, New Delhi-110019, India

www.hcltech.com

HR/201/1241

This division works 24x7 Shifts and you will be required to do so as per the need of the organization. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

11. Mobility:

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises and Country

12. Deputation/ Transfer:

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

13. Retirement:

You will retire from service on attaining superannuation at the age of 55 years.

14. Other benefits:

You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

15. Transport Facility

You shall be provided the shift cabs for pick and drop from home to office and vice versa within the limit of 20 KMs as per the company policy.

16. IP, Copyright, Inventions and Patents

All inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights that you may make or conceive, either solely or jointly with others, during the period of your employment, shall be deemed to be sole property of the company and you hereby waive any and all right, title or interest, if any, in the same in favor of the company. Further, it shall be your duty to promptly reduce to writing and disclose to the Company all such inventions, discoveries, improvements, copyrightable material, trademarks ideas and concepts and other intellectual property rights, which you may make or conceive. You agree to, at all times, assist the company in every proper and possible way to patent or register the said ideas, concepts, inventions, discoveries, improvements, copyrightable material and/or trademarks in any and all countries and to vest the title thereto in the company, its successors, assigns and nominees. Your obligations under this clause shall survive expiration or termination of your employment with the Company.

17. Data Protection:



HCL TECHNOLOGIES LTD.

Corporate Identity Number - U74400DL1991PLC0342169

Technology Park, Sector Economic Zone

Plot No - 3A, Sector 125, NOIDA 201 304, UP, India

T +91 120 4125000 F +91 120 4680800

Registered Office: 806 5th Floor, 90, Nehru Place, New Delhi-110019, India

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- a) The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.
- b) The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
- c) The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
- d) During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.
- e) The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

18. Exclusivity of service

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

19. Confidentiality & Non-Disclosure:

You acknowledge that the disclosure of any commercially sensitive information, trade secrets or other confidential information (which may not be readily available to competitors or to the general public) will cause significant harm to the Company.

You agree that you shall not at any time during your employment (except in the proper performance of your duties) with the Company, or at any time (without limit) after the termination thereof, directly or indirectly use or exploit for your own purposes or those of any other person, company, business entity or other organization whatsoever, or disclose to any person, company, business entity or other organization whatsoever, any trade secrets of the Company or its associated companies; any confidential information relating or belonging to the Company including but not limited to any such information relating to customers, customer lists or requirements, price lists or pricing structures, marketing and information, Intellectual Property, business plans or dealings, technical data, employees or officers, financial information and plans, designs, formulae, product lines or research activities; source codes and computer systems, software, any document marked "Confidential"; any information which you have been told is confidential or which you might reasonably expect the Company to regard as confidential or any information which has been given to the Company or any Associated Company in confidence by customers, suppliers and other persons.

You shall not at any time during the continuance of your employment with the Company make any notes or memoranda relating to any matter within the scope of the Company's or any Associated Company's business, dealings or affairs otherwise than for the benefit of the Company or any Associated Company.



1901, (2008) OGBS 176

Corporate Identity Number: L741400L1601PLC245206

Technology Hub, Special Economic Zone

Plot No. 3A, Sector 129, NOIDA 201 304, UP, India

T: +91 120 6125000 F: +91 120 4680000

Registered Office: 806 Siddhanti, 96, Nehru Place, New Delhi-110019, India.

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You must not make or communicate (or cause or facilitate the making or communication of) any oral or written statement to any representative of the press, television, radio or other media on any matter connected with or relating to the Company or any of its Associated Companies, without the prior written consent of the Company.

The obligations contained in this provision shall not apply to, any information which you are required to disclose in accordance with an order of a Court of competent jurisdiction, any information or knowledge which may subsequently come into the public domain other than by way of unauthorized disclosure (whether by you or a third party); any act of yours in the proper performance of the duties of your employment; any use or disclosure where such use or disclosure has been properly authorized by the Company.

Your obligations under this paragraph would continue even beyond the cessation/termination of your employment. Any violation of the above obligations/conditions shall render you liable for appropriate disciplinary action including termination of your employment.

20. Rules, Policies, Procedures:

The Employee must comply at all times with the Company's rules, policies and procedures relating to equal opportunities, harassment, health and safety, e-mail and internet use, and all other rules, policies and procedures introduced by the Company from time to time. For the avoidance of doubt such rules, policies and procedures are not incorporated by reference into this contract and they may be changed, replaced or withdrawn at any time at the discretion of the Company.

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include up to termination of your employment with HCL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of the company as applicable to you and the changes therein from time to time.

21. Correctness of the Details Furnished:

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concealed or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

22. Warranty and Undertaking:

You represent and warrant that you are not subject to any agreement, arrangement, contract, understanding, court order or otherwise, which in any way directly or indirectly restricts or prohibits you from fully performing the duties of your employment or any of them, in accordance with the terms and conditions of this Agreement.

You warrant and agree that you are not entering into this Agreement in reliance on any representation not expressly set out in this Agreement.



HCL TECHNOLOGIES LTD

Corporate Identity Number: U74400DL1901PLC280396

Technology Hub: Special Economic Zone

Plot No - 3A, Sector 125, NOIDA 201 304, UP, India

T: +91 120 8125000 F: +91 120 480100

Registered Office: 808 5th Floor, 96, Mehru Plaza, New Delhi-110019, India

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08/07/2024

23. Changes to the terms & conditions:

The Company reserves the right to make reasonable changes to any of your terms and conditions of employment. If the Company changes any of the terms and conditions of your employment, it will notify you in writing of the changes taking effect.

In case of any dispute as to the interpretation of the terms and conditions of your service, the decision of the Company shall be final and binding on you.

For HCL TECH LTD. - IOMC



Amrita Das

Vice President, Head-Global Rewards

I confirm receipt of and accept the above Terms & Conditions of Employment.

Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	Particulars (To be submitted to the Recruiter/Online of the BGV link)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required)	
1.	Highest Qualification- Admit card, college and university official's (Registrar and Director) detail
2.	Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.
Things to Remember	
1.	The information provided in Resume and background verification form must be same.



HCL TECHNOLOGIES LTD

Corporate Identity Number: L74140DL1901P, C349306

Technology Hub, Special Economic Zone

Plot No - 2A, Sector - 125, NOIDA 201 204, UP, India

T +91 120 8125000 F +91 120 4500000

Registered Office: B2B Susharh, 90, Mehra Place, New Delhi-110019, India

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02025010000

2. Information provided in background verification form must be accurate.
3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).
4. Any Gap in Employment or Education must be informed explicitly to the recruiter.

Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.

List of Documents required for joining / induction day (Hard Copies)

S. No	Document Name	Number of Photocopies
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1
3	Passport -Front copy only - for Name & DOB proof.	1
4	10 th Mark sheet, only if passport is not available.	1
5	PAN CARD as ID Proof (Only if passport is not available)	1
6	Passport Size Photographs (Only with white background)	3


- Please ensure all documents are **Self-attested** (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.
- Please do not send soft copies through Emails.
- Please bring a copy of your Aadhar card on the Induction day, so that HCL onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCL will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are **0900 to 1830 IST**.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following:

Location of HCL Onboarding Team for joining formalities:

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Signature of Employee: 

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COLLEGE OF ENGINEERING

HCL TECHNOLOGIES LTD

Corporate Identity Number: L74140DL1991PLC045309

Technology Park, Special Economic Zone

Plot No. 3A, Sector 126, NOIDA 201 304, UP, India

T : +91 120 8126000 F : +91 120 4580000

Registered Office: 800 808080th, 90, Nehru Place, New Delhi-110018, India

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S. No	Location	Address
1	NOIDA	Mondays and Thursdays: Triveni Induction Room, First Floor, KNMA Tower, Gate number -1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India) Tuesdays, Wednesdays and Fridays: Akashi Induction Room, Ground Floor, Tower - 1, Gate number -1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India)
2	CHENNAI	HCL Technologies Ltd,Sez Unit-2 (Sdb2 Buid), Eclot-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkam High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore - 562 106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd,Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2 , Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd,Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd,Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd,HCL IT City, SDC-01, 2nd Floor - Induction Room, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7,Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street Hcl Services Human Resources Module - 201, 202, 203, 204 And 206 - 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014, Extn : 04226657526
12	Vijayawada	State Street HCL Services Private Limited Medha IT Towers,Third Floor,Kesarapalli,Garnavaram,Krishna District 521102

ANNEXURE IV

EXPLANATION OF COMPENSATION STRUCTURE AND SOME BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- ↓ Basic Salary
- ↓ Monthly Allowances
- ↓ Retirals & Insurances Benefit

The details for each component falling under these heads are explained as following:

BASIC SALARY

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Registered Office: 806 5th Floor, 96, Nehru Place, New Delhi-110019, India

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The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.
- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non-alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.
- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR. 50,000/- spread over 12 months.
- **Bright Hour Allowance (BHA):** BHA is a non-recoverable monthly earning opportunity payable against a declaration by the employee for his/her availability in the Bright Hours and consent to move to any other OMC at any given time working during Bright Hours.
- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR. 21,000/- (excluding variable component) as per the Payment of Bonus Act.
- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

RETIRALS & INSURANCES BENEFIT

You and your dependants will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
- By default, the employees (who are not covered under the ESI Act, 1948) will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.



HCL TECHNOLOGIES LTD.

Corporate Identity Number: L741400619919151246389

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Plot No - 34, Sector 126, NOIDA 201 304, UP, India

T: +91 120 8125100 F: +91 120 4680000

Registered Office: BNS Subhasha 50, Nehru Place, New Delhi-110028, India

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- The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical insurance policy' for further details.
- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948.**

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days' Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.
- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.
- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

HCL Technologies will correspond with you on the address & contact details mentioned below :-

Permanent Address: Chennai
Chennai, Chennai,
Tamil Nadu, India, 600018
Email ID: caderrimas1999@gmail.com
Telephone Number: 7708149351

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Signature of Employee:



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L741400L1959P.C0193356

Technology Hub, Special Economic Zone

Plot No. 3A, Sector 129, NOIDA 201 304, UP, India

T +91 120 4175000 F +91 120 4580030

Registered Office: 108, Solihulla, 96, Nehru Place, New Delhi-110016, India

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COLLEGE OF ENGINEERING



FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai – 600032.

13th July 2021

Mr. Hameed Akshal A,
Chennai.

Letter of Offer

Dear Hameed Akshal A,

We are pleased to make you an offer of employment with us and this letter sets forth the terms of appointment.

- 1) Designation: **IT Trainee / (Global Title: InP - IT Trainee)**
- 2) Place of Posting: FIS Global Business Solutions India Private Limited
7th & 3rd Floor, Block C, Ambit IT Park,
Plot 32 A & B, Ambattur Industrial Estate 1st Cross Rd,
Chennai, Tamil Nadu 600058
- 3) Date of Joining **26th July 2021**
- 4) Compensation & Benefits
Annual Fixed Pay : Rs. 465,116 /-
Performance- Pay : Rs. 34,884 /-
Total Compensation(TC): Rs. 500,000 /-
(Break up of above Compensation details are provided in Annexure 1)
- 5) Background Checks Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer. Our TPO Team will let you know the final status of your check once it is completed.
- 6) Confidentiality You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.
- 7) Notice Period: Notwithstanding anything stated above, your services are liable to be terminated by the Company without assigning any reason, by giving you 75 days' Notice or salary in lieu of such Notice. Likewise, you may resign from the services of the Company by giving 75 days' Notice or salary in lieu of Notice. Salary for this purpose will be computed on Basic Salary.
- 8) Probation period: You shall be on probation for a period of six months from the date of your joining. Your services shall be confirmed based on the performance review conducted by your Manager.

Sharing of this information will result in withdrawal of your letter of offer.

A detailed Appointment Letter will be issued to you soon after you have joined the Company.

We request you to submit

- 1) The documents listed in **Annexure 2** at the time of acceptance of offer.
- 2) The documents listed in **Annexure 3** on the day of joining

We look forward to having you on board with Team FIS.

Yours sincerely

Amol Gupta
Regional TPO Lead – India & Philippines

I hereby accept the above offer

Candidate's Name & Signature
Hameed Akshal A

ANNEXURE - Compensation and Benefits

Name: Hameed Akshal A **w.e.f** 28-Jun-21

FIXED PAY

Particulars	Amount (PM)	Amount (PA)
Basic Salary	19,380	232,560
House Rent Allowance	9,690	116,280
Flexi Benefit Plan [^]	7,364	88,364
Employer's contribution to Provident Fund	2,326	27,912
BASE PAY (FIXED PAY)	38,760	465,116

Performance Bonus* 34,884

TOTAL COMPENSATION (TC) 500,000

ANNUAL BENEFITS

Benefit Particulars	Amount (PA)
Gratuity (As per payment of Gratuity Act)	11,187
Premium paid by the employer for Group Health Medical Insurance**	24,145

COST TO COMPANY (CTC) 535,332

* Your Performance Bonus represents the target amount (at 100% payout). Actual payouts can vary depending on performance and subject to the terms and conditions of the Incentive plan policy. Plan details are at the sole discretion of the company and subject to change.

Taxes and other statutory deductions/payments as per applicable law.

** To know your eligibilities for Group Health Medical Insurance, please refer to the policy

**You will also be covered as part of Group Term Life Insurance & Group Personal Accident policy. To know your eligibility please refer to the respective policy.

[^] Please refer to FBP Policy for details

Your compensation can be restructured at any time protecting Total Compensation (TC)

All salary components are governed by the company policies and statutory guidelines

This salary sheet is strictly confidential and must not be discussed with anyone other than your Reporting Manager



Signature of Signing Authority

Signature of Associate



FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai – 600032.

ANNEXURE 2

Dear Hameed Akshal A,

Congratulations for successfully clearing all the rounds!

You are requested to submit following documents at the earliest,

[A] Academic Qualification

- ✓ SSLC certificate & Mark sheets
- ✓ HSC certificate & Mark sheets
- ✓ Graduation certificate & Mark sheets
- ✓ Post-Graduation certificate & Mark sheets
- ✓ Other Courses certificate & Mark sheets

[B] Work Experience Certificate (Not applicable in case you are fresher)

- ✓ Experience Letter/Relieving Letters from last two organization(s)
- ✓ Current Company appointment letter
- ✓ Latest 3 months Salary Slips

[C] 2 Passport sized colored photographs

[D] Address Proof (Any of the following)

- ✓ Ration Card
- ✓ Passport copy
- ✓ Utility Bills

[E] Proof of Date of Birth (Any of the following)

- ✓ Birth Certificate
- ✓ School Leaving Certificate
- ✓ Passport copy

[F] Photo ID proof (Any of the following)

- ✓ Passport copy
- ✓ Driver's License
- ✓ Pan Card

You are required to submit originals and 1 photocopy of the above documents. TPO (The People Office) will retain the photocopies and return you the originals immediately. In case you are not able to submit the originals then attested photocopies from a Gazette Officer will be a must.

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**



FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai – 600032.

ANNEXURE 3

Dear Hameed Akshai A,

You are also requested to submit us the filled-up documents, as detailed below, on your date of joining **26th July 2021 at 9.30 AM**).

- Joining forms
- Payment of Gratuity form
- Family Health Declaration Form
- Employee Confidential Agreement
- Nomination and Declaration form (two original copies)
- Relieving letter of your last employer

Wishing you a great career ahead in FIS!!!

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date:25-April-2021

Dear Jesila Banu (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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

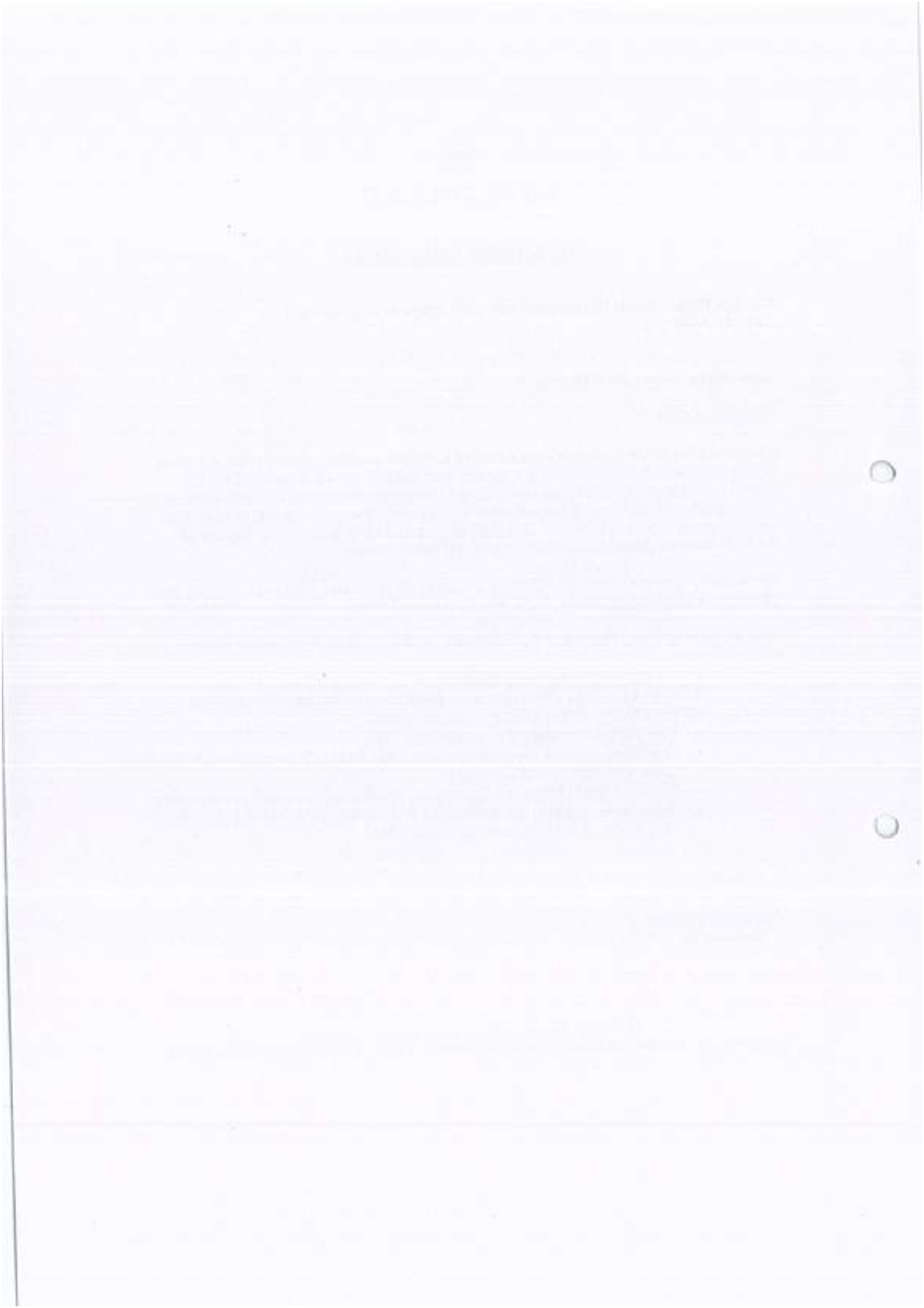
- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- 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, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





OFFER LETTER

Date: September 24, 2021

To,

Mr./Mrs. Mir Mudassir Ali,

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 27, 2021** 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 27, 2021) 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. (October 01, 2022). 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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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 arising 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,

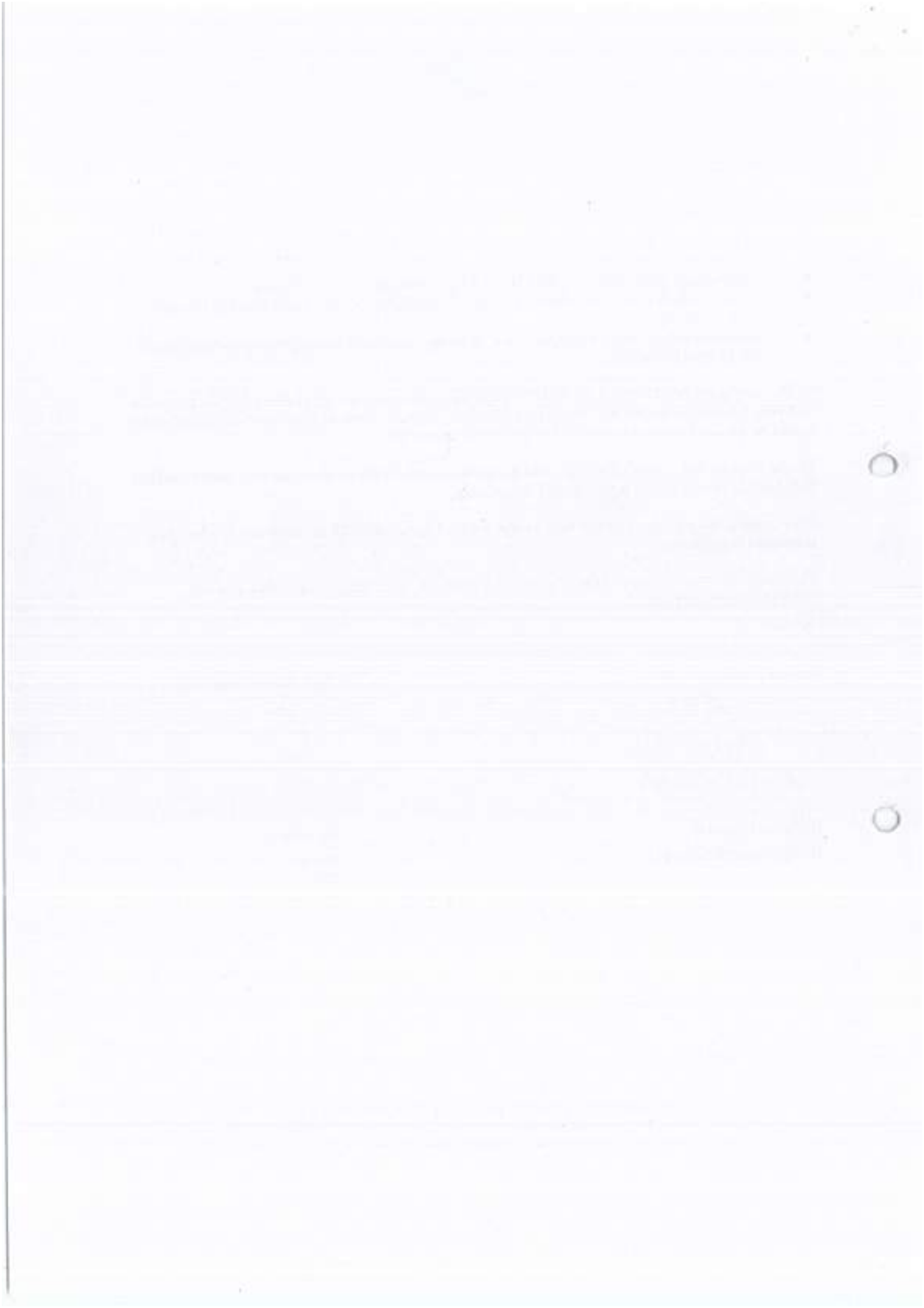
Signature -
Name:
Date:

EXNOVATIONS DIGITAL SERVICES LLP

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



August 17, 2022

Mohamed Ejal A
9488971940

OFFER LETTER

Dear Mohamed Ejal A,

Congratulations!

On behalf of AZIWA Infosystems Pvt Ltd, we are pleased to offer you the position of **ASSOCIATE SOFTWARE ENGINEER** subject to compliance of certain terms and conditions by you as stated below:

1. Based on personal discussion and interview held with you in this regard, your joining date is August 17, 2022, in the absence of which this offer letter shall become void.
2. Compensation: Refer Annexure for details. During your initial training period for 4 months, you will receive RS 15,000 Per Month.
3. On the date of joining, you are required to submit the following mandatory documents. Please bring in original for verification along with one photocopy for submission.
 - Present & Permanent Address Proof & photo ID (Voter ID / Aadhar Card / Driving License / Pass port / Any government approved ID proof)
 - Copy of Educational & Professional Certificates along with Mark sheets
 - PAN Card
4. Location: Initially your place of work will be Chennai (No 109, 1st Floor, Challa Mall, T Nagar, Chennai 600017), which will be transferrable to any place in India as per company requirement.
5. Working Days & Hours: The general work week is Monday to Friday. Your work timing at the company is from 9.00 a.m. to 5.00 p.m. However, you are required to work on the basis of your clients Work Location/Business hours as per the company requirement.

As a confirmation of your acceptance to the above terms, you are required to sign and return the photocopy of this offer letter.

If you agree to accept this offer of employment, please send a signed copy of this offer letter through mail by 17th September.

With Best Wishes,
For Aziwa Infosystems Pvt Ltd

Employee Name: Mohamed Ejal A



ANWER BASHA T
anwerbasha@gmail.com





PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 25-April-2021

Dear Mohamed Sheik Rabis 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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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

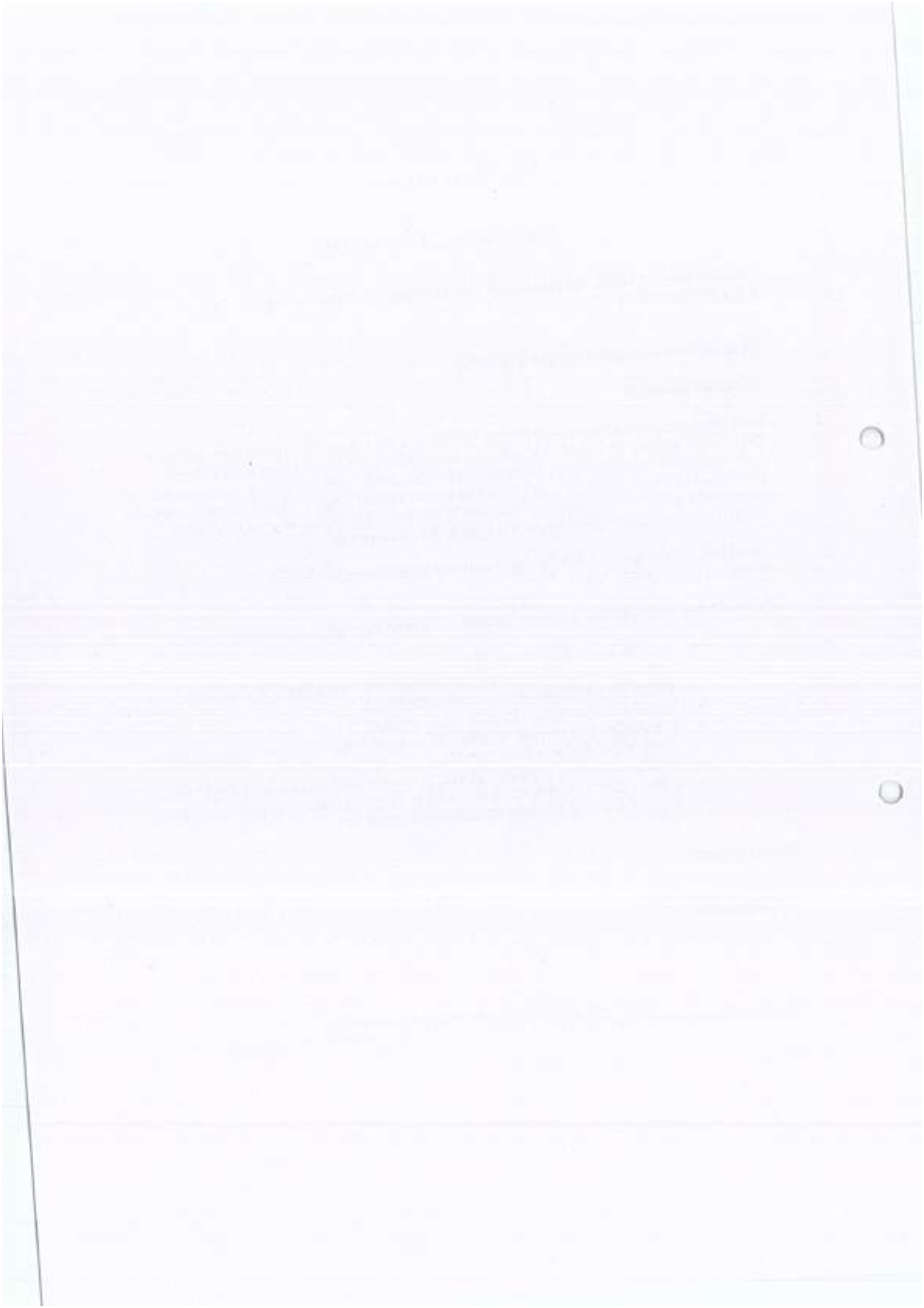
- 10 Passport size photographs
- 10th, 12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- 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, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





July-2021

Mr. Mohamed Thanveer
West Cemetery Road
Old Washermanpet
Chennai -600021

Dear Mohamed Thanveer,

Thank you for your interest in AVA SOFTWARE Pvt. Ltd. Subsequent to our discussion with you, we are delighted to extend you an offer to join AVASOFT. We believe you can play an important role in our rapid growth and success and look forward to welcoming you to the AVASOFT family.

Position

You will be undergoing an internship with AVASOFT for a period of 6 months and you will be designated as Trainee Engineer and will be paid a stipend of Rs.10,000/- per month subject to PF & ESI from the date of joining. After successful completion of your internship, you will be designated as Software Engineer and your CTC would be Rs. 3.5/- Lakhs per annum (Rupees Three Lakhs and Fifty Thousand only) is inclusive of basic salary, HRA, medical and regular conveyance which is effective from the date of employment.

Probation

You will be on probation from your date of joining for a period of twelve months as Software Engineer. You will continue to do so until the company confirms your services in writing, based on your conduct and performance during this period meeting the standards of the company.

Compensation

Your total cost to AVASOFT will be **Rs. 3.5/- Lakhs per annum** (Rupees Three Lakhs and Fifty Thousand only) subject to Tax deduction. Further details are furnished in Annexure-1

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Confidentiality and Non-Disclosure

You are expected to maintain utmost secrecy in regard to the affairs of the company and shall keep confidential all information, instruments, documents, etc. relating to the company that may come to your professional knowledge during your assignment with the company.

Conflict of interest Guidelines.

You shall diligently adhere to the following guidelines and policy of the company and to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly, you must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the company

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors, and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours (discussed during the interview) as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.

A handwritten signature in blue ink, appearing to be "A. Aalim Muhammed Salegh", is written over the printed name of the Principal.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leave Eligibility:

You are entitled to Leave benefits during your employment with the company. Annual Eligibility of Earned Leave will depend on the length of service of the associate. Associates are also entitled to sick leave and any associate shall be entitled to maternity/paternity leave and benefits specific to gender. Detailed terms and conditions relating to leave eligibility is provided as relevant policies on the intranet. All these policies are subject to change and you shall abide by the updated policies.

Health Insurance

The Company will insure you, your spouse, and a maximum of 2 Children as dependents for Hospitalization as per the policy for an amount of Rs.2,00,000/-per annum per individual. Details would be made available on joining.

Termination & Recovery

- (i) The Company may terminate this contract and the Employee's employment at any time.
- (ii) Upon termination of employment with the company, the Employee shall forthwith return to the company all the assets and property of the company i.e., documents, files, books paper, memos, or any other property of the company in your possession or under Employee control.
- (iii) The employee shall commit to be in the employment of the company at least for a period of 24 months, considering the substantial expenditure incurred by the Employer Company in India and Overseas towards training/certification on Employee's account. In case if any employee decides to resign any time after the 1st month of internship/training Period without serving the 24 months service with us as a full-term employee after completing 6 months internship, the Employee shall be liable to compensate the Employer a sum of Rs. 1,50,000/- (Rupees One Lakh and Fifty thousand Only) to cover the loss incurred by the Employer in recruiting/training Employee and for similar expenses to be incurred by the Employer on another person to be inducted as successor in the office and considering disruption in continuity in the office, failing which will lead to legal action.



(iv) Employee undertakes that he/she will not take up any other employment while he/she is under the contract and further undertakes to obtain prior consent from the Company before taking up any other employment.

(v) In case wherein the employee resigns within a period of 24 months from the date of Joining, the entire amount of expenses reimbursed/buy out cost/Joining Bonus/relocation expense/Certification cost paid to him/her will be recovered as part of the full and final settlement.

Non – Competition

(a) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not hire or attempt to hire any current employees of Company.

(b) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not solicit business from current clients or clients who have retained the Company in the 2 years period immediately preceding the employee's termination.


Notice Period

The employee may terminate the contract of employment by giving 3 months written notice to the Company. The waiver of notice period fully or partially is at the Company's sole discretion. However, Company will also be entitled to terminate the contract of employment without assigning any reasons thereof.

Pre-Employment Screening:

The employment offer is contingent upon the satisfactory outcome of the pre-employment screening activities (including background checks, reference check of former employment/s or such other checks as may be deemed right by the company). Please be advised that company's policy provides that misrepresentation of an individual's qualifications, credentials etc. in securing employment at the company may be grounds of dismissal with immediate effect.

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Sala
Navalur, Chennai - 600 130
Website: <http://www.avasoft.com>


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Professional Ethics:

As an organization which believes in professionalism and performance every employee will be expected to uphold professional ethics when dealing with company's money, material, documents and assets, and violation of the Company's code or leakage of the Company's trade/business secrets that is directly or indirectly attributable to the concerned person. If you are found guilty, at any point of time, of moral turpitude or dishonesty in dealing with the Company's money, material, or documents or of theft of misappropriation regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this letter. Also, you would be liable to pay the damage quantified by the Company for breach of any terms and conditions mentioned in this letter. You shall not divulge, communicate, or pass on any information, secrets which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. Company information on devices, media, social media, e-mail, fax, printout or photos need to be handled with strict confidentiality. You shall not communicate, in any manner, any information regarding your remuneration/terms of employment to any other employee of the company except your immediate superior. Indulgence in such activities or any violation of this norm shall lead to termination of your service immediately and will be taken proper legal actions.

A handwritten signature in blue ink, appearing to be "A. A. Salegh", is written over the printed name of the Principal.

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**



Dispute

Any dispute that arises between parties will be referred to the Sole Arbitrator appointed by the Employer and the same is governed by the Arbitration and conciliation Act 1996. Any dispute between us and employee will be handled in Chennai courts only.

Upon joining you will be expected to follow the 'Employment terms and conditions' document with us which will outline the basic expectations from employees.

Kindly sign the copy of this letter as a token of your acceptance and return it to the undersigned on or before 25th July 2021

Sincerely,

Anthea Vicky

Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Compensation Break Up

Name	Mohamed Thanveer	
Designation	Trainee Engineer	
A – Base Component		
	Monthly (Rs.)	Annual (Rs.)
Basic	15000	180000
HRA	7500	90000
Total of A	22500	270000
B – Basket of Allowances		
Medical Allowances	1250	15000
LTA	1300	15600
Conveyance	1600	19200
Other Allowance	717	8600
Total of B	4867	58400
C- Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
Total (A+B+C)	29167	350000

For AVA SOFTWARE Pvt. Ltd.,

S. Anthea Vicky

Anthea Vicky

Human Resources

To AVA SOFTWARE Pvt. Ltd.,

M. Mohamed Thanveer

Thanveer
Trainee Engineer

[Signature]
**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**





Sundram Fasteners Limited
Autolec Division

13-32
DIVISIONAL OFFICE
47/2, POONAMALLEE HIGH ROAD,
VELAPPANCHAYADI, CHENNAI - 600 077, INDIA.
TEL : +91-44-26272231, (6 LINES)
+91-44-61102200, (6 LINES)
FAX : +91-44-26272696
Web : www.sundram.com
PAN : AAAC58779D

Date : 10/06/2021

Provisional offer letter

College name : Aalim Muhammed Salegh College Of Engineering

Dear MOHAMED YAMEEN Z , Congratulations !!!

With reference to the interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Desktop Support Engineer". You have successfully completed our selection process. We feel confident that you will contribute your skills and experience towards the growth of our organization. Your gross salary including all benefits will be Rs. 2.25 lakhs per annum as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer within seven working days. If not this offer will be automatically withdrawn. The role in which you will be working is very important and will require you to deal with important and sensitive information, records, and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

Kind Regards


10/06/2021
HR Manager



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

1924

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Date: 04.02.21

Dear Mohammed Juffri 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 this 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 have received.

Name: Mr. Mohammed Juffri M

Signature:

Date of Signature:

A handwritten signature in blue ink, appearing to be 'M. Juffri M.', written over a faint circular watermark.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Employment Agreement

1. Employment-RelatedParticulars

You are designated as **AI Prompt Engineer** and your employment will commence on **07.06.2021 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, Emerald G.K.S Towers, Poonamallee High Road, Pурсaiwakkam 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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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 3 months 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. Any changes 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 this purpose.

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 created 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.

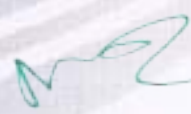
- Bachelor's Certificate (Original)
- Master's Certificate (Original)
- Aadhar Card (copy)
- Pan Card & Bank account details
- 1 Passport size Photo
- Pay Slip from previous employer.

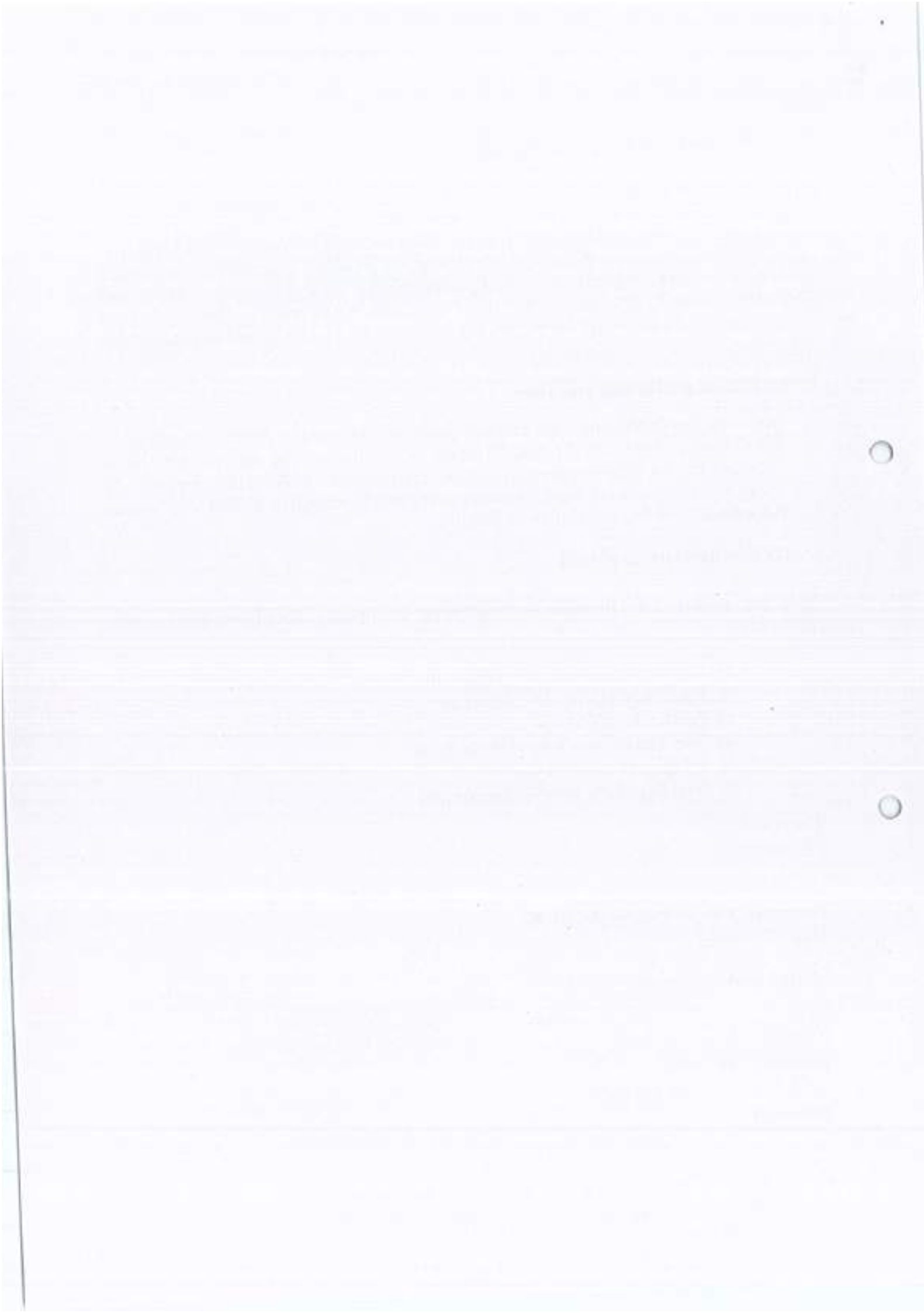
Accepted,
Signature:

Name: **Mr. Mohammed Juffri M**
Date of Signature:

Authorized Signatory,

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


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





Gislen Software

9th December 2021
Chennai 45

To
Mohammed Thahseen N
Door No.5, 26/1, Kumaran Colony Second Street,
Vadapalani, Chennai - 600026.

HR-REG-AO-21-008

Dear Mohammed Thahseen N,

Sub: Appointment Order

We are pleased to offer you employment in our organization as **Software Engineer**

We are confident that we will be able to present you with an exciting and challenging career with commensurate rewards.

The attached Employment Agreement has 4 sections:

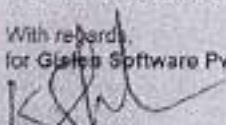
Section I	-	Describes your duties
Section II	-	Describes your compensation package
Section III	-	Lays out the terms and conditions of your employment
Section IV	-	Contains the Employee Confidentiality Terms.

The Agreement comes into effect once we have received a copy signed by you, accompanied by copies of your service/salary certificate from your previous employer and your educational certificates/degrees as described in your resume.

The employment agreement is enclosed in duplicate. You are requested to sign and return the duplicate copy of this agreement in acknowledgement of your having accepted the terms and conditions on or before **10th December 2021**, failure of which this offer stands cancelled.

We welcome you to Gislen Software.

With regards,
for Gislen Software Pvt. Ltd.


Shajahan K
Senior Manager-HR & Admin

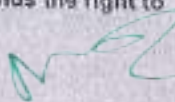


I have read, understood and accept the above terms and conditions of employment. As desired, I shall join the services of Gislen Software Pvt. Ltd. On or before **10th December 2021**.

In the event of failure to join on the date indicated, Gislen Software holds the right to revoke the appointment.

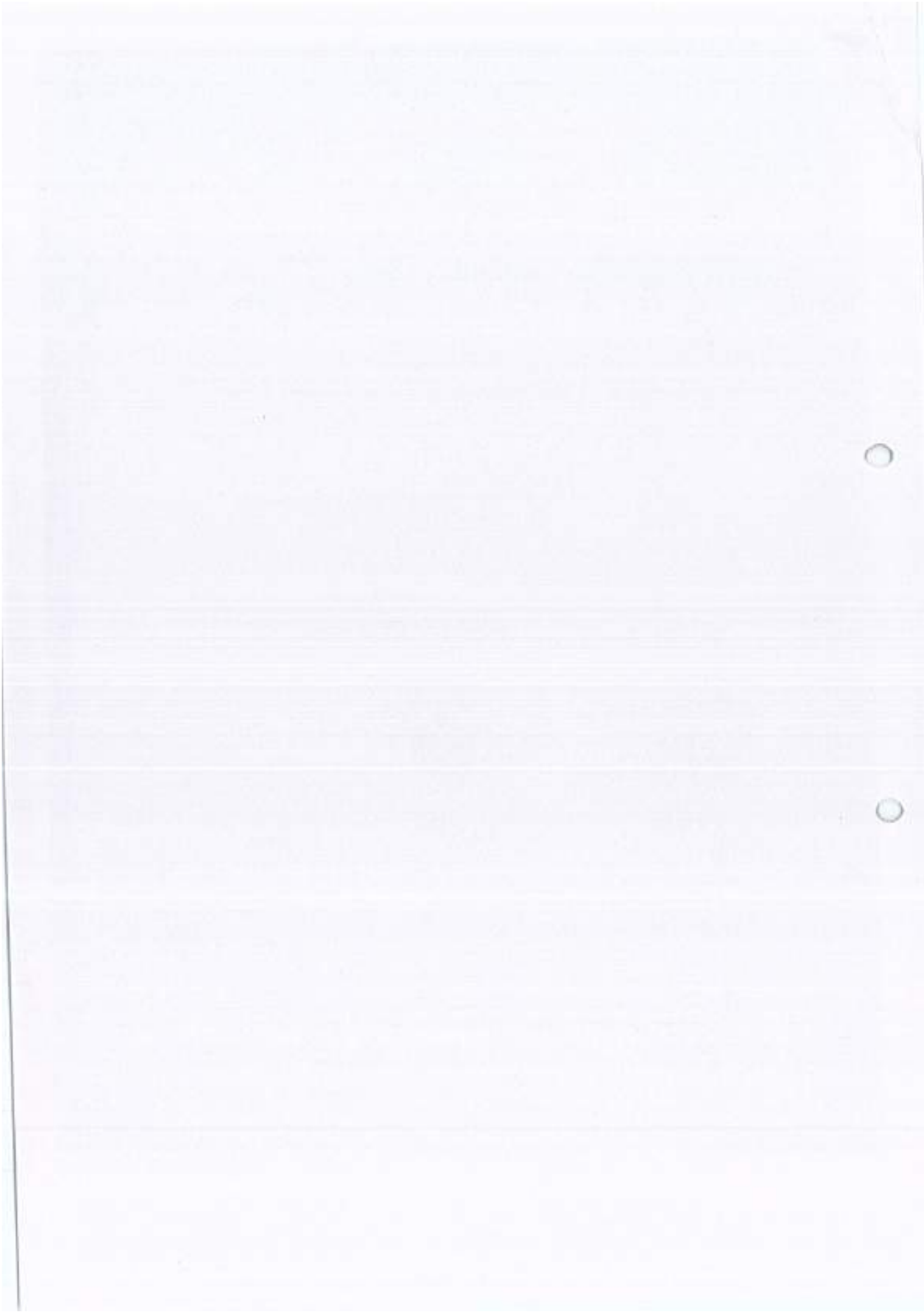
CANDIDATE NAME: Mohammed Thahseen N

SIGNATURE:

DATE: 
PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Gislen Software Pvt. Ltd.
SDF2, Unit 26-28, MERZ, Tambaram, CHENNAI - 600 045
INDIA
p: 91-44-2262 7541
e: hrd@gislen.com
www.gislen.com







FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai - 600032.

Mr. Mubarak Basha H,
Chennai.

13th July 2021

Dear Mubarak Basha H,

Letter of Offer

We are pleased to make you an offer of employment with us and this letter sets forth the terms of appointment.

1) Designation:

IT Trainee / (Global Title: InP - IT Trainee)

2) Place of Posting:

FIS Global Business Solutions India Private Limited
7th & 3rd Floor, Block C, Ambit IT Park,
Plot 32 A & B, Ambattur Industrial Estate 1st Cross Rd,
Chennai, Tamil Nadu 600058

3) Date of Joining

26th July 2021

4) Compensation &
Benefits

Annual Fixed Pay : Rs. 465,116 /-
Performance- Pay : Rs. 34,884 /-
Total Compensation(TC): Rs. 500,000 /-

(Break up of above Compensation details are provided in Annexure 1)

5) Background Checks

Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer. Our TPO Team will let you know the final status of your check once it is completed.

6) Confidentiality

You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.

7) Notice Period:

Notwithstanding anything stated above, your services are liable to be terminated by the Company without assigning any reason, by giving you 75 days' Notice or salary in lieu of such Notice. Likewise, you may resign from the services of the Company by giving 75 days' Notice or salary in lieu of Notice. Salary for this purpose will be computed on Basic Salary.

8) Probation period:

You shall be on probation for a period of six months from the date of your joining. Your services shall be confirmed based on the performance review conducted by your Manager.

Sharing of this information will result in withdrawal of your letter of offer.

A detailed Appointment Letter will be issued to you soon after you have joined the Company.

We request you to submit

- 1) The documents listed in **Annexure 2** at the time of acceptance of offer.
- 2) The documents listed in **Annexure 3** on the day of joining

We look forward to having you on board with Team FIS.

Yours sincerely

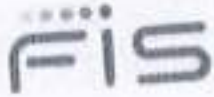
Amol Gupta
Regional TPO Lead - India & Philippines

I hereby accept the above offer

Candidate's Name & Signature
Mubarak Basha H

Regd. Office S-40S(LGF), Greater Kailash Part II, New Delhi-110048

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai - 600032.

ANNEXURE - Compensation and Benefits

Name:

Mubarak Basha H

w.e.f.

28-Jun-21

FIXED PAY	Amount (PM)	Amount (PA)
Particulars		
Basic Salary	19,380	232,560
House Rent Allowance	9,690	116,280
Flexi Benefit Plan [^]	7,364	88,364
Employer's contribution to Provident Fund	2,326	27,912
BASE PAY (FIXED PAY)	38,760	465,116
		34,884
Performance Bonus*		500,000
TOTAL COMPENSATION (TC)		
ANNUAL BENEFITS		Amount (PA)
Benefit Particulars		
Gratuity (As per payment of Gratuity Act)		11,187
Premium paid by the employer for Group Health Medical Insurance**		24,145
COST TO COMPANY (CTC)		535,332

* Your Performance Bonus represents the target amount (at 100% payout). Actual payouts can vary depending on performance and subject to the terms and conditions of the Incentive plan policy. Plan details are at the sole discretion of the company and subject to change.

Taxes and other statutory deductions/payments as per applicable law.

** To know your eligibilities for Group Health Medical Insurance, please refer to the policy

**You will also be covered as part of Group Term Life Insurance & Group Personal Accident policy. To know your eligibility please refer to the respective policy.

[^] Please refer to FBP Policy for details

Your compensation can be restructured at any time protecting Total Compensation (TC)

All salary components are governed by the company policies and statutory guidelines

This salary sheet is strictly confidential and must not be discussed with anyone other than your Reporting Manager

Signature of Signing Authority

Signature of Associate

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE 2

Dear Mubarak Basha H,

Congratulations for successfully clearing all the rounds!

You are requested to submit following documents at the earliest.

[A] Academic Qualification

- ✓ SSLC certificate & Mark sheets
- ✓ HSC certificate & Mark sheets
- ✓ Graduation certificate & Mark sheets
- ✓ Post-Graduation certificate & Mark sheets
- ✓ Other Courses certificate & Mark sheets

[B] Work Experience Certificate (Not applicable in case you are fresher)

- ✓ Experience Letter/Relieving Letters from last two organization(s)
- ✓ Current Company appointment letter

- ✓ Latest 3 months Salary Slips

[C] 2 Passport sized colored photographs

[D] Address Proof (Any of the following)

- ✓ Ration Card
- ✓ Passport copy
- ✓ Utility Bills

[E] Proof of Date of Birth (Any of the following)

- ✓ Birth Certificate
- ✓ School Leaving Certificate
- ✓ Passport copy

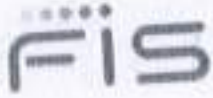
[F] Photo ID proof (Any of the following)

- ✓ Passport copy
- ✓ Driver's License
- ✓ Pan Card

You are required to submit originals and 1 photocopy of the above documents. TPO (The People Office) will retain the photocopies and return you the originals immediately. In case you are not able to submit the originals then attested photocopies from a Gazette Officer will be a must.



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai - 600032.

ANNEXURE 3

Dear Mubarak Basha H,

You are also requested to submit us the filled-up documents, as detailed below, on your date of joining **26th July 2021 at 9.30 AM**.

- Joining forms
- Payment of Gratuity form
- Family Health Declaration Form
- Employee Confidential Agreement
- Nomination and Declaration form (two original copies)
- Relieving letter of your last employer

Wishing you a great career ahead in FIS!!!

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**



PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date:25-April-2021

Dear Muhamed Noorul Ameen M 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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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

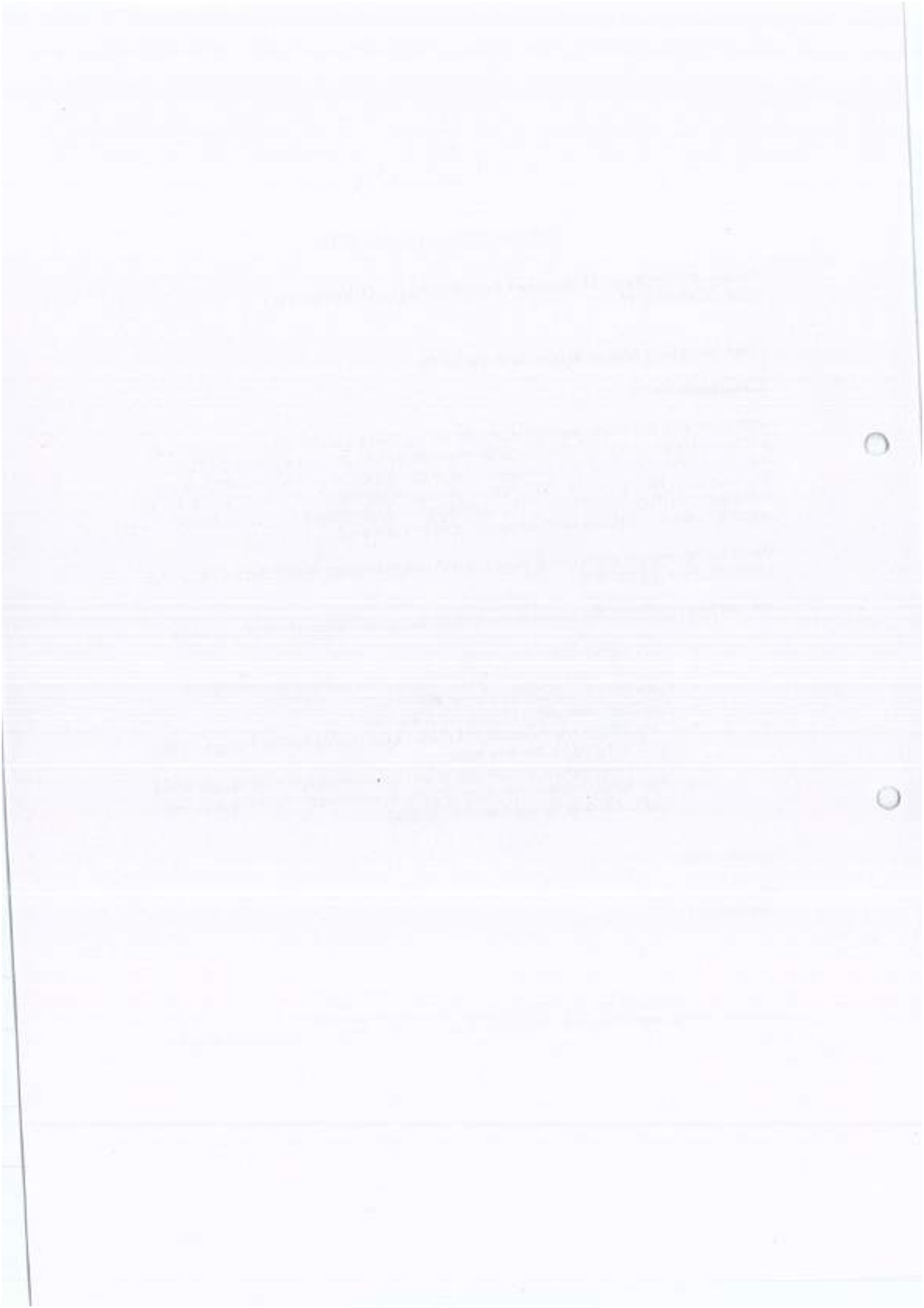
- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- 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, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





Sundram Fasteners Limited
Autolec Division

13-15
DIVISIONAL OFFICE
47/2, POONAMALLEE HIGH ROAD,
VELAPPANCHAVADI, CHENNAI - 600 077, INDIA.
TEL : +91-44-26272231, (6 LINES)
+91-44-61102200, (6 LINES)
FAX : +91-44-26272696
Web : www.sundram.com
PAN : AAAC58779D

Date : 10/06/2021

Provisional offer letter

College name : Aalim Muhammed Salegh College Of Engineering

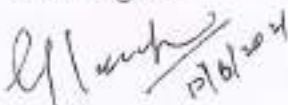
Dear NOOR E ARSHIYA C , Congratulations !!!

With reference to the interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Desktop Support Engineer". You have successfully completed our selection process. We feel confident that you will contribute your skills and experience towards the growth of our organization. Your gross salary including all benefits will be Rs. 2.25 lakhs per annum as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer within seven working days. If not this offer will be automatically withdrawn. The role in which you will be working is very important and will require you to deal with important and sensitive information, records, and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

Kind Regards


17/6/2021

HR Manager



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





FIS Global Business Solutions India Private Limited,
"The Viccroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai – 600032.

13th July 2021

Mr. Noor Muhammed M G,
Chennai.

Letter of Offer

Dear Noor Muhammed M G,

We are pleased to make you an offer of employment with us and this letter sets forth the terms of appointment.

- 1) Designation: **IT Trainee / (Global Title: InP - IT Trainee)**
- 2) Place of Posting: FIS Global Business Solutions India Private Limited
7th & 3rd, Floor, Block C, Ambit IT Park,
Plot 32 A & B, Ambattur Industrial Estate 1st Cross Rd,
Chennai, Tamil Nadu 600058
- 3) Date of Joining **26th July 2021**
- 4) Compensation & Benefits
Annual Fixed Pay : Rs. 465,116 /-
Performance- Pay : Rs. 34,884 /-
Total Compensation(TC): Rs. 500,000 /-
(Break up of above Compensation details are provided in Annexure 1)
- 5) Background Checks Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer. Our TPO Team will let you know the final status of your check once it is completed.
- 6) Confidentiality You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.
- 7) Notice Period: Notwithstanding anything stated above, your services are liable to be terminated by the Company without assigning any reason, by giving you 75 days' Notice or salary in lieu of such Notice. Likewise, you may resign from the services of the Company by giving 75 days' Notice or salary in lieu of Notice. Salary for this purpose will be computed on Basic Salary.
- 8) Probation period: You shall be on probation for a period of six months from the date of your joining. Your services shall be confirmed based on the performance review conducted by your Manager.

Sharing of this information will result in withdrawal of your letter of offer.

A detailed Appointment Letter will be issued to you soon after you have joined the Company.

We request you to submit

- 1) The documents listed in **Annexure 2** at the time of acceptance of offer.
- 2) The documents listed in **Annexure 3** on the day of joining

We look forward to having you on board with Team FIS.

Yours sincerely

Amol Gupta
Regional TPO Lead – India & Philippines

I hereby accept the above offer



Candidate's Name & Signature
Noor Muhammed M G

Regd. Office: S-465(LGF), Greater Kailash Part II, New Delhi-110048

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai – 600032.

ANNEXURE - Compensation and Benefits		
Name:	Noor Muhammed M G	w.e.f. 28-Jun-21
FIXED PAY		
Particulars	Amount (PM)	Amount (PA)
Basic Salary	19,380	232,560
House Rent Allowance	9,690	116,280
Flexi Benefit Plan [^]	7,364	88,364
Employer's contribution to Provident Fund	2,326	27,912
BASE PAY (FIXED PAY)	38,760	465,116
Performance Bonus*		34,884
TOTAL COMPENSATION (TC)		500,000
ANNUAL BENEFITS		
Benefit Particulars		Amount (PA)
Gratuity (As per payment of Gratuity Act)		11,187
Premium paid by the employer for Group Health Medical Insurance**		24,145
COST TO COMPANY (CTC)		535,332
<p>* Your Performance Bonus represents the target amount (at 100% payout). Actual payouts can vary depending on performance and subject to the terms and conditions of the Incentive plan policy. Plan details are at the sole discretion of the company and subject to change.</p> <p>Taxes and other statutory deductions/payments as per applicable law.</p> <p>** To know your eligibilities for Group Health Medical Insurance, please refer to the policy</p> <p>**You will also be covered as part of Group Term Life Insurance & Group Personal Accident policy. To know your eligibility please refer to the respective policy.</p> <p>[^] Please refer to FBP Policy for details</p> <p>Your compensation can be restructured at any time protecting Total Compensation (TC)</p> <p>All salary components are governed by the company policies and statutory guidelines</p> <p>This salary sheet is strictly confidential and must not be discussed with anyone other than your Reporting Manager</p>		
		
Signature of Signing Authority		Signature of Associate

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai – 600032.

ANNEXURE 2

Dear Noor Muhammed M G,

Congratulations for successfully clearing all the rounds!

You are requested to submit following documents at the earliest,

[A] Academic Qualification

- ✓ SSLC certificate & Mark sheets
- ✓ HSC certificate & Mark sheets
- ✓ Graduation certificate & Mark sheets
- ✓ Post-Graduation certificate & Mark sheets
- ✓ Other Courses certificate & Mark sheets

[B] Work Experience Certificate (Not applicable in case you are fresher)

- ✓ Experience Letter/Relieving Letters from last two organization(s)
- ✓ Current Company appointment letter

- ✓ Latest 3 months Salary Slips

[C] 2 Passport sized colored photographs

[D] Address Proof (Any of the following)

- ✓ Ration Card
- ✓ Passport copy
- ✓ Utility Bills

[E] Proof of Date of Birth (Any of the following)

- ✓ Birth Certificate
- ✓ School Leaving Certificate
- ✓ Passport copy

[F] Photo ID proof (Any of the following)

- ✓ Passport copy
- ✓ Driver's License
- ✓ Pan Card

You are required to submit originals and 1 photocopy of the above documents. TPO (The People Office) will retain the photocopies and return you the originals immediately. In case you are not able to submit the originals then attested photocopies from a Gazette Officer will be a must.



FIS Global Business Solutions India Private Limited,
"The Viceroys", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai – 600032.

ANNEXURE 3

Dear Noor Muhammed M G,

You are also requested to submit us the filled-up documents, as detailed below, on your date of joining **26th July 2021 at 9.30 AM**).

- Joining forms
- Payment of Gratuity form
- Family Health Declaration Form
- Employee Confidential Agreement
- Nomination and Declaration form (two original copies)
- Relieving letter of your last employer

Wishing you a great career ahead in FIS!!!

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 20-March-2021

Dear Rasika Mankar (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, 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, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**

AGRICULTURE

1911-1912

1. Cereals

2. Fodder

3. Horticulture

4. Fisheries

5. Poultry

6. Beekeeping

7. Sericulture

8. Animal Husbandry

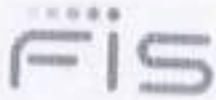
9. Forestry

10. Miscellaneous

11. Irrigation

12. Veterinary

13. Agricultural Machinery



FIS Global Business Solutions India Private Limited,
"The Viceroys", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai - 600032.

Mr. Rifat Mohammed T R,
Chennai.

13th July 2021

Letter of Offer

Dear Rifat Mohammed T R,

We are pleased to make you an offer of employment with us and this letter sets forth the terms of appointment.

- 1) Designation: **IT Trainee / (Global Title: InP - IT Trainee)**
- 2) Place of Posting: FIS Global Business Solutions India Private Limited
7th & 3rd, Floor, Block C, Ambit IT Park,
Plot 32 A & B, Ambattur Industrial Estate 1st Cross Rd,
Chennai, Tamil Nadu 600058
- 3) Date of Joining: **26th July 2021**
- 4) Compensation & Benefits: Annual Fixed Pay : Rs. 465,116 /-
Performance- Pay : Rs. 34,884 /-
Total Compensation(TC): Rs. 500,000 /-
(Break up of above Compensation details are provided in Annexure 1)
- 5) Background Checks: Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer. Our TPO Team will let you know the final status of your check once it is completed.
- 6) Confidentiality: You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.
- 7) Notice Period: Notwithstanding anything stated above, your services are liable to be terminated by the Company without assigning any reason, by giving you 75 days' Notice or salary in lieu of such Notice. Likewise, you may resign from the services of the Company by giving 75 days' Notice or salary in lieu of Notice. Salary for this purpose will be computed on Basic Salary.
- 8) Probation period: You shall be on probation for a period of six months from the date of your joining. Your services shall be confirmed based on the performance review conducted by your Manager.

Sharing of this information will result in withdrawal of your letter of offer.

A detailed Appointment Letter will be issued to you soon after you have joined the Company.

We request you to submit

- 1) The documents listed in **Annexure 2** at the time of acceptance of offer.
- 2) The documents listed in **Annexure 3** on the day of joining

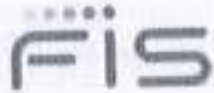
We look forward to having you on board with Team FIS.

Yours sincerely



Amol Gupta
Regional TPO Lead - India & Philippines

I hereby accept the above offer

Candidate's Name & Signature
Rifat Mohammed T R



FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai - 600032.

ANNEXURE - Compensation and Benefits			
Name:	Rifat Mohammed T R	w.e.f.	28-Jun-21
FIXED PAY			
Particulars	Amount (PM)	Amount (PA)	
Basic Salary	19,380	232,560	
House Rent Allowance	9,690	116,280	
Flexi Benefit Plan [^]	7,364	88,364	
Employer's contribution to Provident Fund	2,326	27,912	
BASE PAY (FIXED PAY)	38,760	465,116	
Performance Bonus*		34,884	
TOTAL COMPENSATION (TC)		500,000	
ANNUAL BENEFITS			Amount (PA)
Benefit Particulars			
Gratuity (As per payment of Gratuity Act)		11,187	
Premium paid by the employer for Group Health Medical Insurance**		24,145	
COST TO COMPANY (CTC)		535,332	
<p>* Your Performance Bonus represents the target amount (at 100% payout). Actual payouts can vary depending on performance and subject to the terms and conditions of the Incentive plan policy. Plan details are at the sole discretion of the company and subject to change.</p> <p>Taxes and other statutory deductions/payments as per applicable law.</p> <p>** To know your eligibilities for Group Health Medical Insurance, please refer to the policy</p> <p>**You will also be covered as part of Group Term Life Insurance & Group Personal Accident policy. To know your eligibility please refer to the respective policy.</p> <p>[^] Please refer to FBP Policy for details</p> <p>Your compensation can be restructured at any time protecting Total Compensation (TC)</p> <p>All salary components are governed by the company policies and statutory guidelines</p> <p>This salary sheet is strictly confidential and must not be discussed with anyone other than your Reporting Manager</p>			
			
Signature of Signing Authority		Signature of Associate	

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE 2

Dear Rifat Mohammed T R,

Congratulations for successfully clearing all the rounds!

You are requested to submit following documents at the earliest,

[A] Academic Qualification

- ✓ SSLC certificate & Mark sheets
- ✓ HSC certificate & Mark sheets
- ✓ Graduation certificate & Mark sheets
- ✓ Post-Graduation certificate & Mark sheets
- ✓ Other Courses certificate & Mark sheets

[B] Work Experience Certificate (Not applicable in case you are fresher)

- ✓ Experience Letter/Relieving Letters from last two organization(s)
- ✓ Current Company appointment letter

[C] Latest 3 months Salary Slips**[C] 2 Passport sized colored photographs****[D] Address Proof (Any of the following)**

- ✓ Ration Card
- ✓ Passport copy
- ✓ Utility Bills

[E] Proof of Date of Birth (Any of the following)

- ✓ Birth Certificate
- ✓ School Leaving Certificate
- ✓ Passport copy

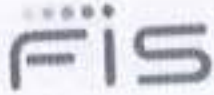
[F] Photo ID proof (Any of the following)

- ✓ Passport copy
- ✓ Driver's License
- ✓ Pan Card

You are required to submit originals and 1 photocopy of the above documents. TPO (The People Office) will retain the photocopies and return you the originals immediately. In case you are not able to submit the originals then attested photocopies from a Gazette Officer will be a must.



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai – 600032.

ANNEXURE 3

Dear Rifat Mohammed T R,

You are also requested to submit us the filled-up documents, as detailed below, on your date of joining **26th July 2021 at 9.30 AM**).

- Joining forms
- Payment of Gratuity form
- Family Health Declaration Form
- Employee Confidential Agreement
- Nomination and Declaration form (two original copies)
- Relieving letter of your last employer

Wishing you a great career ahead in FIS!!!

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**



23-Mar-2021

Dear Riyazali Farook,
B.Tech/B.E., Computer Science & Engineering
Aalim Muhammed Salegh College Of Engg, Chennai

Candidate ID – 15050582

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR **Rs.450,740/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

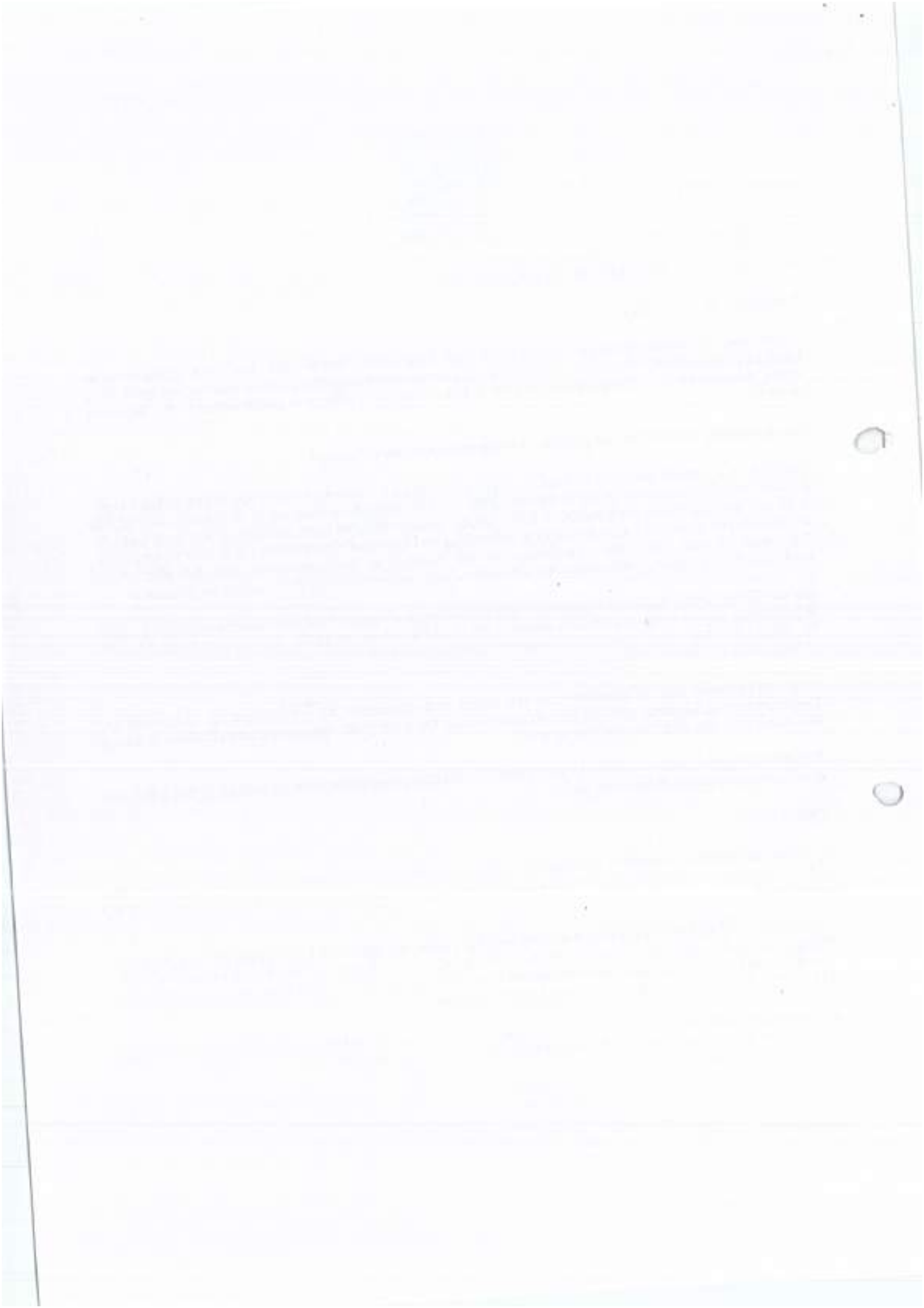
1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous



3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

3.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

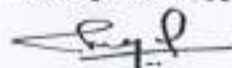
3.3 GenC Training Post Joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.



Maya Sreekumar

Vice President – Human Resources

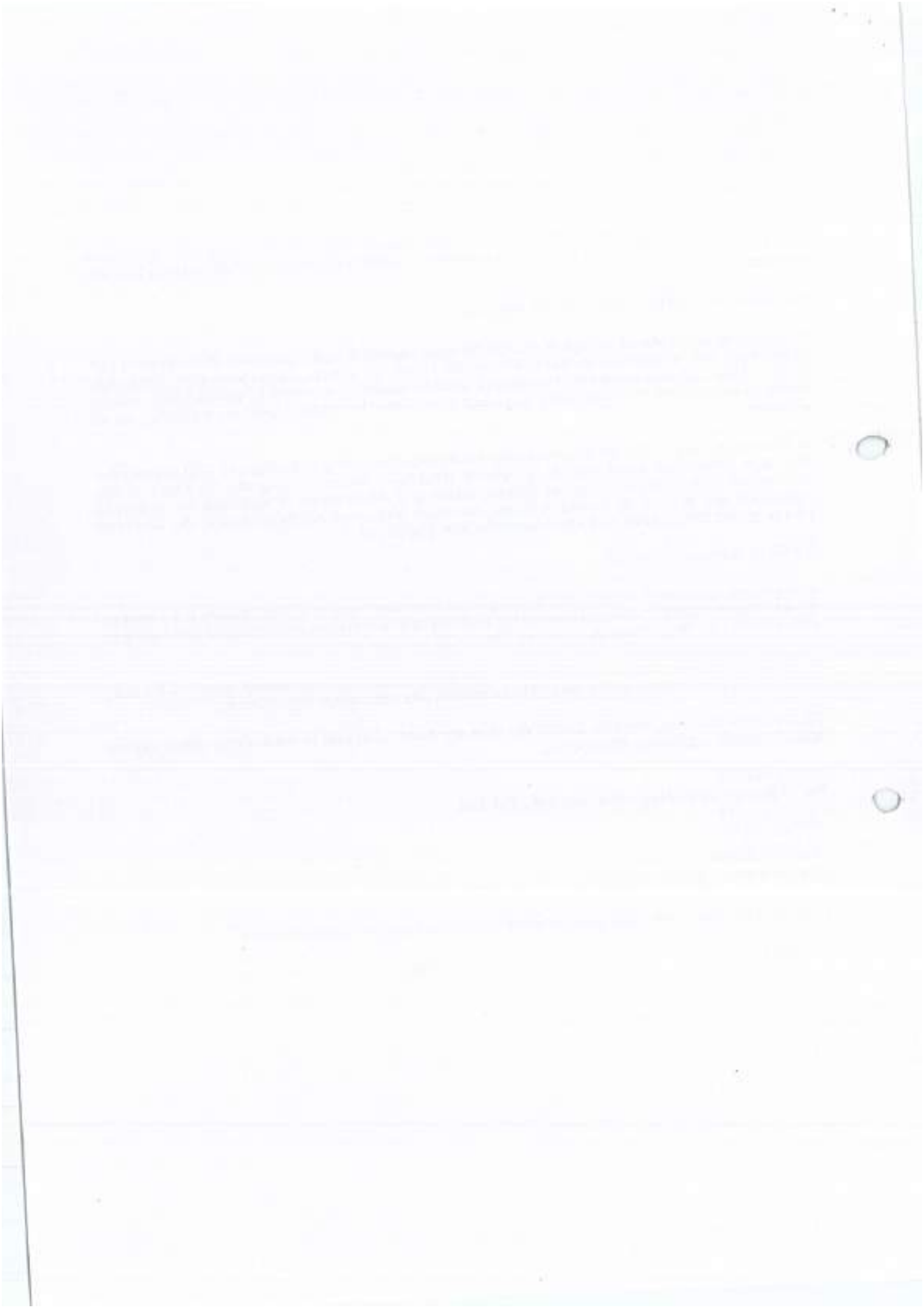
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:



**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**





Sundram Fasteners Limited
Autolec Division

13-80
DIVISIONAL OFFICE
47/2, POONAMALLEE HIGH ROAD,
VELAPPANCHAVADI, CHENNAI - 600 077. INDIA.
TEL : +91-44-26272231, (6 LINES)
+91-44-61102200, (6 LINES)
FAX : +91-44-26272696
Web : www.sundram.com
PAN : AAAC58779D

Date : 10/06/2021

Provisional offer letter

College name : Aalim Muhammed Salegh College Of Engineering

Dear SAFINSIRAJ A , Congratulations !!!

With reference to the interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Desktop Support Engineer". You have successfully completed our selection process. We feel confident that you will contribute your skills and experience towards the growth of our organization. Your gross salary including all benefits will be Rs. 2.25 lakhs per annum as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer within seven working days. If not this offer will be automatically withdrawn. The role in which you will be working is very important and will require you to deal with important and sensitive information, records, and other company matters.

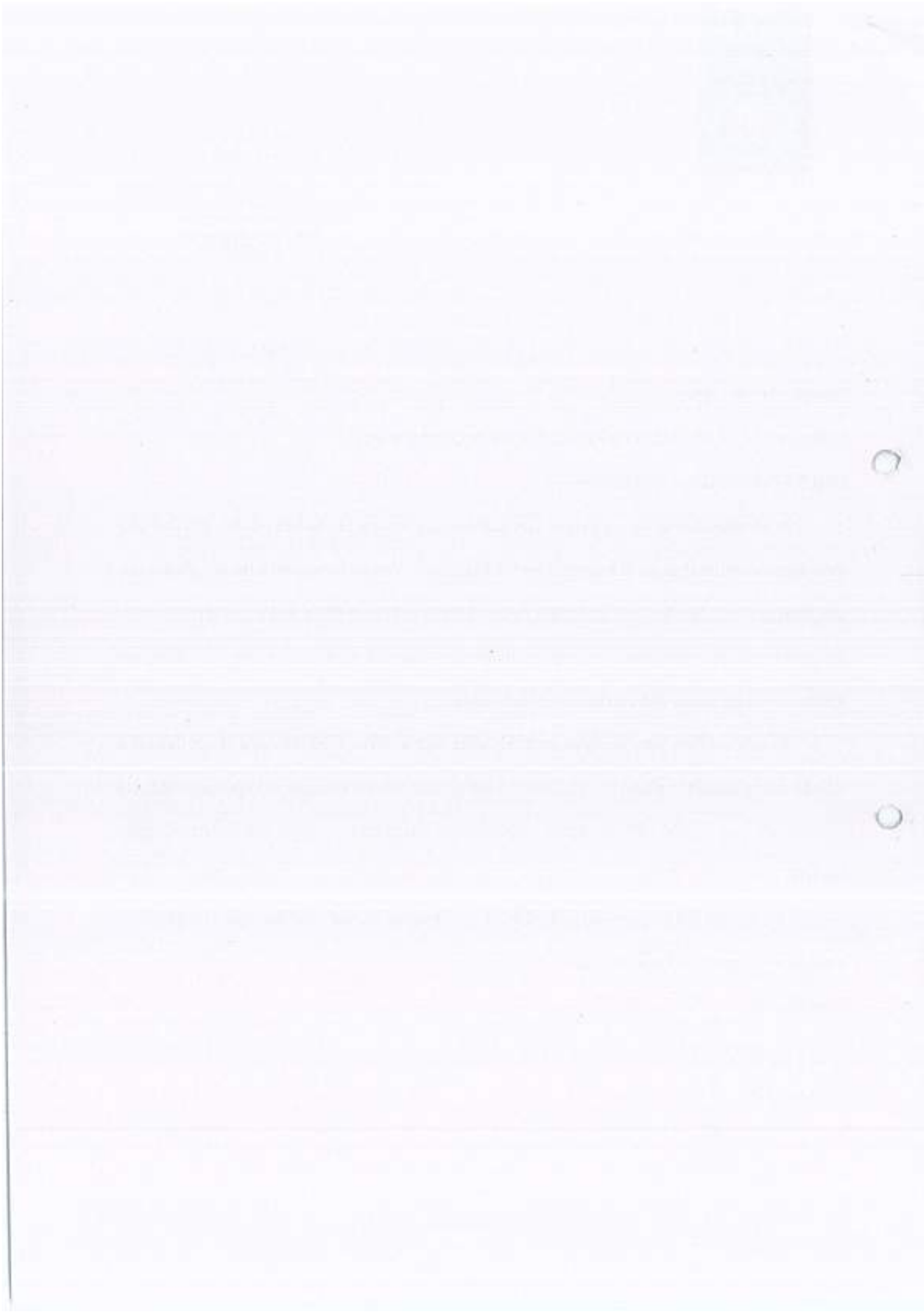
We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

Kind Regards


10/06/2021
HR Manager



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 20-March-2021

Dear Sandhya 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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, 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, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**

MEMORANDUM

TO : [Illegible]

FROM : [Illegible]

[Illegible text block]

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[Illegible text block]

[Illegible text block]

December-2020

Ms. Sirishma Nakka
Nakkapeta, Silagam Singivalasa, Alikam post,
Srikakulam Mandal,
Srikakulam-532185

Dear Sirishma,

Thank you for your interest in AVA SOFTWARE Pvt. Ltd. Subsequent to our discussion with you, we are delighted to extend you an offer to join AVASOFT. We believe you can play an important role in our rapid growth and success and look forward to welcoming you to the AVASOFT family.

Position

You will be undergoing an internship with AVASOFT for a period of 6 months and you will be designated as Trainee Engineer and will be paid a stipend of Rs.10,000/- per month subject to PF & ESI from the date of joining. After successful completion of your internship, you will be designated as Software Engineer and your CTC would be Rs. 3.5/- Lakhs per annum (Rupees Three Lakhs and Fifty Thousand only) is inclusive of basic salary, HRA, medical and regular conveyance which is effective from the date of employment.

Probation

You will be on probation from your date of joining for a period of twelve months as Software Engineer. You will continue to do so until the company confirms your services in writing, based on your conduct and performance during this period meeting the standards of the company.

Compensation

Your total cost to AVASOFT will be Rs. 3.5/- Lakhs per annum (Rupees Three Lakhs and Fifty Thousand only) subject to Tax deduction. Further details are furnished in Annexure-1



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Confidentiality and Non-Disclosure

You are expected to maintain utmost secrecy in regard to the affairs of the company and shall keep confidential all information, instruments, documents, etc. relating to the company that may come to your professional knowledge during your assignment with the company.

Conflict of interest Guidelines.

You shall diligently adhere to the following guidelines and policy of the company and to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly, you must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the company


Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors, and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours (discussed during the interview) as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130
Website: <http://www.avasoft.com>



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leave Eligibility:

You are entitled to Leave benefits during your employment with the company. Annual Eligibility of Earned Leave will depend on the length of service of the associate. Associates are also entitled to sick leave and any associate shall be entitled to maternity/paternity leave and benefits specific to gender. Detailed terms and conditions relating to leave eligibility is provided as relevant policies on the intranet. All these policies are subject to change and you shall abide by the updated policies.

Health Insurance

The Company will insure you, your spouse, and a maximum of 2 Children as dependents for Hospitalization as per the policy for an amount of Rs.2,00,000/-per annum per individual. Details would be made available on joining.

Termination & Recovery

- (i) The Company may terminate this contract and the Employee's employment at any time.
- (ii) Upon termination of employment with the company, the Employee shall forthwith return to the company all the assets and property of the company i.e., documents, files, books paper, memos, or any other property of the company in your possession or under Employee control.
- (iii) The employee shall commit to be in the employment of the company at least for a period of 24 months, considering the substantial expenditure incurred by the Employer Company in India and Overseas towards training/certification on Employee's account. In case if any employee decides to resign any time after the 1st month of internship/training Period without serving the 24 months service with us as a full-term employee after completing 6 months internship, the Employee shall be liable to compensate the Employer a sum of Rs. 1,50,000/- (Rupees One Lakh and Fifty thousand Only) to cover the loss incurred by the Employer in recruiting/training Employee and for similar expenses to be incurred by the Employer on another person to be

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130
Website: <http://www.avasoft.com>



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Inducted as successor in the office and considering disruption in continuity in the office, failing which will lead to legal action.

- (iv) Employee undertakes that he/she will not take up any other employment while he/she is under the contract and further undertakes to obtain prior consent from the Company before taking up any other employment.
- (v) In case wherein the employee resigns within a period of 24 months from the date of Joining, the entire amount of expenses reimbursed/buy out cost/Joining Bonus/relocation expense/Certification cost paid to him/her will be recovered as part of the full and final settlement.

Non - Competition

- (a) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not hire or attempt to hire any current employees of Company.
- (b) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not solicit business from current clients or clients who have retained the Company in the 2 years period immediately preceding the employee's termination.

Notice Period

The employee may terminate the contract of employment by giving 3 months written notice to the Company. The waiver of notice period fully or partially is at the Company's sole discretion. However, Company will also be entitled to terminate the contract of employment without assigning any reasons thereof.

Pre-Employment Screening:

The employment offer is contingent upon the satisfactory outcome of the pre-employment screening activities (including background checks, reference check of former employment/s or such other checks as may be deemed right by the company). Please be advised that company's policy provides that misrepresentation of an individual's qualifications, credentials etc. in securing employment at the company may be grounds of dismissal with immediate effect.

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130
Website: <http://www.avasoft.com>


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Professional Ethics:

As an organization which believes in professionalism and performance every employee will be expected to uphold professional ethics when dealing with company's money, material, documents and assets, and violation of the Company's code or leakage of the Company's trade/business secrets that is directly or indirectly attributable to the concerned person. If you are found guilty, at any point of time, of moral turpitude or dishonesty in dealing with the Company's money, material, or documents or of theft or misappropriation regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this letter. Also, you would be liable to pay the damage quantified by the Company for breach of any terms and conditions mentioned in this letter. You shall not divulge, communicate, or pass on any information, secrets which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. Company information on devices, media, social media, e-mail, fax, printout or photos need to be handled with strict confidentiality. You shall not communicate, in any manner, any information regarding your remuneration/terms of employment to any other employee of the company except your immediate superior. Indulgence in such activities or any violation of this norm shall lead to termination of your service immediately and will be taken proper legal actions.

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130
Website: <http://www.avasoft.com>

A handwritten signature in blue ink, appearing to be "AALIM MUHAMMED SALEGH", is written over a light blue horizontal line.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Dispute

Any dispute that arises between parties will be referred to the Sole Arbitrator appointed by the Employer and the same is governed by the Arbitration and conciliation Act 1996. Any dispute between us and employee will be handled in Chennai courts only.

Upon joining you will be expected to follow the 'Employment terms and conditions' document with us which will outline the basic expectations from employees.

Kindly sign the copy of this letter as a token of your acceptance and return it to the undersigned on or before January 4th 2021


Sincerely,

A handwritten signature in black ink, appearing to read 'S. Anthea Vicky', written over a horizontal line.

Anthea Vicky

Human Resources

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130
Website: <http://www.avasoft.com>



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Compensation Break Up		
Name	Sirishma Nakka	
Designation	Trainee Engineer	
A – Base Component	Monthly (Rs.)	Annual (Rs.)
Basic	15000	180000
HRA	7500	90000
Total of A	22500	270000
B – Basket of Allowances		
Medical Allowances	1250	15000
LTA	1300	15600
Conveyance	1600	19200
Other Allowance	717	8600
Total of B	4867	58400
C- Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
Total (A+B+C)	29167	350000

For AVA SOFTWARE Pvt. Ltd.,

S. Anthea Vicky

Anthea Vicky

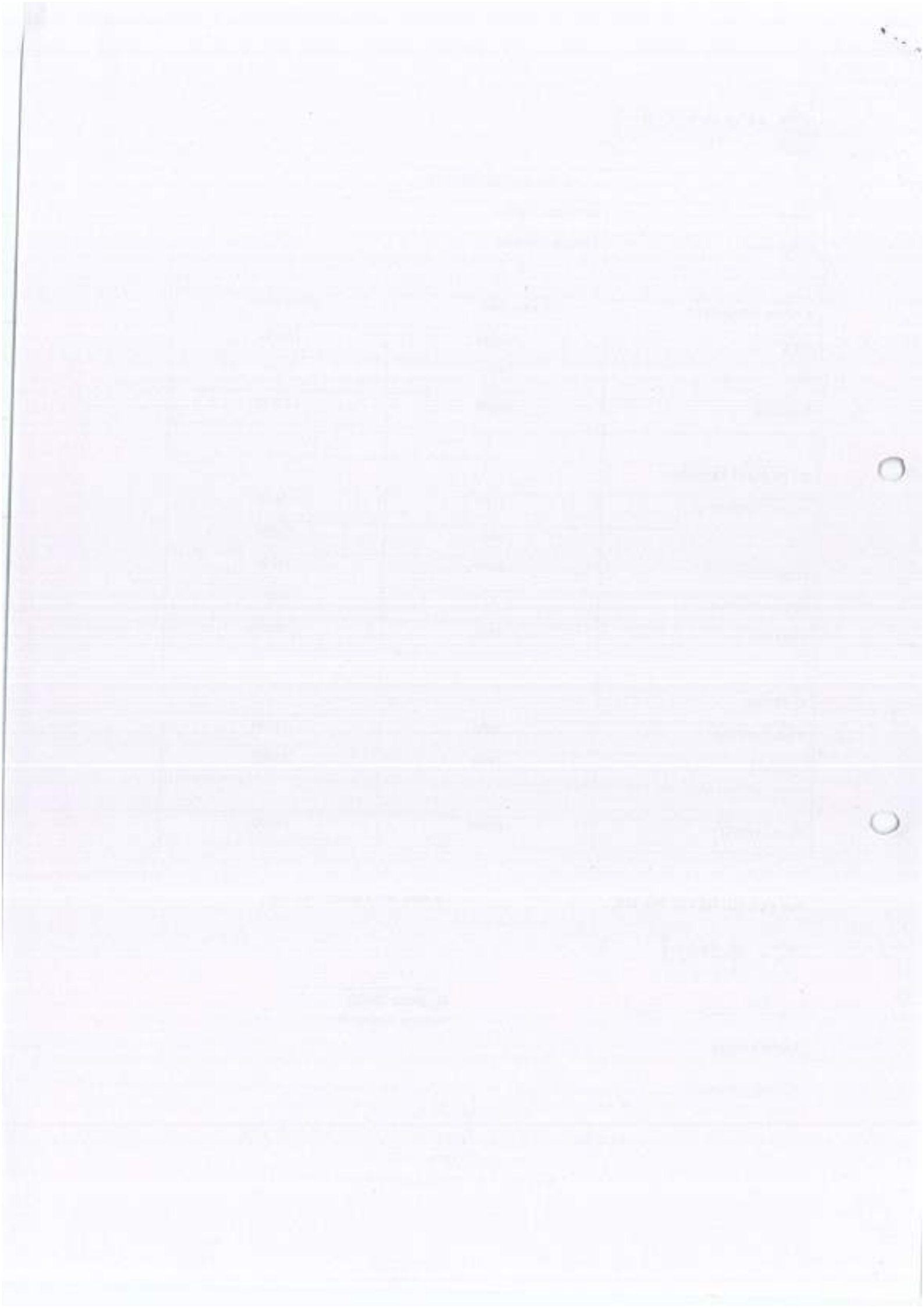
Human Resources

To AVA SOFTWARE Pvt. Ltd.,

Sirishma Nakka
Trainee Engineer

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130
Website: <http://www.avasoft.com>

(Signature)
PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Date: 04.02.21

Dear Swathi 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 this 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 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 have received.

Name: Miss. Swathi N

Signature:

Date of Signature:

A handwritten signature in blue ink, appearing to be 'A. Salegh'.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Employment Agreement

1. Employment-Related Particulars

You are designated as **AI Prompt Engineer** and your employment will commence on **07.06.2021 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, Emerald G.K.S Towers, Poonamallee High Road, Purasaiwakkam Chennai TN - 600084.

2. Working hours

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 meet client requirement you may 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 pay you for carrying out 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 employ 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 3 months 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. Any changes 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 this purpose.

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 created 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.

- Bachelor's Certificate (Original)
- Master's Certificate (Original)
- Aadhar Card (copy)
- Pan Card & Bank account details
- 1 Passport size Photo
- Pay Slip from previous employer.

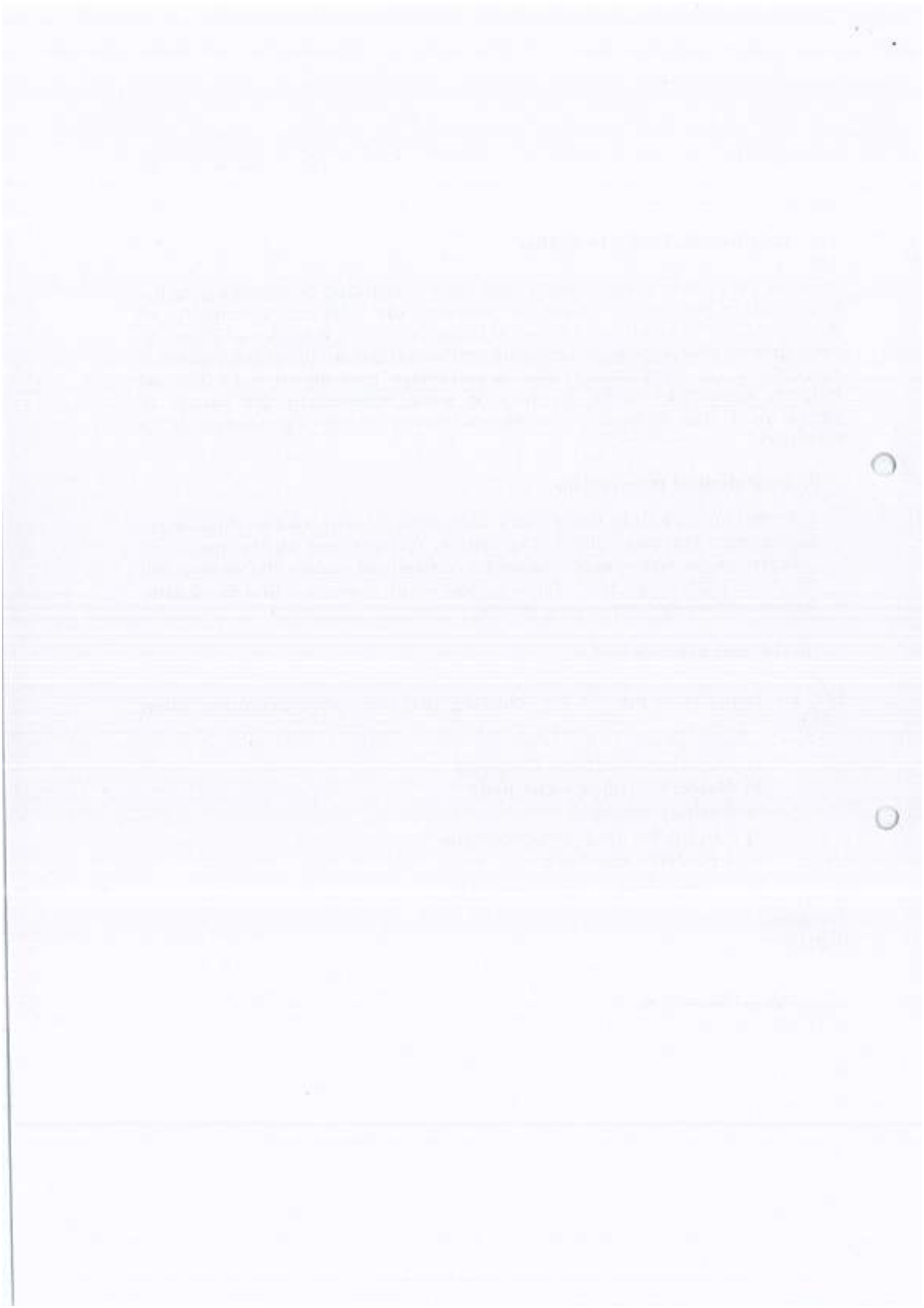
Accepted,
Signature:

Name: **Miss. Swathi N**
Date of Signature:

Authorized Signatory,

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

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





Date: 04.02.21

Dear Syed Wasim Ahamed 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 this 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 have received.

Name: Mr. Syed Wasim Ahamed T

Signature:

Date of Signature:

A handwritten signature in blue ink, appearing to be 'Wasim', written over the signature line.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Employment Agreement

1. Employment-RelatedParticulars

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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.

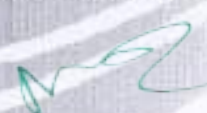
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You will initially be on probation for a period of 3 months from the date of commencement of employment, after which, your performance will be reviewed. If the Organisation finds your work satisfactory during the probation period, the Organisation 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. Any changes 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 this purpose.


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 created 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.

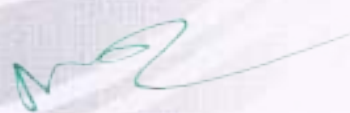
- a) Bachelor's Certificate (Original)
- b) Master's Certificate (Original)
- c) Aadhar Card (copy)
- d) Pan Card & Bank account details
- e) 1 Passport size Photo
- f) Pay Slip from previous employer.

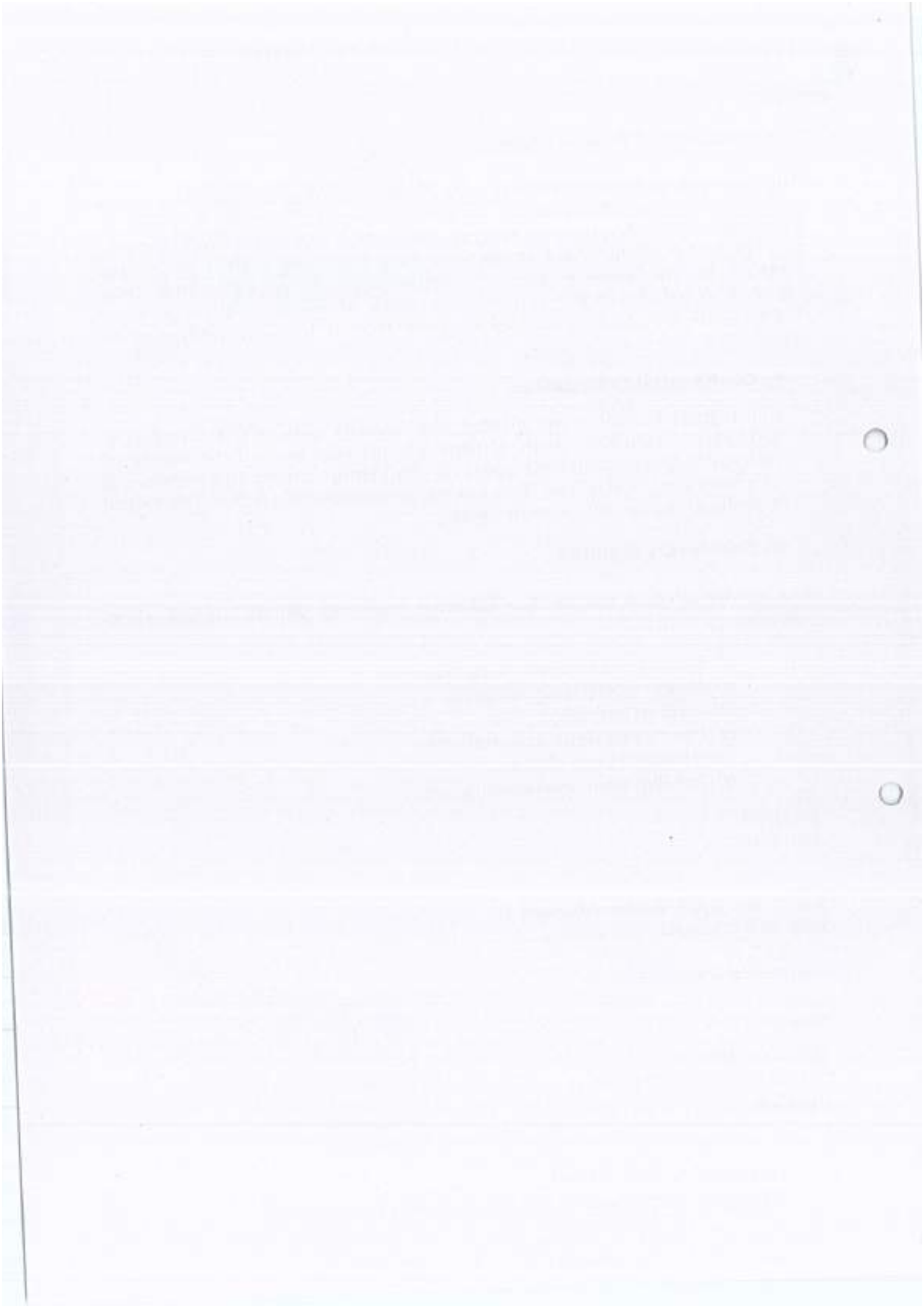
Accepted,
Signature:

Name: **Mr. Syed Wasim Ahamed T**
Date of Signature:

Authorized Signatory,

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


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Mr. Abdul Sathar A,
Chennai.

13th July 2021

Dear Abdul Sathar A,

Letter of Offer

We are pleased to make you an offer of employment with us and this letter sets forth the terms of appointment.

1) Designation:

IT Trainee / (Global Title: InP - IT Trainee)

2) Place of Posting:

FIS Global Business Solutions India Private Limited
7th & 3rd, Floor, Block C, Ambit IT Park,
Plot 32 A & B, Ambattur Industrial Estate 1st Cross Rd,
Chennai, Tamil Nadu 600058

3) Date of Joining

26th July 2021

4) Compensation &
Benefits

Annual Fixed Pay : Rs. 465,116 /-
Performance- Pay : Rs. 34,884 /-
Total Compensation(TC): Rs. 500,000 /-

(Break up of above Compensation details are provided in Annexure 1)

5) Background Checks

Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer. Our TPO Team will let you know the final status of your check once it is completed.

6) Confidentiality

You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.

7) Notice Period:

Notwithstanding anything stated above, your services are liable to be terminated by the Company without assigning any reason, by giving you 75 days' Notice or salary in lieu of such Notice. Likewise, you may resign from the services of the Company by giving 75 days' Notice or salary in lieu of Notice. Salary for this purpose will be computed on Basic Salary.

8) Probation period:

You shall be on probation for a period of six months from the date of your joining. Your services shall be confirmed based on the performance review conducted by your Manager.

Sharing of this information will result in withdrawal of your letter of offer.

A detailed Appointment Letter will be issued to you soon after you have joined the Company.

We request you to submit

- 1) The documents listed in **Annexure 2** at the time of acceptance of offer.
- 2) The documents listed in **Annexure 3** on the day of joining

We look forward to having you on board with Team FIS.

Yours sincerely



Amol Gupta
Regional TPO Lead - India & Philippines

I hereby accept the above offer

Candidate's Name & Signature
Abdul Sathar A





FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai - 600032.

ANNEXURE - Compensation and Benefits

Name: Abdul Sathar A w.e.f. 28-Jun-21

FIXED PAY	Amount (PM)	Amount (PA)
Particulars		
Basic Salary	19,380	232,560
House Rent Allowance	9,690	116,280
Flexi Benefit Plan [^]	7,364	88,364
Employer's contribution to Provident Fund	2,326	27,912
BASE PAY (FIXED PAY)	38,760	465,116

Performance Bonus*		34,884
TOTAL COMPENSATION (TC)		500,000

ANNUAL BENEFITS	Amount (PA)
Benefit Particulars	
Gratuity (As per payment of Gratuity Act)	11,187
Premium paid by the employer for Group Health Medical Insurance**	24,145
COST TO COMPANY (CTC)	535,332

* Your Performance Bonus represents the target amount (at 100% payout). Actual payouts can vary depending on performance and subject to the terms and conditions of the Incentive plan policy. Plan details are at the sole discretion of the company and subject to change.

Taxes and other statutory deductions/payments as per applicable law.

** To know your eligibilities for Group Health Medical Insurance, please refer to the policy

** You will also be covered as part of Group Term Life Insurance & Group Personal Accident policy. To know your eligibility please refer to the respective policy.

[^] Please refer to FBP Policy for details

Your compensation can be restructured at any time protecting Total Compensation (TC)

All salary components are governed by the company policies and statutory guidelines

This salary sheet is strictly confidential and must not be discussed with anyone other than your Reporting Manager

Signature of Signing Authority

Signature of Associate

ANNEXURE 2

Dear Abdul Sathar A,

Congratulations for successfully clearing all the rounds!

You are requested to submit following documents at the earliest,

[A] Academic Qualification

- ✓ SSLC certificate & Mark sheets
- ✓ HSC certificate & Mark sheets
- ✓ Graduation certificate & Mark sheets
- ✓ Post-Graduation certificate & Mark sheets
- ✓ Other Courses certificate & Mark sheets

[B] Work Experience Certificate (Not applicable in case you are fresher)

- ✓ Experience Letter/Relieving Letters from last two organization(s)
- ✓ Current Company appointment letter

[C] Latest 3 months Salary Slips

- ✓ 2 Passport sized colored photographs

[D] Address Proof (Any of the following)

- ✓ Ration Card
- ✓ Passport copy
- ✓ Utility Bills


[E] Proof of Date of Birth (Any of the following)

- ✓ Birth Certificate
- ✓ School Leaving Certificate
- ✓ Passport copy

[F] Photo ID proof (Any of the following)

- ✓ Passport copy
- ✓ Driver's License
- ✓ Pan Card

You are required to submit originals and 1 photocopy of the above documents. TPO (The People Office) will retain the photocopies and return you the originals immediately. In case you are not able to submit the originals then attested photocopies from a Gazette Officer will be a must.



PRINCIPAL
 AALIM MUHAMMED SALEGH
 COLLEGE OF ENGINEERING



FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai - 600032.

ANNEXURE 3

Dear Abdul Sathar A,

You are also requested to submit us the filled-up documents, as detailed below, on your date of joining **26th July 2021** at **9.30 AM**).

- Joining forms
- Payment of Gratuity form
- Family Health Declaration Form
- Employee Confidential Agreement
- Nomination and Declaration form (two original copies)
- Relieving letter of your last employer

Wishing you a great career ahead in FIS!!!

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**



SUTHERLAND®

PROVISIONAL OFFER LETTER

**College Name: Aalim Muhammed Salegh College of Engineering
Date:25-April-2021**

Dear Amjath Ashifa 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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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

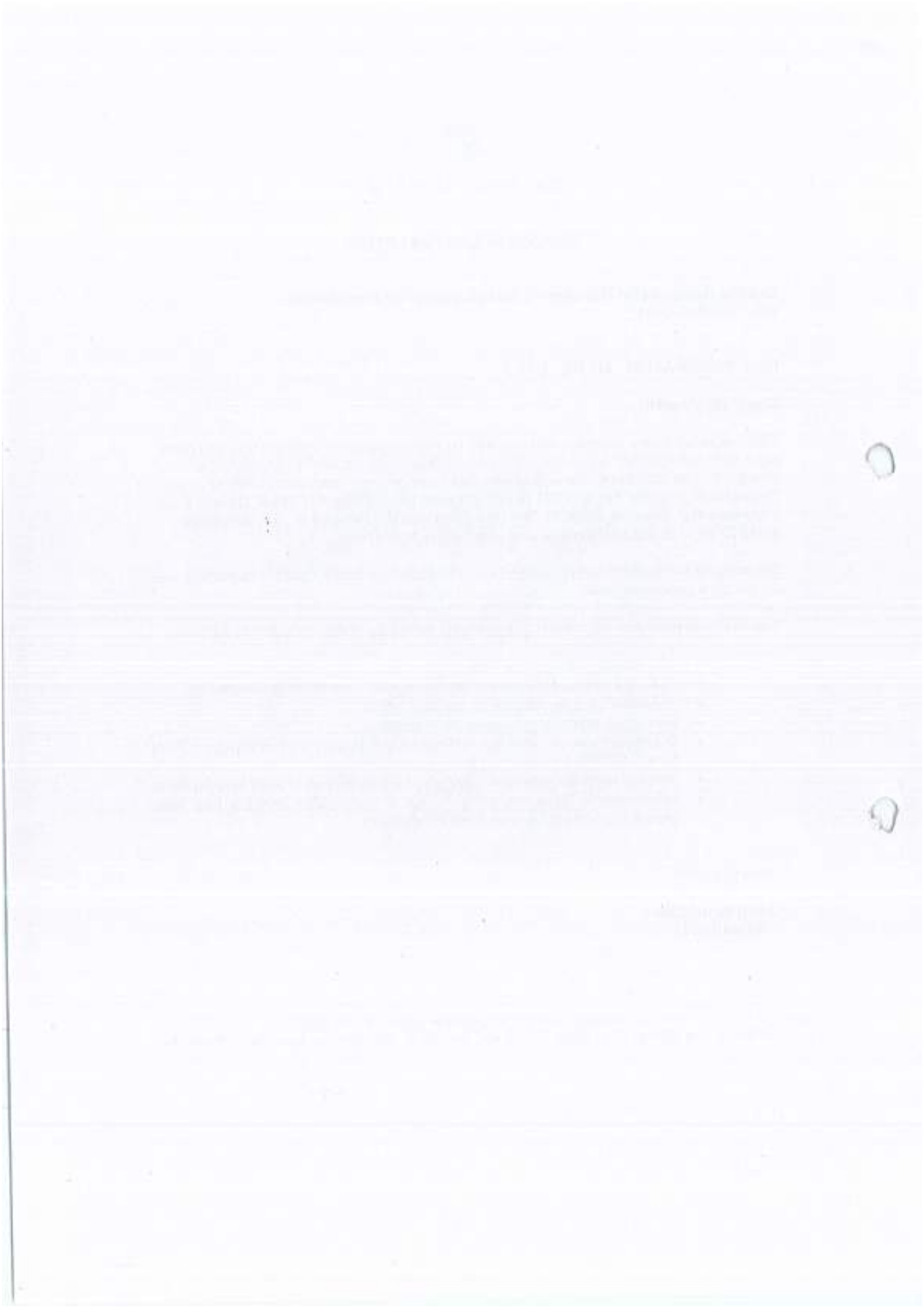
- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- 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, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**





Sundram Fasteners Limited
Autolec Division

15/10
DIVISIONAL OFFICE
47/2, POONAMALLEE HIGH ROAD,
VELAPPANCHAVADI, CHENNAI - 600 077, INDIA.
TEL : +91-44-26272231, (6 LINES)
+91-44-61102200, (6 LINES)
FAX : +91-44-26272696
Web : www.sundram.com
PAN : AAACS8779D

Date : 10/06/2021

Provisional offer letter

College name : Aalim Muhammed Salegh College Of Engineering

Dear CHOKAPPU GANESH, Congratulations !!!

With reference to the interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Client Support Engineer". You have successfully completed our selection process. We feel confident that you will contribute your skills and experience towards the growth of our organization. Your gross salary including all benefits will be Rs. 2.25 lakhs per annum as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer within seven working days. If not this offer will be automatically withdrawn. The role in which you will be working is very important and will require you to deal with important and sensitive information, records, and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

Kind Regards


10/6/2021
HR Manager


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date:25-April-2021

Dear Divya 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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

MEMORANDUM

TO : [Illegible]

[Illegible text]

[Illegible text]

[Illegible text]

[Illegible text]



Date: 04.02.21

Dear Haroon S 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 this 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,

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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 have received.

Name: Mr. Haroon S B

Signature:

Date of Signature:

A handwritten signature in blue ink, appearing to be 'Haroon S B', written over a large, faint circular watermark.

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 **07.06.2021 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, Pурсaiwakkam 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.

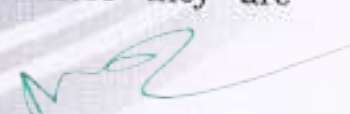
3. Remuneration

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 employce 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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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 3 months 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. Any changes 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 this purpose.

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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 created 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.

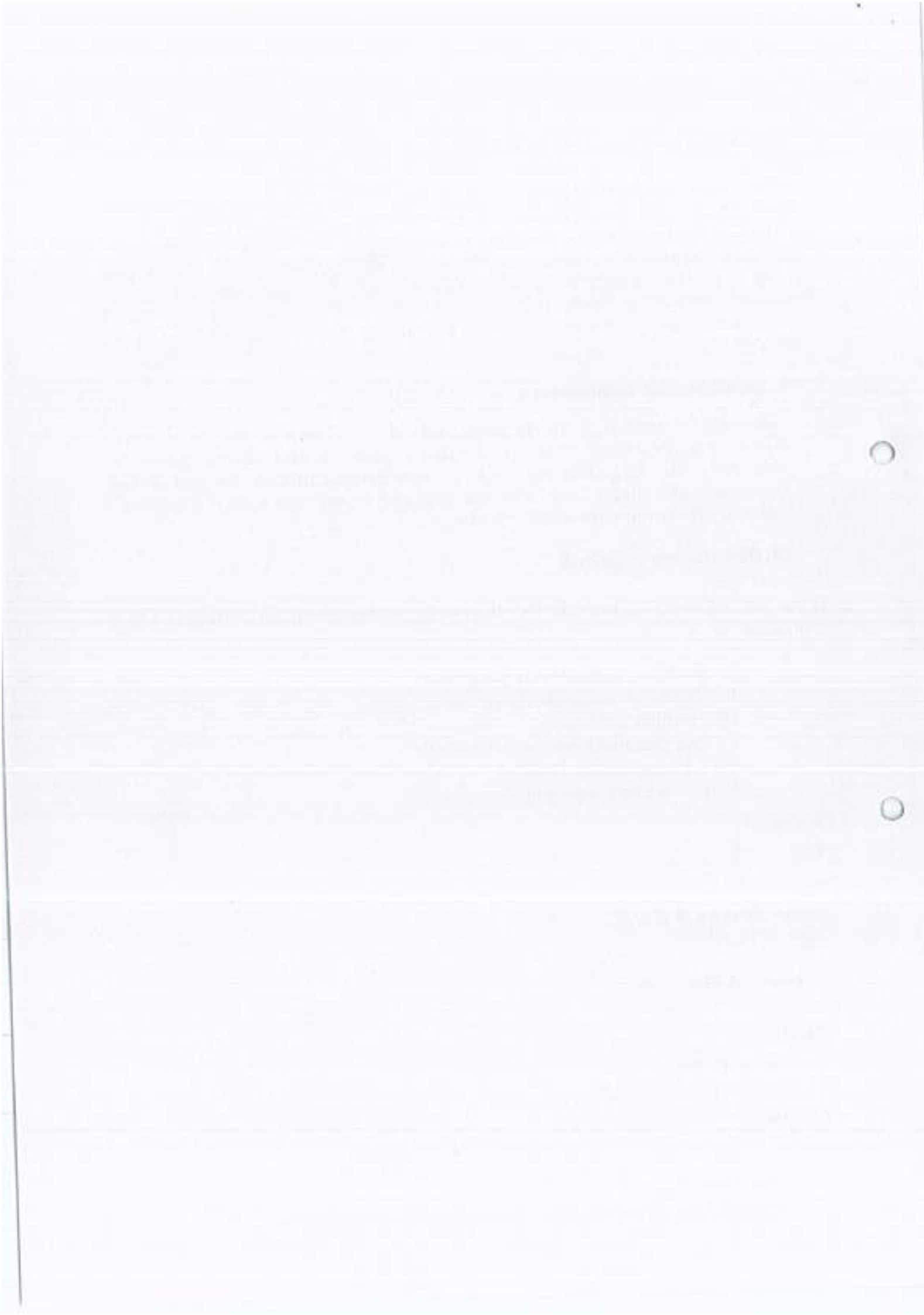
- a) Bachelor's Certificate (Original)
- b) Master's Certificate (Original)
- c) Aadhar Card (copy)
- d) Pan Card & Bank account details
- e) 1 Passport size Photo
- f) Pay Slip from previous employer.

Accepted,
Signature:

Name: **Haroon S B**
Date of Signature:

Authorized Signatory,

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





APPOINTMENT LETTER

21 December, 2021

Dear **Hasan Abdul Kader**,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Trainee** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-Chennai**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 90182**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

A handwritten signature in blue ink, appearing to be "Aalim Muhammed Salegh", is written over the printed name of the Principal.

PRINCIPAL
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COLLEGE OF ENGINEERING

4. Leaves:

You shall be entitled to reasonable periods of leave as per company policy (to be taken by agreement with the Company) with full pay. Entitlement & accumulation of the leave will be as per company policy.

5. Term:

Employment period shall commence on **22 December, 2021** and you will be on probation for a period of six months from the date of your joining the company. During this time, your appointment is terminable by one month's notice by either party or one month's salary in lieu thereof.

1. You will be deemed to continue on probation until you are confirmed, and the confirmation is communicated to you in writing. After confirmation, your appointment is terminable by two months' notice by either party or two months' salary in lieu thereof. Wipro reserves the right to pay or recover salary in lieu of notice period. Further, the Company may, at its discretion relieve you from such date as it may Deem fit even prior to the expiry of the notice period given by you. However, if the management desires you to continue the employment during the notice period, you shall do so.
2. During the term of employment, your performance and suitability for the roles will be continuously monitored and evaluated. Given the nature of your role, which is dependent on customer requirement, you would have to clear assessments prescribed by Wipro from time to time. In the event you fail to meet the prescribed measurement criteria as defined for your Process/Function or there is no suitable role available for you based on company requirement, the company reserves the right to terminate your employment in accordance with the bench policy. If you remain absent from work without authorization or reasonable explanation for more than seven consecutive working days, it will be presumed that you are no longer interested in working for Wipro and have voluntarily abandoned your services. In such a case, your employment with Wipro will stand terminated. In the event of termination of employee's services arising out of integrity, misconduct & disciplinary proceedings, no notice will be required from the company's side. In such case, you will not be entitled to any statutory compensation

6. Retirement:

You will automatically retire on attaining the age of 58 years. You may be retired earlier if found medically unfit.



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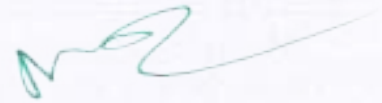
7. Confidentiality:

1. During the course of its business, the Company is required to keep confidential, the information about its Customers and itself and for that purpose to ensure the same from each employee assigned to perform services for the Company/its Customers and each employee who obtains or is in a position to obtain any information or materials.
2. During the normal course of business, it may be imperative to record / monitor all calls made by you in order to assess quality, as applicable. This clause by no means would impede upon your working ability / capacity and should be taken in light of company procedures and policies.
3. You shall therefore regard and preserve as confidential all information related to the business and activities of the Company as well as its Customers, their clients, suppliers and other entities with whom they do business which may be obtained by them from any source or may be developed as a result of any of the said agreements with the Company's Customers. You shall hold such information in trust and confidence for them and not disclose any such information to any person, firm or enterprise, or use any such information for your own benefit or the benefit of any other party, unless authorized by the Company.
4. You shall not directly or indirectly, engage or assist others to engage in, any activity or conduct that violates the provisions of this Clause.
5. You acknowledge that the information, observations and data concerning the Company and/or the Customers provided to you, is and shall continue to be the property of the Company and/or its Customer's, as the case may be and that you shall not be entitled to any right or license in relation to the said information, nor shall you copy, reproduce, publish, distribute, adapt, modify or amend any part thereof, without the prior written consent of the Company/the Customers, as the case may.
6. You are not a party to or aware of any agreement, obligation or restriction that prevents or prohibits you from complying with these obligations and you agree to take any other steps reasonably required and/or appropriate to ensure compliance with the obligations set forth herein.
7. You understand that if you threaten to or actually breach or fail to observe any of the obligations set forth in this Clause, Company will be subject to irreparable harm, which will not be adequately satisfied by damages and you therefore agree that the Company shall be entitled to injunctive relief and/or any other remedies permitted, to ensure and enforce your compliance with these obligations in the unlikely event you do not comply with them; provided, however, that no specification herein of any a particular legal or equitable remedy shall be construed as a waiver, prohibition or limitation of any legal or equitable remedies available to the Company.
8. You shall deliver to the Company upon cessation or termination of your employment, or at any other time the Company may request, all memoranda, notes,

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plans, records, reports, computer tapes and software and other documents and data (and copies thereof) relating to the said, or the business of the Company or any affiliate or its Customers which you shall then possess or have under your control.

You agree that, notwithstanding the cessation or termination of your Employment, the confirmations and undertakings under this Clause shall always continue in full force and effect.



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8. NONCOMPETE

In the course of your employment with Wipro you will be providing services to customers or clients of Wipro during which process you would be handling sensitive information including but not limited to information of key customers of Wipro, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to Wipro and its protection is of utmost importance to Wipro. You confirm that for a period of six (6) months after separation of your employment from Wipro (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing Wipro during the six (6) months preceding the date of separation.

9. Whilst employed by the company, you:

1. Will not engage in any external activities of a commercial nature
2. Will not engage in any activity of a non-commercial nature without prior written approval of the Company.
3. Will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your supervisor.
4. Will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures.
5. You agree that you shall not directly or indirectly, share, discuss your compensation details, in full or part, with any person in or outside the organization other than those authorized to do so.
6. Will maintain best standards of personal health and should necessarily be medically fit to perform your duties

Other Provisions

1. **Language.** This appointment letter was originally drafted in the English language. If it is translated into any language other than English, the provisions of the original English language version shall control in the case of any asserted conflict in terms.
2. **Governing Law.** This appointment shall be governed by and interpreted in accordance with the laws of India.
3. You shall be governed by the "Service Agreement" as applicable to you

It is understood that your date of joining **Wipro HR Services India Private Limited**, will not be later than **22 December, 2021** failing which this offer will automatically stand



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AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

revoked without any further notice. Please sign and return the duplicate copy of this letter in token of your acceptance of the terms described in this letter.

We wish you a long and mutually beneficial association with us.



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Yours faithfully,
For Wipro HR Services India Private Limited.



Sandesh Kumar
General Manager - Talent Acquisition

I accept the terms of this letter.

Signature: E-Signature Signature

Date: E-Signature Date

Name: Hasan Abdul Kader



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE II

CONFLICT OF INTEREST

Wipro HR Services India Private Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealing with the suppliers, customers and all other organizations or individuals doing or seeking to do business with Wipro.

Noted below are a few examples of 'conflict of interest':

1. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company, where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises securities in widely held corporations which are quoted and sold on open market or the interest is not material.
2. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become the contractor, supplier or customer, except with the knowledge and consent of top management.
3. For an employee to serve as an officer, director or in any other management capacity or as consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
4. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
5. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services, excessive entertainment and travel or gifts of more than nominal value from any individual or organization, doing or seeking to do business with the company.

I have read and understood the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will inform top management.



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE III

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT 2000

I **Hasan Abdul Kader**, confirm that I am voluntarily sharing my Personal Information with **Wipro HR Services India Private Limited** ('Wipro') for the following purposes:

1. Validating my Curriculum Vitae and retaining records on the same for any future reference/verification
2. Processing my job application including background verification checks and medical checks
3. Employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party. I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me.

Name: Hasan Abdul Kader

Signature: E-Signature Signature



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE IV

CONSENT FOR RANDOM OR REASONABLE SUSPICION DRUG TEST

I am aware that Wipro has a policy which stipulates that employees while at work cannot be under the influence of any narcotic drugs, psychotropic substances and/or alcohol so as to ensure a healthy work force. To ensure the adherence of this policy, Wipro might be required to collect specimen of employee's hair, urine, blood, or any other relevant bodily sample, as may be required (hereinafter the "Sample") and submit it for drug test screening (hereinafter "Test").

I hereby **Hasan Abdul Kader**, consent to allow **Wipro HR Services India Private Limited** (hereinafter "Wipro") to collect Sample from me for the Test.

In furtherance of the above stated:

1. I understand that the Test shall be conducted on random basis without any prejudice to anyone.
2. I authorize Wipro to share the Sample with Wipro's authorized vendor for the purpose of processing the Sample and making the result available to Wipro.
3. I understand that Wipro provides adequate security measures to safeguard the information resultant from the Test and all other personal data associated with it.
4. I understand that neither Wipro nor any authorized third party under clause (3) above shall retain the data collected in respect of the Test for period no longer than as required for statutory purposes and the data shall be suitably destroyed thereafter.
5. I understand that Wipro is entitled to initiate suitable actions against me including but not limited to disciplinary action based on the Test results.
6. I understand that Wipro may notify and publish the information resultant or ancillary to the Test if obliged under law to do so.


Name: Hasan Abdul Kader

Signature: E-Signature Signature

Place: IN-Chennai

Date: E-Signature Date

For more details please refer to the policies on **myWipro > App Store > Information > My Policies > India**


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai - 600032.

Mr. Majith Al Rasheeth A,
Chennai.

13th July 2021

Dear Majith Al Rasheeth A,

Letter of Offer

We are pleased to make you an offer of employment with us and this letter sets forth the terms of appointment.

- 1) Designation: **IT Trainee / (Global Title: InP - IT Trainee)**
- 2) Place of Posting: **FIS Global Business Solutions India Private Limited
7th & 3rd, Floor, Block C, Ambit IT Park,
Plot 32 A & B, Ambattur Industrial Estate 1st Cross Rd,
Chennai, Tamil Nadu 600058**
- 3) Date of Joining: **26th July 2021**
- 4) Compensation & Benefits:

Annual Fixed Pay	: Rs. 465,116 /-
Performance- Pay	: Rs. 34,884 /-
Total Compensation(TC):	Rs. 500,000 /-

(Break up of above Compensation details are provided in Annexure 1)
- 5) Background Checks:

Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer. Our TPO Team will let you know the final status of your check once it is completed.
- 6) Confidentiality:

You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.
- 7) Notice Period:

Notwithstanding anything stated above, your services are liable to be terminated by the Company without assigning any reason, by giving you 75 days' Notice or salary in lieu of such Notice. Likewise, you may resign from the services of the Company by giving 75 days' Notice or salary in lieu of Notice. Salary for this purpose will be computed on Basic Salary.
- 8) Probation period:

You shall be on probation for a period of six months from the date of your joining. Your services shall be confirmed based on the performance review conducted by your Manager.

Sharing of this information will result in withdrawal of your letter of offer.
A detailed Appointment Letter will be issued to you soon after you have joined the Company.
We request you to submit

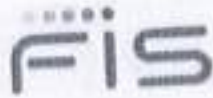
- 1) The documents listed in **Annexure 2** at the time of acceptance of offer.
 - 2) The documents listed in **Annexure 3** on the day of joining
- We look forward to having you on board with Team FIS.

Yours sincerely

Amol Gupta
Regional TPO Lead - India & Philippines

I hereby accept the above offer

Candidate's Name & Signature
Majith Al Rasheeth A



FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai - 600032.

ANNEXURE - Compensation and Benefits

Name: Majith Al Rasheeth A w.e.f. 28-Jun-21

FIXED PAY	Amount (PM)	Amount (PA)
Particulars		
Basic Salary	19,380	232,560
House Rent Allowance	9,690	116,280
Flexi Benefit Plan [^]	7,364	88,364
Employer's contribution to Provident Fund	2,326	27,912
BASE PAY (FIXED PAY)	38,760	465,116
		34,884
Performance Bonus*		500,000
TOTAL COMPENSATION (TC)		
ANNUAL BENEFITS		Amount (PA)
Benefit Particulars		
Gratuity (As per payment of Gratuity Act)		11,187
Premium paid by the employer for Group Health Medical Insurance**		24,145
COST TO COMPANY (CTC)		535,332

* Your Performance Bonus represents the target amount (at 100% payout). Actual payouts can vary depending on performance and subject to the terms and conditions of the Incentive plan policy. Plan details are at the sole discretion of the company and subject to change.

Taxes and other statutory deductions/payments as per applicable law.

** To know your eligibilities for Group Health Medical Insurance, please refer to the policy


**You will also be covered as part of Group Term Life Insurance & Group Personal Accident policy. To know your eligibility please refer to the respective policy.


[^] Please refer to FBP Policy for details

Your compensation can be restructured at any time protecting Total Compensation (TC)

All salary components are governed by the company policies and statutory guidelines

This salary sheet is strictly confidential and must not be discussed with anyone other than your Reporting Manager


Signature of Signing Authority


Signature of Associate

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE 2

Dear Majith Al Rasheeth A,

Congratulations for successfully clearing all the rounds!

You are requested to submit following documents at the earliest,

[A] Academic Qualification

- ✓ SSLC certificate & Mark sheets
- ✓ HSC certificate & Mark sheets
- ✓ Graduation certificate & Mark sheets
- ✓ Post-Graduation certificate & Mark sheets
- ✓ Other Courses certificate & Mark sheets

[B] Work Experience Certificate (Not applicable in case you are fresher)

- ✓ Experience Letter/Relieving Letters from last two organization(s)
- ✓ Current Company appointment letter
- ✓ Latest 3 months Salary Slips

[C] 2 Passport sized colored photographs

[D] Address Proof (Any of the following)

- ✓ Ration Card
- ✓ Passport copy
- ✓ Utility Bills

[E] Proof of Date of Birth (Any of the following)

- ✓ Birth Certificate
- ✓ School Leaving Certificate
- ✓ Passport copy

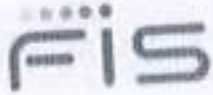
[F] Photo ID proof (Any of the following)

- ✓ Passport copy
- ✓ Driver's License
- ✓ Pan Card

You are required to submit originals and 1 photocopy of the above documents. TPO (The People Office) will retain the photocopies and return you the originals immediately. In case you are not able to submit the originals then attested photocopies from a Gazette Officer will be a must.



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai – 600032.

ANNEXURE 3

Dear Majith Al Rasheeth A,

You are also requested to submit us the filled-up documents, as detailed below, on your date of joining **26th July 2021 at 9.30 AM**).

- Joining forms
- Payment of Gratuity form
- Family Health Declaration Form
- Employee Confidential Agreement
- Nomination and Declaration form (two original copies)
- Relieving letter of your last employer

Wishing you a great career ahead in FIS!!!

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**



PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date:25-April-2021

Dear Marwan J (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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)

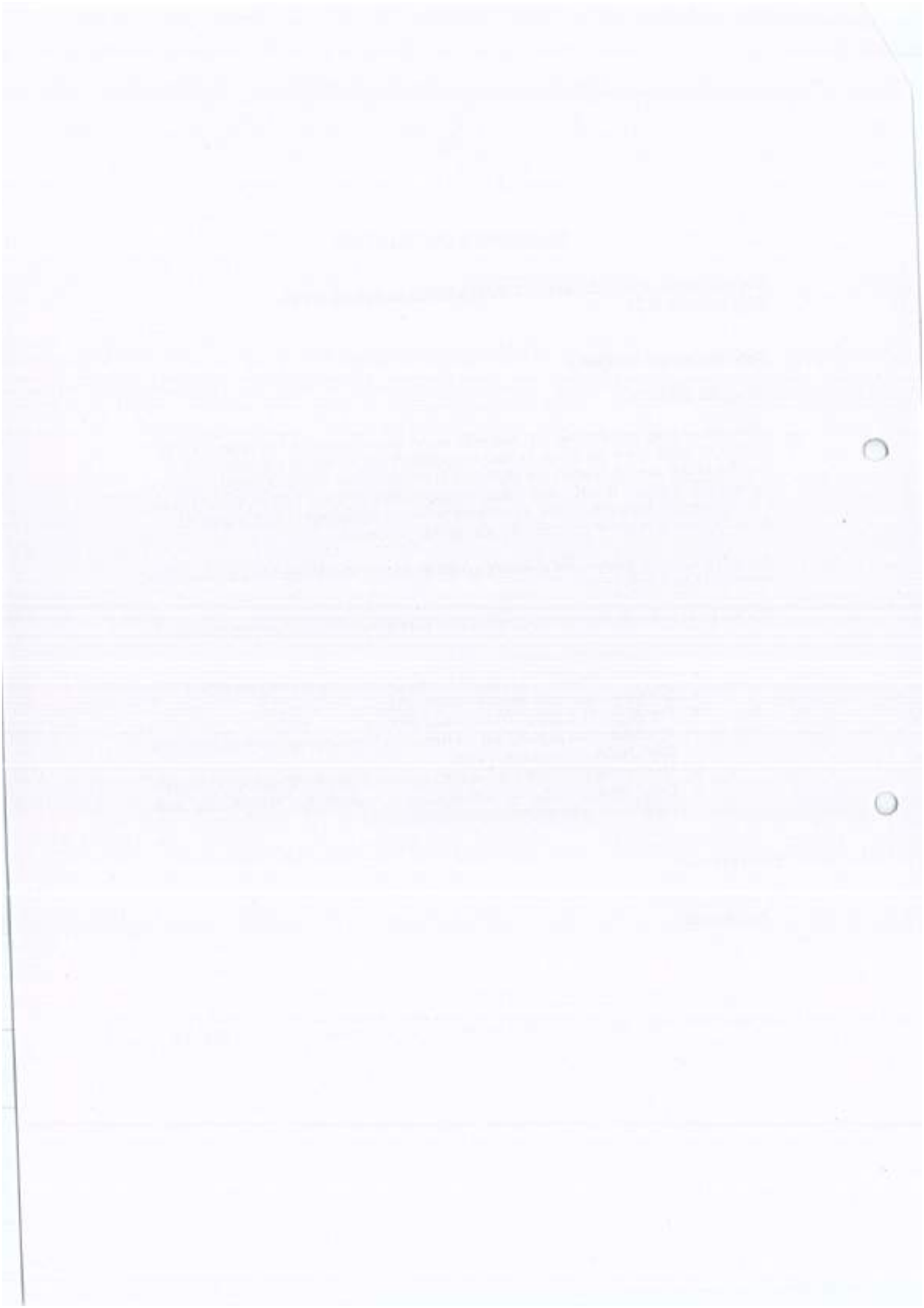
Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





Offer Letter – Hiring Agreement

Date:

Dear Mr. Mohamed Harish,

We are glad to offer you an appointment with Sabeel Technologies as **Full Stack Developer**.

Below are the detailed Terms and Conditions of your appointment:

1. Date of Appointment:

Your date of appointment is effective from the date of acceptance of this Offer.

2. Major Roles & Responsibilities

working on both front-end and back-end development processes.

- Work with development teams and product managers to ideate software solutions
- Design client-side and server-side architecture
- Build the front-end of applications through appealing visual design
- Develop and manage well-functioning databases and applications
- Write effective APIs
- Test software to ensure responsiveness and efficiency
- Troubleshoot, debug and upgrade software
- Create security and data protection settings
- Build features and applications with a mobile responsive design
- Write technical documentation
- Work with data scientists and analysts to improve software

3. Reporting

Your single point of reporting will be to the Managing Director
For operational effectiveness your immediate reporting head will be Mrs. Dilshath Project Manager and you shall keep her informed and updated on all the assigned tasks in order to back you up in case of leave / emergency.

4. Probationary Period & Salary:

You'll on a probationary period for 2 months and your monthly package would be INR 12,000 (Indian Rupees Twelve thousand only)

Based on your performance and fulfilling all the duties and responsibilities, the company will decide on regularizing your employment and any increase your salary will be discussed then. However this is subject to company projects status, financial conditions and your performance

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



5. While in our service, you shall not seek or apply for any regular/part-time employment or provide consultations without prior permission in writing from the management.

6. You will not disclose or divulge to any person or company except to the extent permitted in writing by the company either during the continuance of your service with the company or any extension thereof and even after the cessation of your employment with the company by any reason whatsoever;

6.1. Any secrets or confidential information entrusted to you or coming to your knowledge relating to the company during the course of your employment;

6.2. Any special and/or secret knowledge of processes developed by the company or by its collaborators;

6.3. The fruits of any special training that may be imparted to you by the company or the fruits of any research contributed either by you or other employees, in the course of your or their employment with the company.

7. You must ensure that you don't have any police or criminal case against you either here or abroad and SABEEL TECHNOLOGIES must not be used or linked in any activities against the law of the land and SABEEL TECHNOLOGIES would like to make it clear that it will not own any responsibility for the same.

8. Hours of Work: As per our HR Policy, the normal office hours are fixed as 9 AM to 6 PM and you have to work efficiently for a minimum of 8 hours per day with a 1-hour break for Salaah and lunch and available for a minimum of 12 hours a day 7 days a week based on tasks or to respond to client's requirements. You will work from Monday to Saturday, six days a week.

Note: You will have to sign a separate **HR Policy and Code of Conduct** document while joining the company.

9. Leave

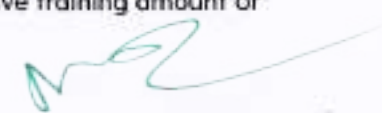
You are entitled to take 12 days to leave in the 12 months period. This leave should be taken within 12 months and with 5 days advance notice through email and not more than two days at a stretch.

10. Offer Validity & Termination

This offer letter is valid for 12 months only and renewed upon mutual consent based on your performance & business. Either party may terminate this agreement at any time without cause during the period of six months by giving 60 days prior written notice to the other. Less than 30 days' notice would result in one month's salary compensation by the respective party and no experience letter will be handed over to the candidate.

11. Bond

In case, the company invests towards your training or provides facilities to you in addition to the agreed contract, and if you decide to leave before 12 months from the completion date of the training period then you are expected to pay back the respective training amount or expenses incurred towards the facilities.



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

12. Documents to be submitted

At the time of joining the company, the following documents and information must be made available to us.

S No	Documents
1.	Academic Certificates (copy)
2.	If previously employed: latest salary slip/certificate, Appointment letter, Resignation acceptance, Relieving letter
3.	Form 16 or Taxable income statement duly certified by the previous employer till the last date of your employment with them along with PAN number if available.
4.	2 passport size photographs
5.	1 copy of passport
6.	Copy of your updated resume
7.	Duly signed and accepted a copy of the appointment letter.
8.	Any valid address proof - (Ration Card, Driving Licence, Voter ID, or Aadhar Card)

We welcome you and wish you every success in your career with SABEEL TECHNOLOGIES, Chennai.

Yours sincerely,

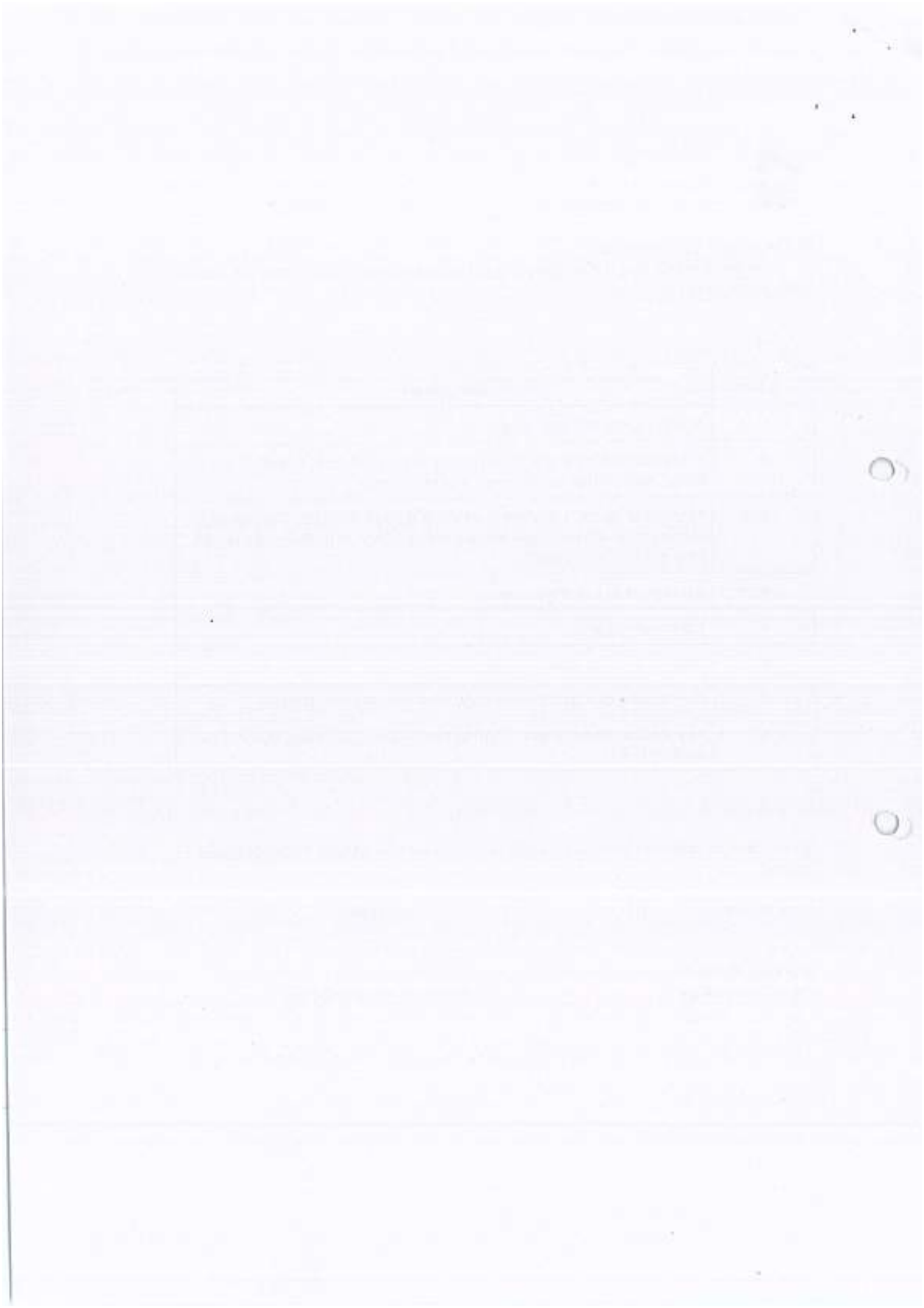
Accepted

Mohamed Mohideen
Sabeel Technologies

Signature of the Employee



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





Sundram Fasteners Limited
Autolec Division

13-25

DIVISIONAL OFFICE
47/2, POONAMALLEE HIGH ROAD,
VELAPPANCHAVADI, CHENNAI - 600 077. INDIA.
TEL : +91-44-26272231, (6 LINES)
+91-44-61102200, (6 LINES)
FAX : +91-44-26272696
Web : www.sundram.com
PAN : AAACS8779D

Date : 10/06/2021

Provisional offer letter

College name : Aalim Muhammed Salegh College Of Engineering

Dear MOHAMED IMRAN M , Congratulations !!!

With reference to the interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Client Support Engineer". You have successfully completed our selection process. We feel confident that you will contribute your skills and experience towards the growth of our organization. Your gross salary including all benefits will be Rs. 2.25 lakhs per annum as per the terms and conditions set out herein.

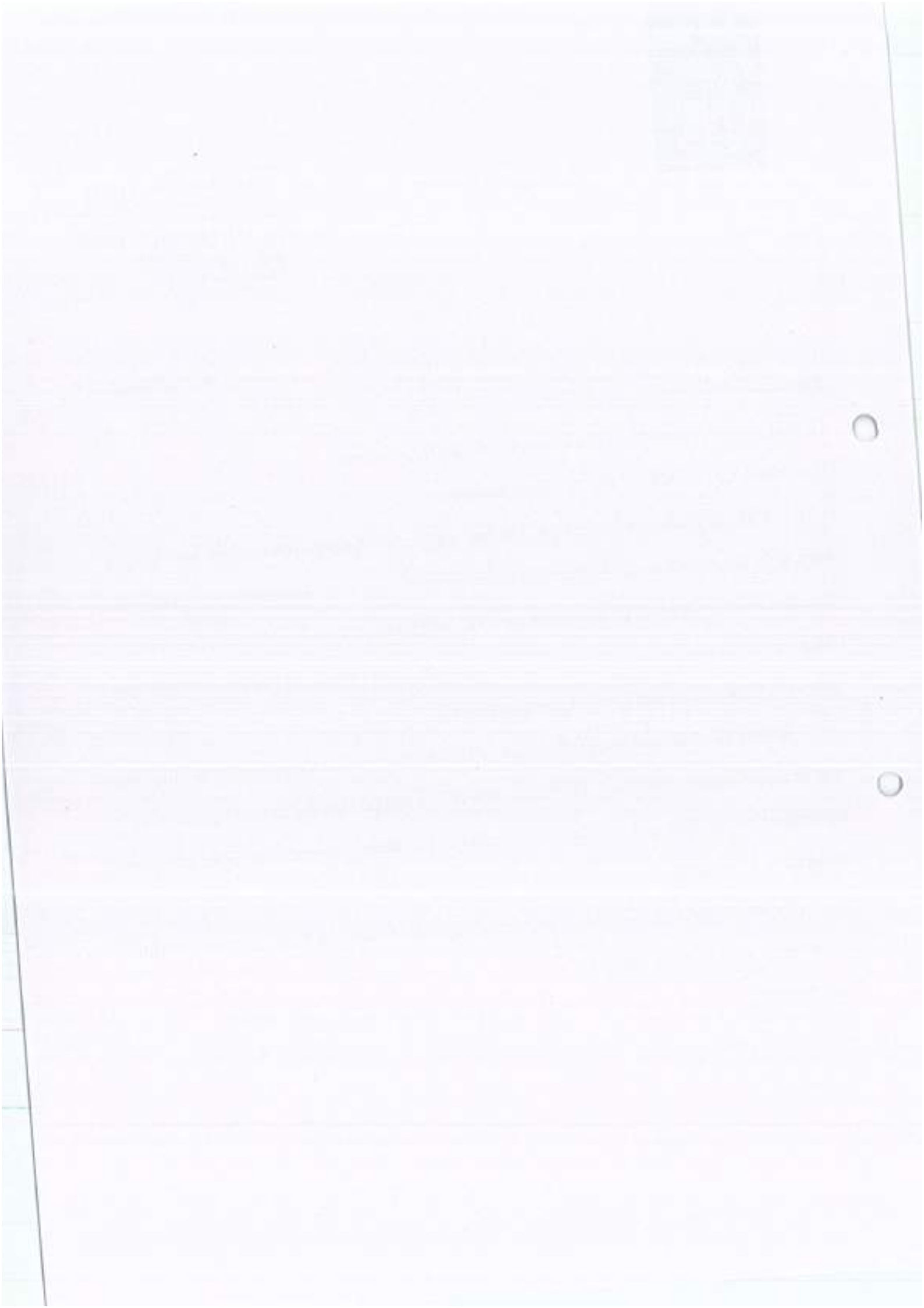
Kindly confirm your acceptance of this offer within seven working days. If not this offer will be automatically withdrawn. The role in which you will be working is very important and will require you to deal with important and sensitive information, records, and other company matters.

We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

Kind Regards

[Handwritten Signature]
10/6/2021
HR Manager

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





Sundram Fasteners Limited
Autolsec Division

13-26

DIVISIONAL OFFICE
47/2, POONAMALLEE HIGH ROAD,
VELAPPANCHAVADI, CHENNAI - 600 077, INDIA.
TEL : +91-44-26272231. (6 LINES)
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FAX : +91-44-26272696
Web : www.sundram.com
PAN : AAACS8779D

Provisional offer letter

Date : 10/06/2021

College name : Aalim Muhammed Salegh College Of Engineering

Dear MOHAMED JUNAID M , Congratulations !!!

With reference to the interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Client Support Engineer". You have successfully completed our selection process. We feel confident that you will contribute your skills and experience towards the growth of our organization. Your gross salary including all benefits will be Rs. 2.25 lakhs per annum as per the terms and conditions set out herein.

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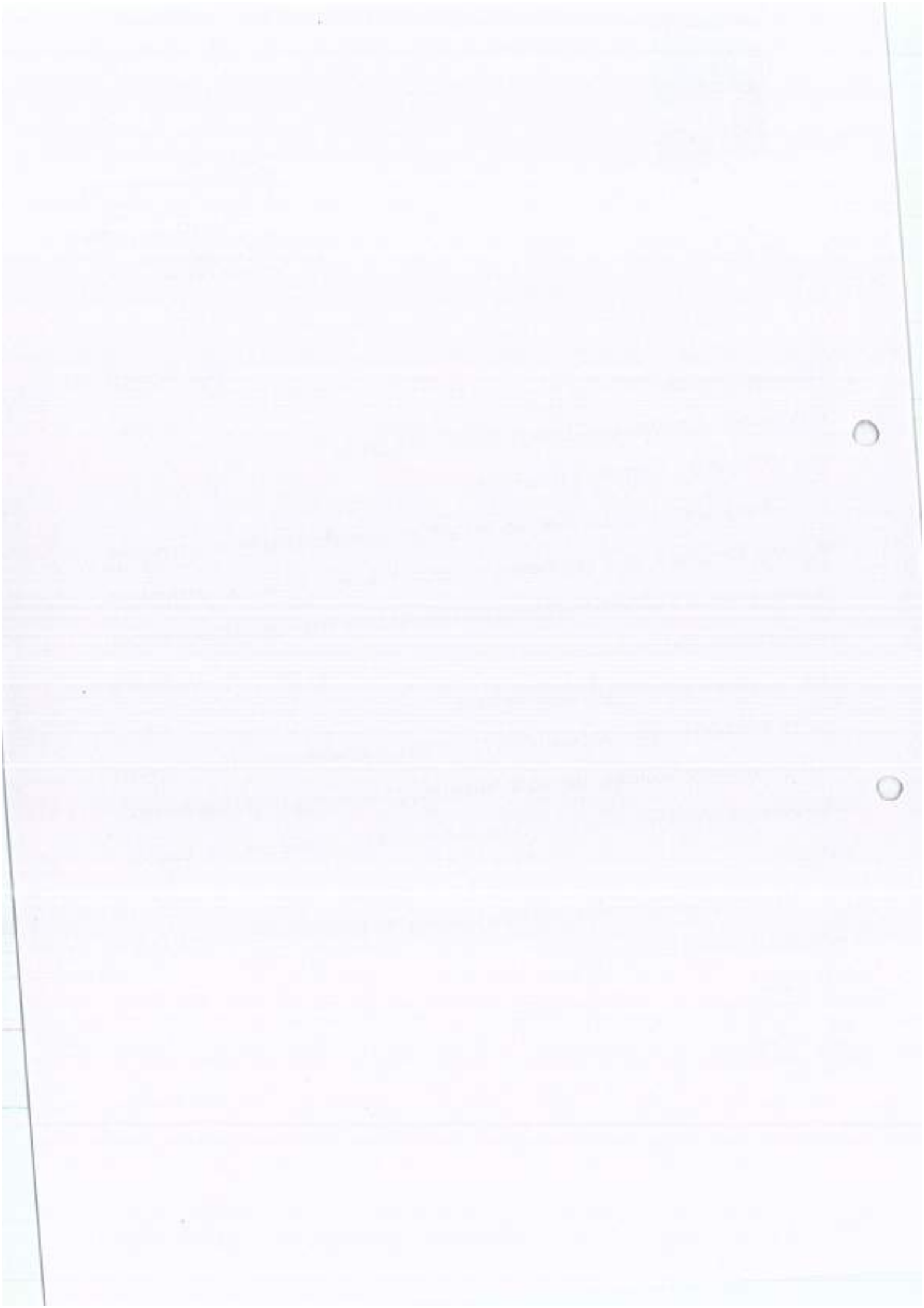
We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

Kind Regards


10/6/2021
HR Manager



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 25-April-2021

Dear Mohamed Matheen 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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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

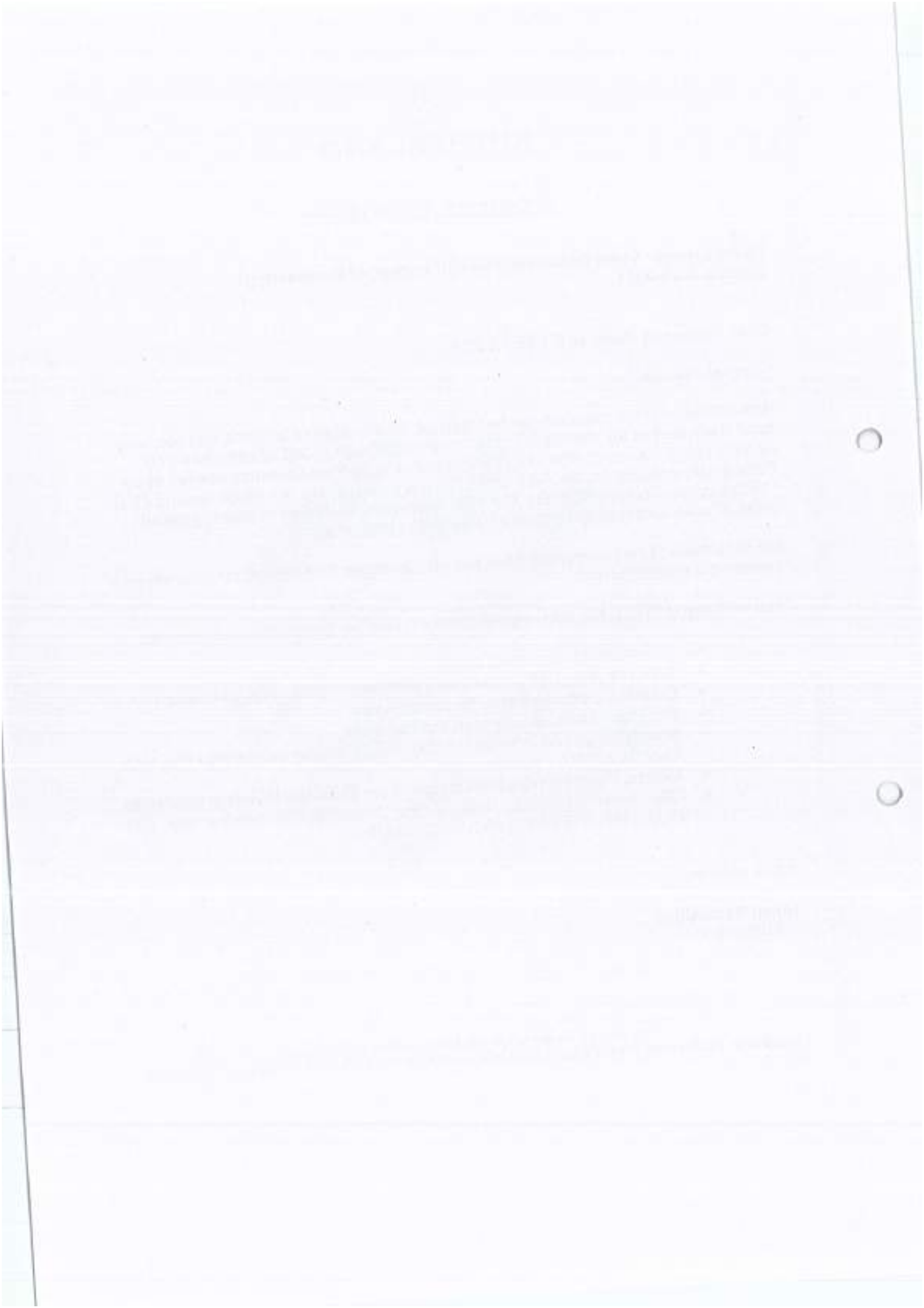
- 10 Passport size photographs
- 10th, 12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- 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, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai - 600032.

Mr. Mohamed Rashad J.,
Chennai.

13th July 2021

Dear Mohamed Rashad J,

Letter of Offer

We are pleased to make you an offer of employment with us and this letter sets forth the terms of appointment.

- 1) Designation: **IT Trainee / (Global Title: InP - IT Trainee)**
- 2) Place of Posting: **FIS Global Business Solutions India Private Limited
7th & 3rd, Floor, Block C, Ambit IT Park,
Plot 32 A & B, Ambattur Industrial Estate 1st Cross Rd,
Chennai, Tamil Nadu 600058**
- 3) Date of Joining: **26th July 2021**
- 4) Compensation & Benefits: **Annual Fixed Pay : Rs. 465,116 /-
Performance- Pay : Rs. 34,884 /-
Total Compensation(TC): Rs. 500,000 /-
(Break up of above Compensation details are provided in Annexure 1)**
- 5) Background Checks: **Your appointment is subject to the background check clearance in all aspects, any discrepancies in the background check will lead to withdrawal of the offer. Our TPO Team will let you know the final status of your check once it is completed.**
- 6) Confidentiality: **You are requested to maintain confidentiality on all aspects of the letter of offer at all times. You shall not divulge, communicate or pass on any information, regarding the company, its business, customers, work practices and security practices to any outsider or any external vendor or contractor employed by the Company.**
- 7) Notice Period: **Notwithstanding anything stated above, your services are liable to be terminated by the Company without assigning any reason, by giving you 75 days' Notice or salary in lieu of such Notice. Likewise, you may resign from the services of the Company by giving 75 days' Notice or salary in lieu of Notice. Salary for this purpose will be computed on Basic Salary.**
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Sharing of this information will result in withdrawal of your letter of offer.
A detailed Appointment Letter will be issued to you soon after you have joined the Company.
We request you to submit

- 1) The documents listed in **Annexure 2** at the time of acceptance of offer.
- 2) The documents listed in **Annexure 3** on the day of joining

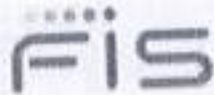
We look forward to having you on board with Team FIS.

Yours sincerely



Amol Gupta
Regional TPO Lead - India & Philippines

I hereby accept the above offer

Candidate's Name & Signature
Mohamed Rashad J



FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai - 600032.

ANNEXURE - Compensation and Benefits		
Name:	Mohamed Rashad J	w.e.f. 28-Jun-21
FIXED PAY		
Particulars	Amount (PM)	Amount (PA)
Basic Salary	19,380	232,560
House Rent Allowance	9,690	116,280
Flexi Benefit Plan [^]	7,364	88,364
Employer's contribution to Provident Fund	2,326	27,912
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TOTAL COMPENSATION (TC)		500,000
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Benefit Particulars		Amount (PA)
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Premium paid by the employer for Group Health Medical Insurance**		24,145
COST TO COMPANY (CTC)		535,332
<p>* Your Performance Bonus represents the target amount (at 100% payout). Actual payouts can vary depending on performance and subject to the terms and conditions of the Incentive plan policy. Plan details are at the sole discretion of the company and subject to change.</p> <p>Taxes and other statutory deductions/payments as per applicable law.</p> <p>** To know your eligibilities for Group Health Medical Insurance, please refer to the policy</p> <p>**You will also be covered as part of Group Term Life Insurance & Group Personal Accident policy. To know your eligibility please refer to the respective policy.</p> <p>[^] Please refer to FBP Policy for details</p> <p>Your compensation can be restructured at any time protecting Total Compensation (TC)</p> <p>All salary components are governed by the company policies and statutory guidelines</p> <p>This salary sheet is strictly confidential and must not be discussed with anyone other than your Reporting Manager</p>		
		
Signature of Signing Authority		Signature of Associate

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE 2

Dear Mohamed Rashad J,

Congratulations for successfully clearing all the rounds!

You are requested to submit following documents at the earliest.

[A] Academic Qualification

- ✓ SSLC certificate & Mark sheets
- ✓ HSC certificate & Mark sheets
- ✓ Graduation certificate & Mark sheets
- ✓ Post-Graduation certificate & Mark sheets
- ✓ Other Courses certificate & Mark sheets

[B] Work Experience Certificate (Not applicable in case you are fresher)

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- ✓ Current Company appointment letter
- ✓ Latest 3 months Salary Slips

[C] 2 Passport sized colored photographs

[D] Address Proof (Any of the following)

- ✓ Ration Card
- ✓ Passport copy
- ✓ Utility Bills

[E] Proof of Date of Birth (Any of the following)

- ✓ Birth Certificate
- ✓ School Leaving Certificate
- ✓ Passport copy

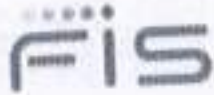
[F] Photo ID proof (Any of the following)

- ✓ Passport copy
- ✓ Driver's License
- ✓ Pan Card

You are required to submit originals and 1 photocopy of the above documents. TPO (The People Office) will retain the photocopies and return you the originals immediately. In case you are not able to submit the originals then attested photocopies from a Gazette Officer will be a must.



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



FIS Global Business Solutions India Private Limited,
"The Viceroy", Old No.25, New no.22,
Sardar Patel Road, Guindy, Chennai - 600032.

ANNEXURE 3

Dear Mohamed Rashad J.

You are also requested to submit us the filled-up documents, as detailed below, on your date of joining **26th July 2021 at 9.30 AM**).

- Joining forms
- Payment of Gratuity form
- Family Health Declaration Form
- Employee Confidential Agreement
- Nomination and Declaration form (two original copies)
- Relieving letter of your last employer

Wishing you a great career ahead in FIS!!!

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**



OFFER LETTER

Date: September 24, 2021

To,

Mr./Mrs. Mohammed Azarudin 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 27, 2021** 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 27, 2021) 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. (October 01, 2022). 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 884601 9875

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



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 arising 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:

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EXNOVATIONS DIGITAL SERVICES LLP

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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 : 124799K
GSTIN : 33AAGCM2001E12A

09-Nov-2020

Dear Mohammed Falil 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 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.

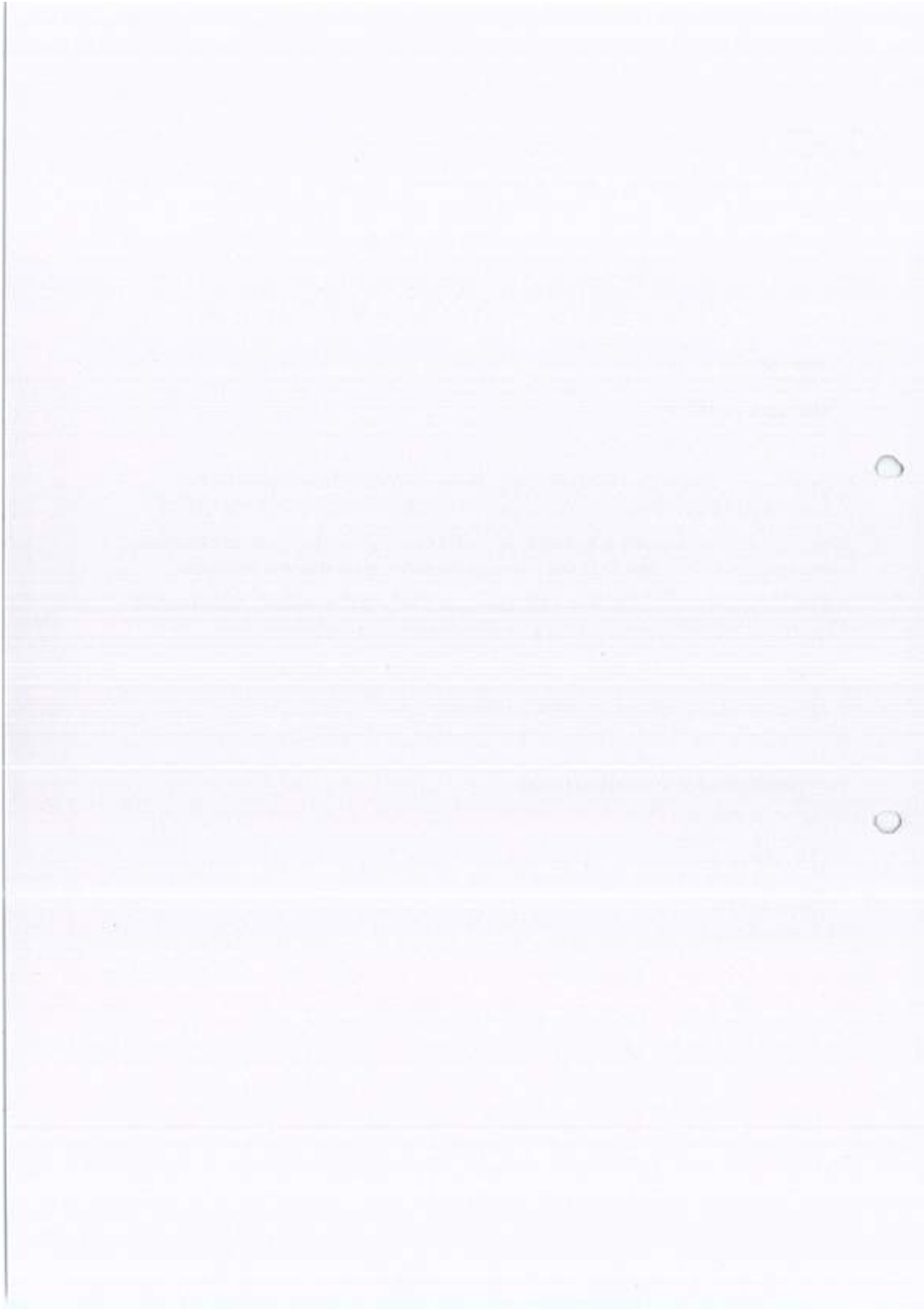
Let me thank you once again for considering our Company.

for mcAMDOIS-Tech Solutions Private Limited



Gayatri Ramesh
Administrative Head

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





Date: 04.02.21

Dear Mohammed Mohsin Khan

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 this 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.

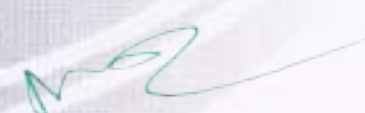
Once more, I'd want to express my congrats and best wishes to you on behalf of everyone you interviewed with.

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,



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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 have received.

Name: Mr. Mohammed Mohsin Khan

Signature:

Date of Signature:

A handwritten signature in blue ink, appearing to be 'A. Salegh', written over a faint circular watermark.

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COLLEGE OF ENGINEERING



Employment Agreement

1. Employment-RelatedParticulars

You are designated as **AI Prompt Engineer** and your employment will commence on **07.06.2021 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, Emerald G.K.S Towers, Poonamallee High Road, Purasaiwakkam 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 3 months 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. Any changes 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 this purpose.


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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 created 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's Certificate (Original)
- b) Master's Certificate (Original)
- c) Aadhar Card (copy)
- d) Pan Card & Bank account details
- e) 1 Passport size Photo
- f) Pay Slip from previous employer.


Accepted,
Signature:

Name: **Mr. Mohammed Mohsin Khan**

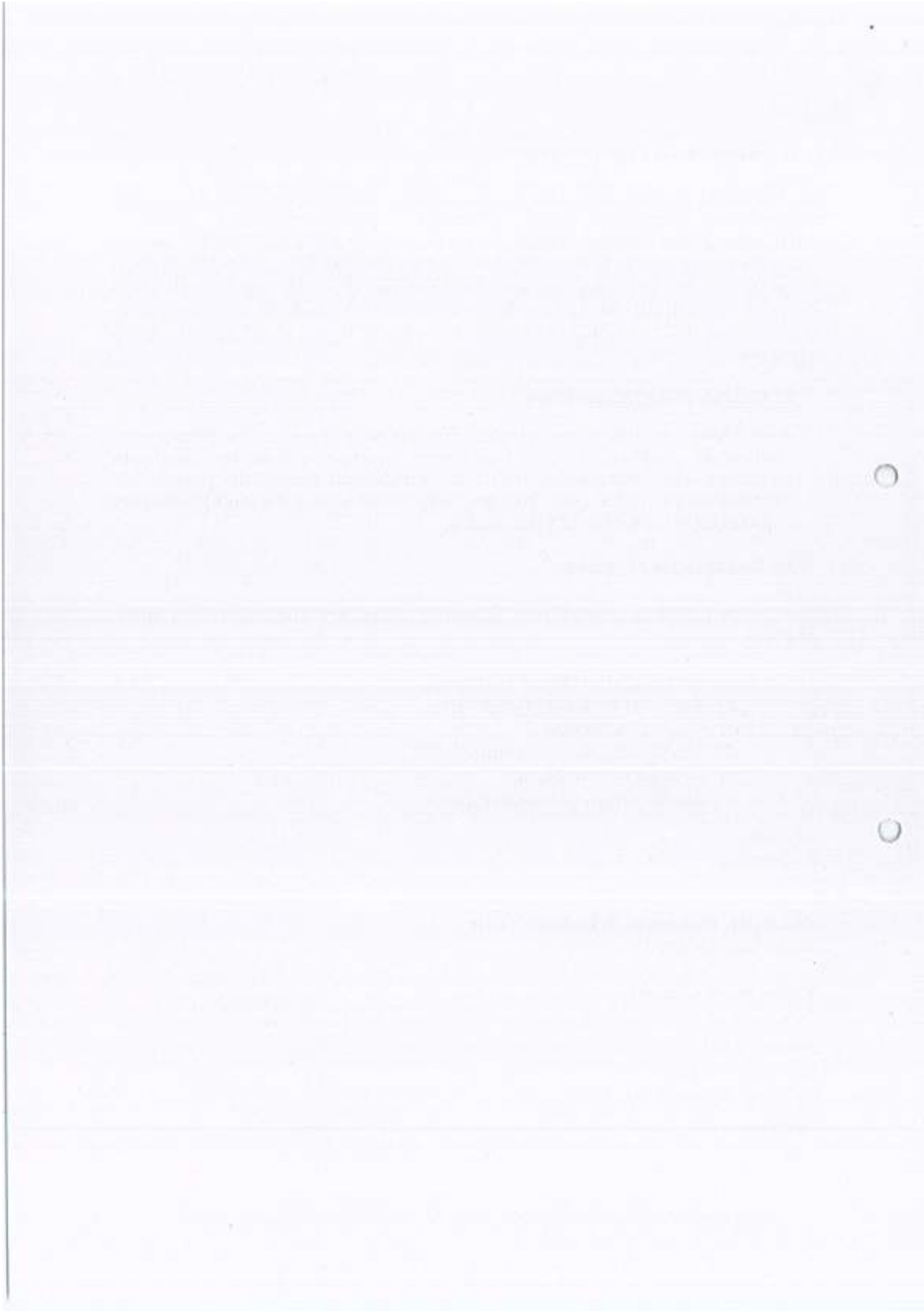
Date of Signature:

Authorized Signatory,

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



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





17-37

Date: 01-Nov-21

To,
Afrudeen S

PRIVATE & CONFIDENTIAL

Dear Afrudeen S,

Sub: Offer cum Appointment letter - CSP

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of "Customer Service professional" on following conditions.

Upon your joining on or before **01-Nov-21** you will be appointed as "Customer Service Professional" on a regular employment with SITEL. Your annual Base compensation (Total Guaranteed Pay) will be **INR 1,55,000 per annum**. Details of your overall compensation and other benefits is placed at Annexure-1. You will be assessed on attendance, performance against targets set and on any other parameters that may be communicated or may be applicable to your role.

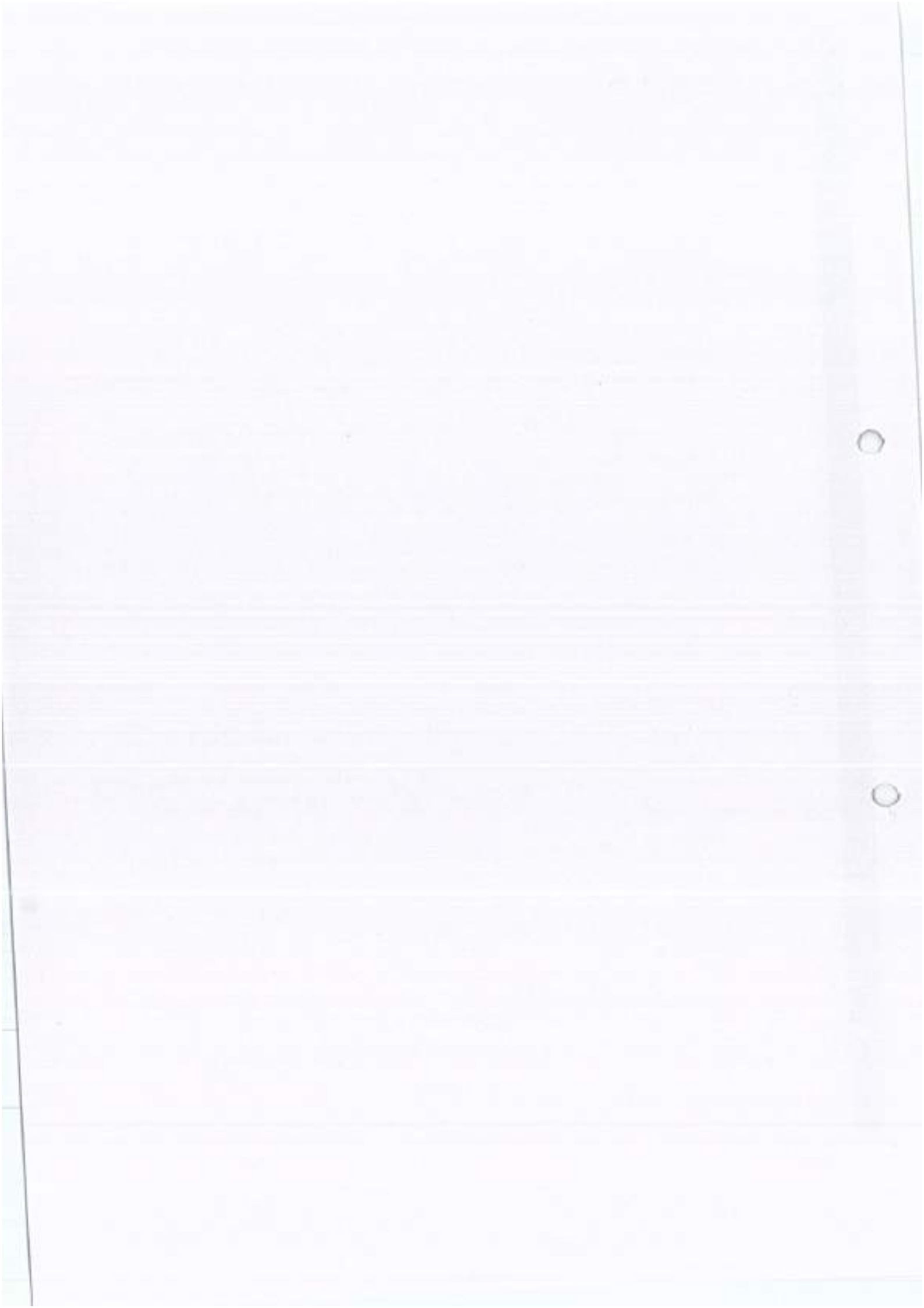
1. In the initial period of appointment, you may be put into **Training** wherein you will be provided necessary upskilling to perform the job to the satisfaction and you will be assessed about your capability on time to time during and after the training. Your successfully completing various phases of training is a pre-condition to your continued employment with Sitel. If it is found during the said training your performance is not satisfactory or not up to the mark then you will stand automatically disqualified for appointment in the organization and your services shall stand automatically terminated.
2. Your initial appointment will be at Chennai but your services are liable to be transferred to any establishments which the Company opens from time to time, your services are also liable to be transferred from one department to another department, from one project to another and to the sister concerns/associated companies and subsidiary companies. Upon transfer, you will be governed by the terms and conditions of service applicable to the said establishment.
3. You will be subject to the Code of Conduct and other general rules of employment pertaining to holidays, leave rules and hours of work etc. prevailing in the Company or may be stipulated from time to time. The code of conduct and other general rules of employment shall be communicated to you in the induction and would be deemed understood and accepted upon your signing the undertaking.
4. You will -
 - a. Diligently, faithfully and to the best of your skill and ability serve the Company and perform all the duties entrusted to you from time to time.

SITEL India Private Limited

Trio Info park Ltd, 1st Block C Floor Hardy tower Ramanujan IT SEZ, Raju Gandhi Sala (OMP, Taramani, Chennai) 3.

www.sitel.com

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





OFFER LETTER

Date: September 24, 2021

To,

Mr./Mrs. Mohammed Zaid Ahmed,

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 27, 2021** 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 27, 2021) 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. (October 01, 2022). 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 arising 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

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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 : 33AAGCM2001E12A

09-Nov-2020

Dear Muzaffar 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 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.

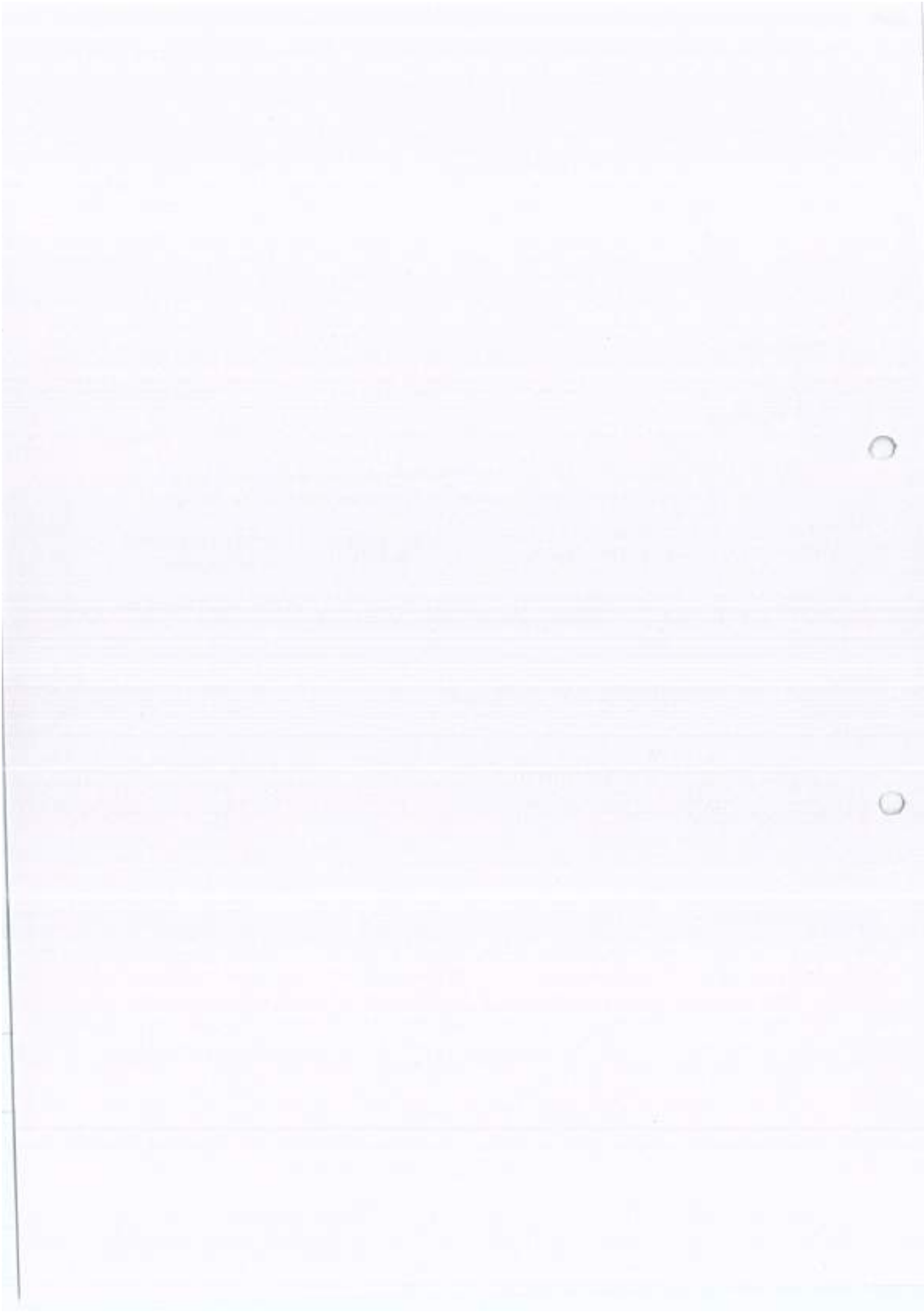
for mcAMDOIS Tech Solutions Private Limited



Gayathri Ramesh

Administrative Head

PRINCIPAL
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COLLEGE OF ENGINEERING



30-Jun-2022

Internship Offer letter

Ms. Sandhiya G

No: 7/22(1), School Street,
Moola Maddur, Maddur (post),
Thiruttani [TK],
Thiruvallur [DT] - 631 206

sandhiyadiya139@gmail.com
Tel : +91- 7667128211

Dear Sandhiya G,

We would like to extend you this offer of temporary employment as **'Trainee - Intern'** for our Consulting Services Division at Chennai. The date of joining will be on or before **04th July 2022**.

As an intern you will be receive "temporary employment" status with Stipend of **Rs 12000/-** [Rupees Twelve Thousand Only] per month.

As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to Sick Leave or Paid Leaves.

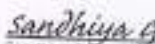
In addition, this letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement. I hope that your association with the Company will be successful and rewarding.

You are requested to sign a copy of this letter as a token of acceptance within three days from the date of receipt. This Offer stands cancelled in case of any deviations in information or if you fail to report to on or before pre-decided date.


You need to submit all your copies of educational qualification, relieving documents and salary slip for last three months, on the date of joining.

Best Regards,
For Sconce Solutions (India) Pvt. Ltd.


Surekha Sathikumar
Finance Manager


Sandhiya G
Date: 30.06.2022 17:23:04

I, **Sandhiya G**, hereby agree the above terms and offer letter.


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COLLEGE OF ENGINEERING

Terms and Conditions:

1. Your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice.
2. During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company.
3. You agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.
4. You must be completed Windchill Professional certification within **Six Months**.
5. The Java Course has to be completed during this period and certificate is an added advantage for performance review.
6. Performance and attitude are also considered in determining a full-time position.
7. By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment.

Sandhya G
Sandhya G (Date: 30, 2022 17:21 GMT+5.5)



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Sconce_Interns_OFFER Letter_Sandhiya_04Jul 2022

Final Audit Report

2022-06-30

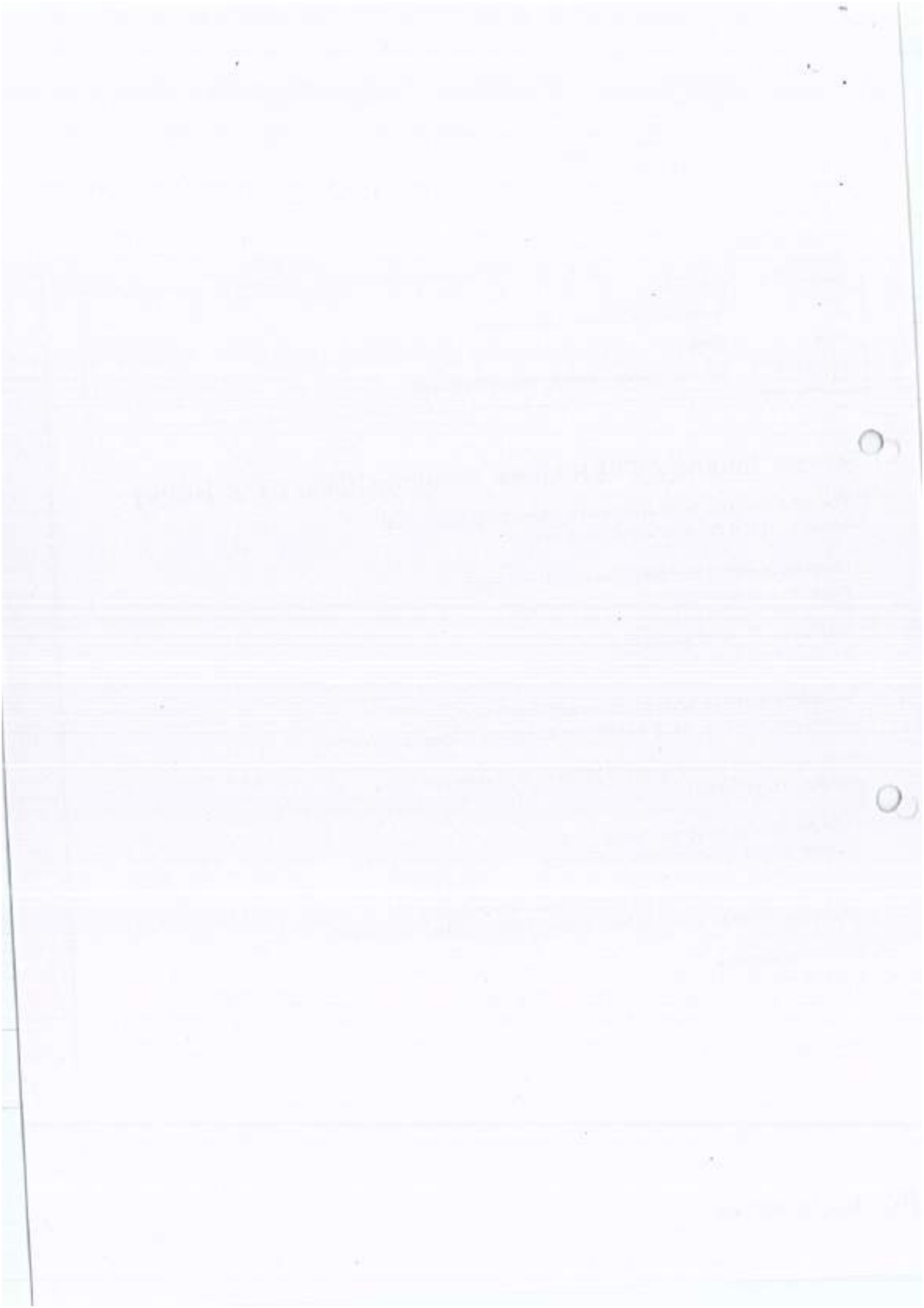
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By:	Surekha Sathikumar (finance_in@sconce.com)
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"Sconce_Interns_OFFER Letter_Sandhiya_04Jul2022" History

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- Document e-signed by Surekha S (surekhas@sconce.com)
Signature Date: 2022-06-30 - 11:31:41 AM GMT - Time Source: server - IP address: 210.18.154.210
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- Document e-signed by Sandhiya G (sandhiyadiya139@gmail.com)
Signature Date: 2022-06-30 - 11:51:33 AM GMT - Time Source: server - IP address: 117.209.253.53
- Agreement completed.
2022-06-30 - 11:51:33 AM GMT



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





OFFER LETTER

Date: September 24, 2021

To,

Mr./Mrs. Shahid Afshar 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 27, 2021** 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.
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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.

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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 arising 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

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17-56

Offer: Computer Consultancy
Ref: TCSL/DT20222048595/Trivandrum
Date: 04/04/2022

Mr. Suman Raj
5/34 S.S.Dhandaapani Nagar Semmandalam,
Master Bakery,
Cuddalore-607001,
Tamil Nadu.
Tel# -

Dear Suman Raj,

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 ₹3,36,877/- per annum, as per the terms and conditions set out herein.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

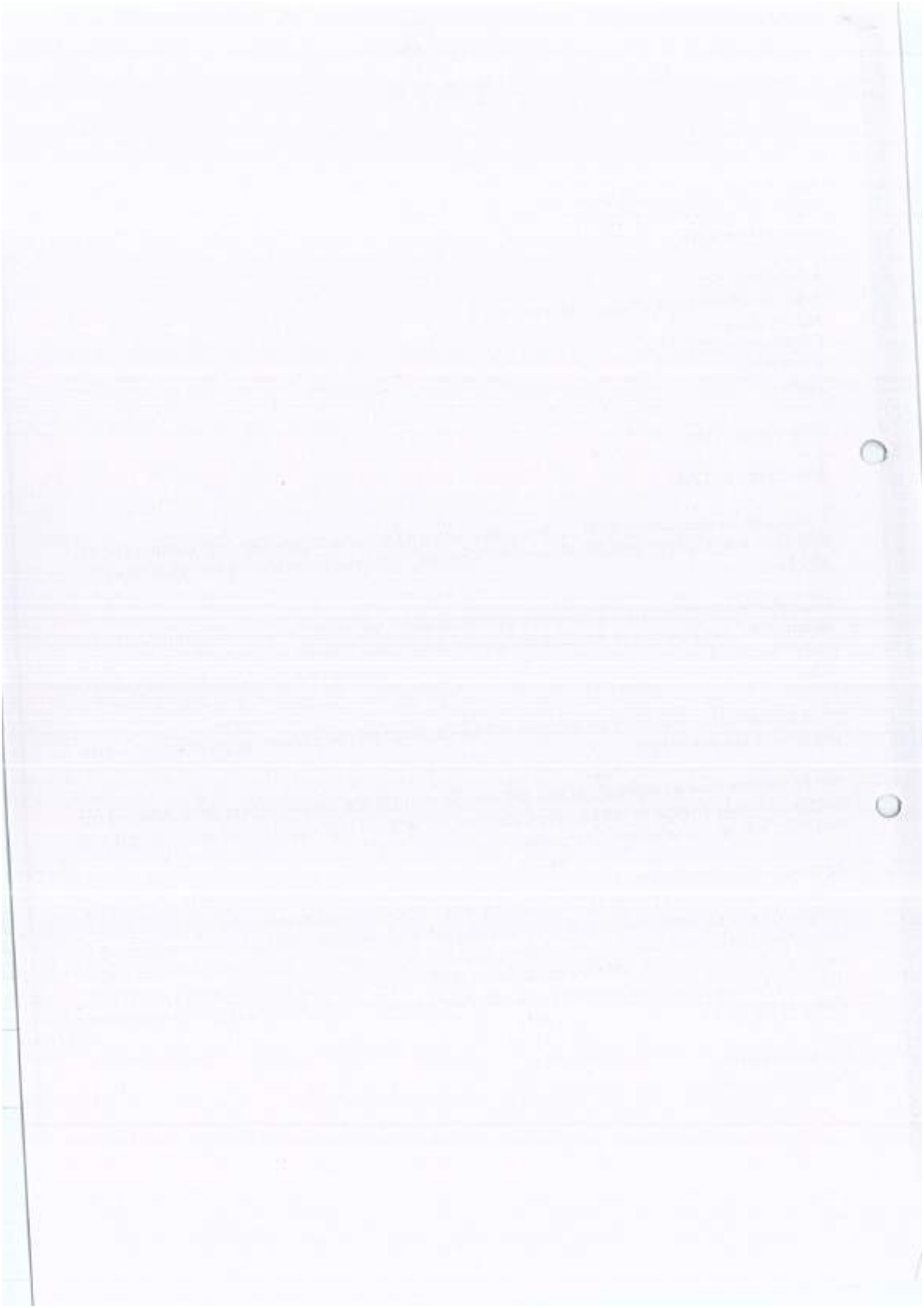
TCS Confidential
TCSL/DT20222048595

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Wharfedale Building, 4th Floor, Ashgrock, Kowloon, Hong Kong, P.R. China 999027, India
Tel: +91 886 024 5432 Fax: +91 886 024 5433 Website: www.tcs.com
Registered Office: 20th Floor, Building 20, Cyber Park, Hyderabad
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PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





Sundram Fasteners Limited
Autolec Division

DIVISIONAL OFFICE
47/2, POONAMALLEE HIGH ROAD,
VELAPPANCHAVADI, CHENNAI - 600 077, INDIA.
TEL : +91-44-26272231, (6 LINES)
+91-44-61102200, (6 LINES)
FAX : +91-44-26272696
Web : www.sundram.com
PAN : AAACS8779D

Provisional offer letter

Date : 10/06/2021

College name : Aalim Muhammed Salegh College Of Engineering

Dear TAJAMUL ARAFATH V P , Congratulations !!!

With reference to the interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Software Developer". You have successfully completed our selection process. We feel confident that you will contribute your skills and experience towards the growth of our organization. Your gross salary including all benefits will be Rs. 2.25 lakhs per annum as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer within seven working days. If not this offer will be automatically withdrawn. The role in which you will be working is very important and will require you to deal with important and sensitive information, records, and other company matters.

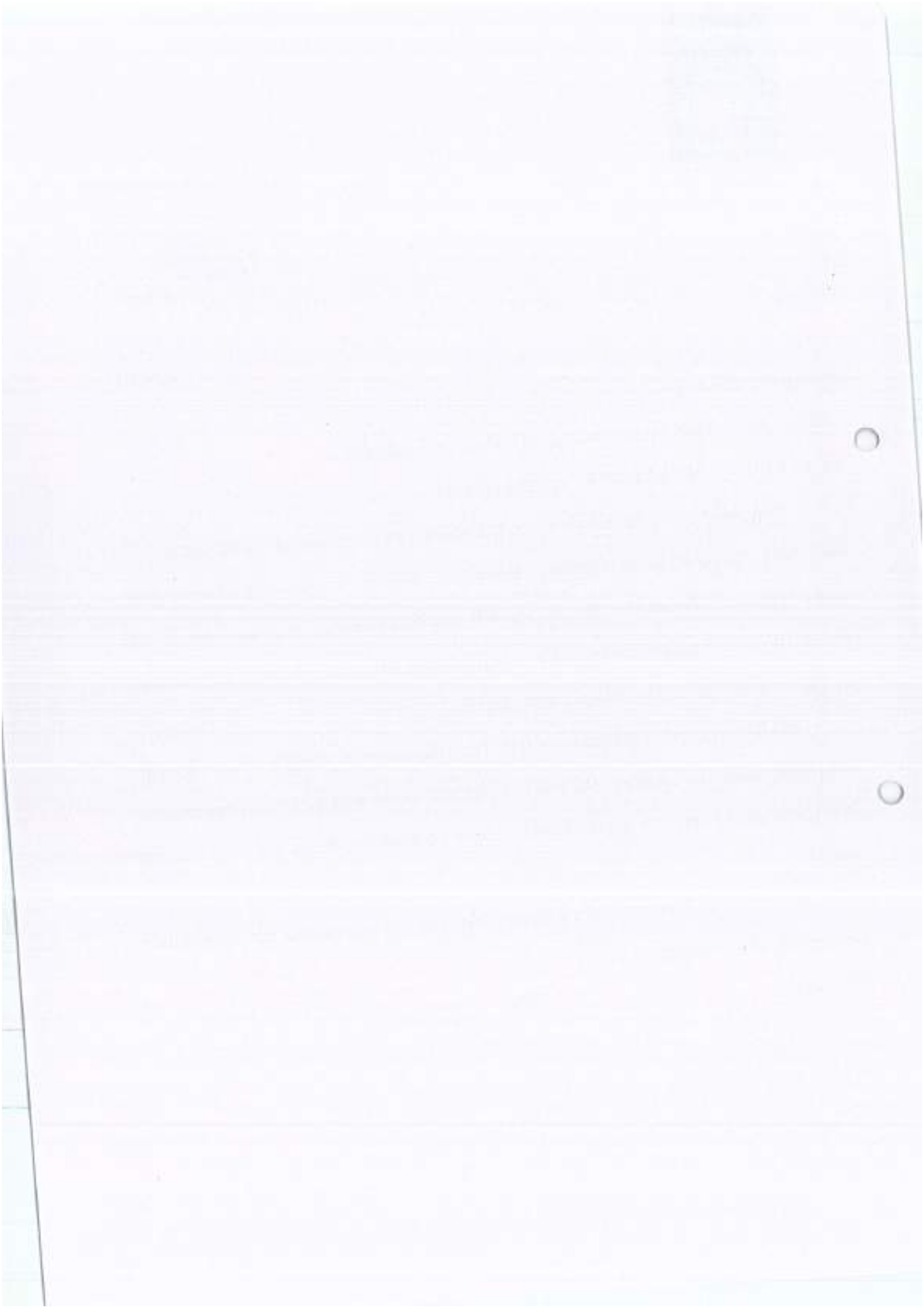
We are excited to have you as a member of our team. We are confident that you will have a successful career with our company.

Kind Regards


10/06/2021
HR Manager



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AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





Date: 04.02.21

Dear Velprasanth 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 this 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.

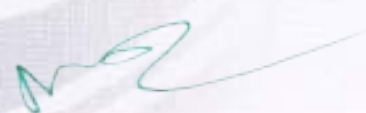
Once more, I'd want to express my congrats and best wishes to you on behalf of everyone you interviewed with.

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,



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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 have received.

Name: Mr. Velprasanth P

Signature:

Date of Signature:

A handwritten signature in blue ink, appearing to be 'Aalim Muhammed Salegh', written over a faint circular watermark.

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COLLEGE OF ENGINEERING



Employment Agreement

1. Employment-Related Particulars

You are designated as **AI Prompt Engineer** and your employment will commence on **07.06.2021 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, Emerald G.K.S Towers, Poonamallee High Road, Pурсaiwakkam Chennai TN - 600084.

2. Working hours

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 meet client requirement you may 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 pay you for carrying out 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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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 3 months 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. Any changes 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 this purpose.


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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 created 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.


- Bachelor's Certificate (Original)
- Master's Certificate (Original)
- Aadhar Card (copy)
- Pan Card & Bank account details
- 1 Passport size Photo
- Pay Slip from previous employer.

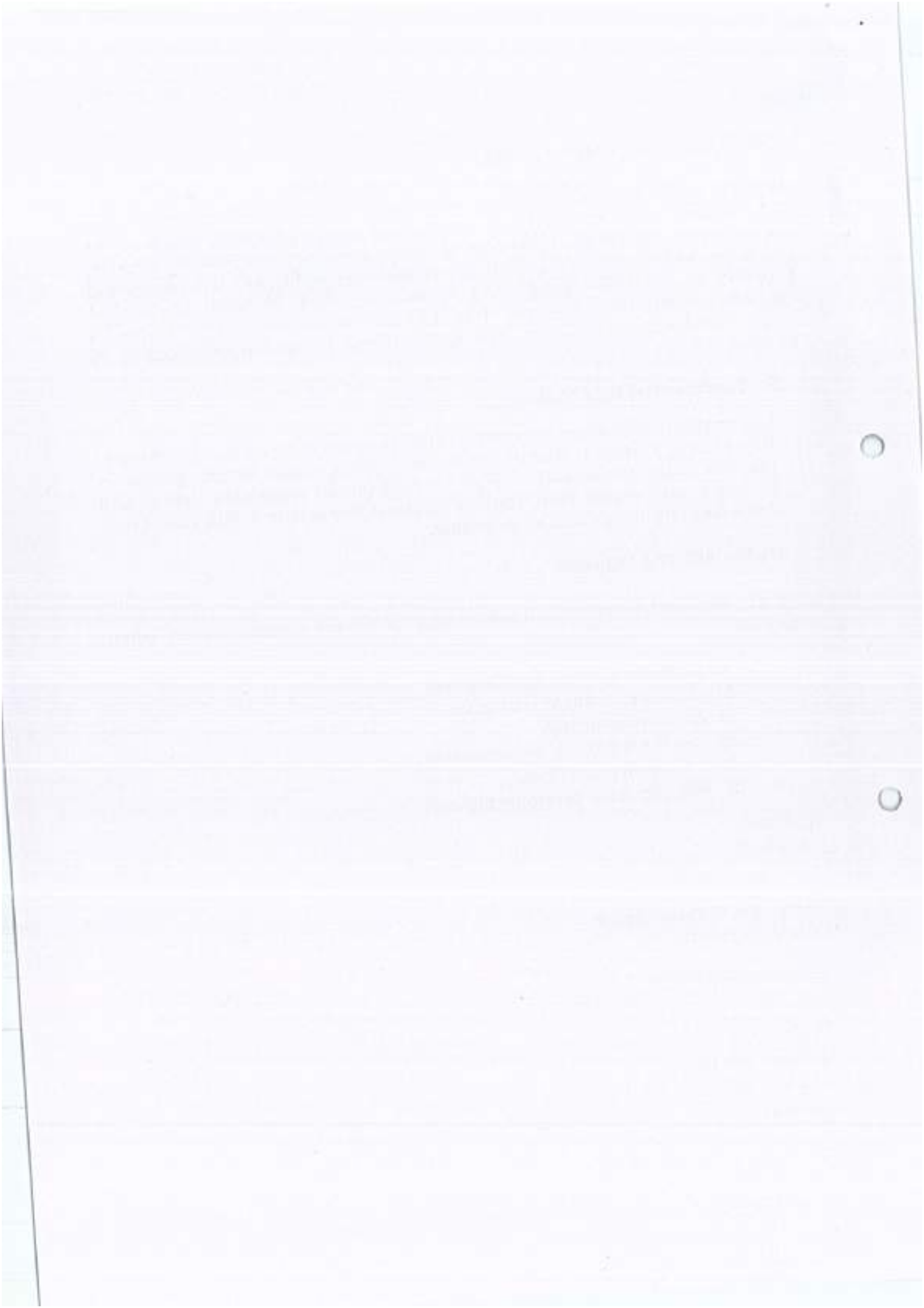
Accepted,
Signature:

Name: **Mr. Velprasanth P**
Date of Signature:

Authorized Signatory,

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


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AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



December-2020

Mr. Sajjaath A S
No. 6/53, J J Nagar,
Mogappair East
Chennai - 600037

Dear Sajjaath A S,

Thank you for your interest in AVA SOFTWARE Pvt. Ltd. Subsequent to our discussion with you, we are delighted to extend you an offer to join AVASOFT. We believe you can play an important role in our rapid growth and success and look forward to welcoming you to the AVASOFT family.

Position

You will be undergoing an internship with AVASOFT for a period of 6 months and you will be designated as Trainee Engineer and will be paid a stipend of Rs.10,000/- per month subject to PF & ESI from the date of joining. After successful completion of your internship, you will be designated as Software Engineer and your CTC would be Rs. 3.5/- Lakhs per annum (Rupees Three Lakhs and Fifty Thousand only) is inclusive of basic salary, HRA, medical and regular conveyance which is effective from the date of employment.

Probation

You will be on probation from your date of joining for a period of twelve months as Software Engineer. You will continue to do so until the company confirms your services in writing, based on your conduct and performance during this period meeting the standards of the company.

Compensation

Your total cost to AVASOFT will be Rs. 3.5/- Lakhs per annum (Rupees Three Lakhs and Fifty Thousand only) subject to Tax deduction. Further details are furnished in Annexure-1



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Confidentiality and Non-Disclosure

You are expected to maintain utmost secrecy in regard to the affairs of the company and shall keep confidential all information, instruments, documents, etc. relating to the company that may come to your professional knowledge during your assignment with the company.

Conflict of Interest Guidelines.

You shall diligently adhere to the following guidelines and policy of the company and to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly, you must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the company


Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors, and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours (discussed during the interview) as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130
Website: <http://www.avasoft.com>



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COLLEGE OF ENGINEERING

Leave Eligibility:

You are entitled to Leave benefits during your employment with the company. Annual Eligibility of Earned Leave will depend on the length of service of the associate. Associates are also entitled to sick leave and any associate shall be entitled to maternity/paternity leave and benefits specific to gender. Detailed terms and conditions relating to leave eligibility is provided as relevant policies on the intranet. All these policies are subject to change and you shall abide by the updated policies.


Health Insurance

The Company will insure you, your spouse, and a maximum of 2 Children as dependents for Hospitalization as per the policy for an amount of Rs.2,00,000/-per annum per individual. Details would be made available on joining.

Termination & Recovery

- (i) The Company may terminate this contract and the Employee's employment at any time.
- (ii) Upon termination of employment with the company, the Employee shall forthwith return to the company all the assets and property of the company i.e., documents, files, books paper, memos, or any other property of the company in your possession or under Employee control.
- (iii) The employee shall commit to be in the employment of the company at least for a period of 24 months, considering the substantial expenditure incurred by the Employer Company in India and Overseas towards training/certification on Employee's account. In case if any employee decides to resign any time after the 1st month of internship/training Period without serving the 24 months service with us as a full-term employee after completing 6 months internship, the Employee shall be liable to compensate the Employer a sum of Rs. 1,50,000/- (Rupees One Lakh and Fifty thousand Only) to cover the loss incurred by the Employer in recruiting/training Employee and for similar expenses to be incurred by the Employer on another person to be

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130
Website: <http://www.avasoft.com>



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inducted as successor in the office and considering disruption in continuity in the office, failing which will lead to legal action.

(iv) Employee undertakes that he/she will not take up any other employment while he/she is under the contract and further undertakes to obtain prior consent from the Company before taking up any other employment.

(v) In case wherein the employee resigns within a period of 24 months from the date of Joining, the entire amount of expenses reimbursed/buy out cost/Joining Bonus/relocation expense/Certification cost paid to him/her will be recovered as part of the full and final settlement.

Non - Competition

(a) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not hire or attempt to hire any current employees of Company.

(b) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not solicit business from current clients or clients who have retained the Company in the 2 years period immediately preceding the employee's termination.

Notice Period

The employee may terminate the contract of employment by giving 3 months written notice to the Company. The waiver of notice period fully or partially is at the Company's sole discretion. However, Company will also be entitled to terminate the contract of employment without assigning any reasons thereof.

Pre-Employment Screening:

The employment offer is contingent upon the satisfactory outcome of the pre-employment screening activities (including background checks, reference check of former employment/s or such other checks as may be deemed right by the company). Please be advised that company's policy provides that misrepresentation of an individual's qualifications, credentials etc. in securing employment at the company may be grounds of dismissal with immediate effect.

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130
Website: <http://www.avasoft.com>



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Professional Ethics:

As an organization which believes in professionalism and performance every employee will be expected to uphold professional ethics when dealing with company's money, material, documents and assets, and violation of the Company's code or leakage of the Company's trade/business secrets that is directly or indirectly attributable to the concerned person. If you are found guilty, at any point of time, of moral turpitude or dishonesty in dealing with the Company's money, material, or documents or of theft of misappropriation regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this letter. Also, you would be liable to pay the damage quantified by the Company for breach of any terms and conditions mentioned in this letter. You shall not divulge, communicate, or pass on any information, secrets which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. Company information on devices, media, social media, e-mail, fax, printout or photos need to be handled with strict confidentiality. You shall not communicate, in any manner, any information regarding your remuneration/terms of employment to any other employee of the company except your immediate superior. Indulgence in such activities or any violation of this norm shall lead to termination of your service immediately and will be taken proper legal actions.

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130
Website: <http://www.avasoft.com>

A handwritten signature in blue ink, appearing to be the name of the Principal, Aalim Muhammed Salegh.

PRINCIPAL
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COLLEGE OF ENGINEERING



Dispute

Any dispute that arises between parties will be referred to the Sole Arbitrator appointed by the Employer and the same is governed by the Arbitration and conciliation Act 1996. Any dispute between us and employee will be handled in Chennai courts only.

Upon joining you will be expected to follow the 'Employment terms and conditions' document with us which will outline the basic expectations from employees.

Kindly sign the copy of this letter as a token of your acceptance and return it to the undersigned on or before January 4th 2021

Sincerely,

Anthea Vicky

Human Resources

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130
Website: <http://www.avasoft.com>

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Compensation Break Up		
Name	Sajjaath A S	
Designation	Trainee Engineer	
A – Base Component		
	Monthly (Rs.)	Annual (Rs.)
Basic	15000	180000
HRA	7500	90000
Total of A	22500	270000
B – Basket of Allowances		
Medical Allowances	1250	15000
LTA	1300	15600
Conveyance	1600	19200
Other Allowance	717	8600
Total of B	4867	58400
C- Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
Total (A+B+C)	29167	350000

For AVA SOFTWARE Pvt. Ltd.,

S. Anthea Vicky

Anthea Vicky

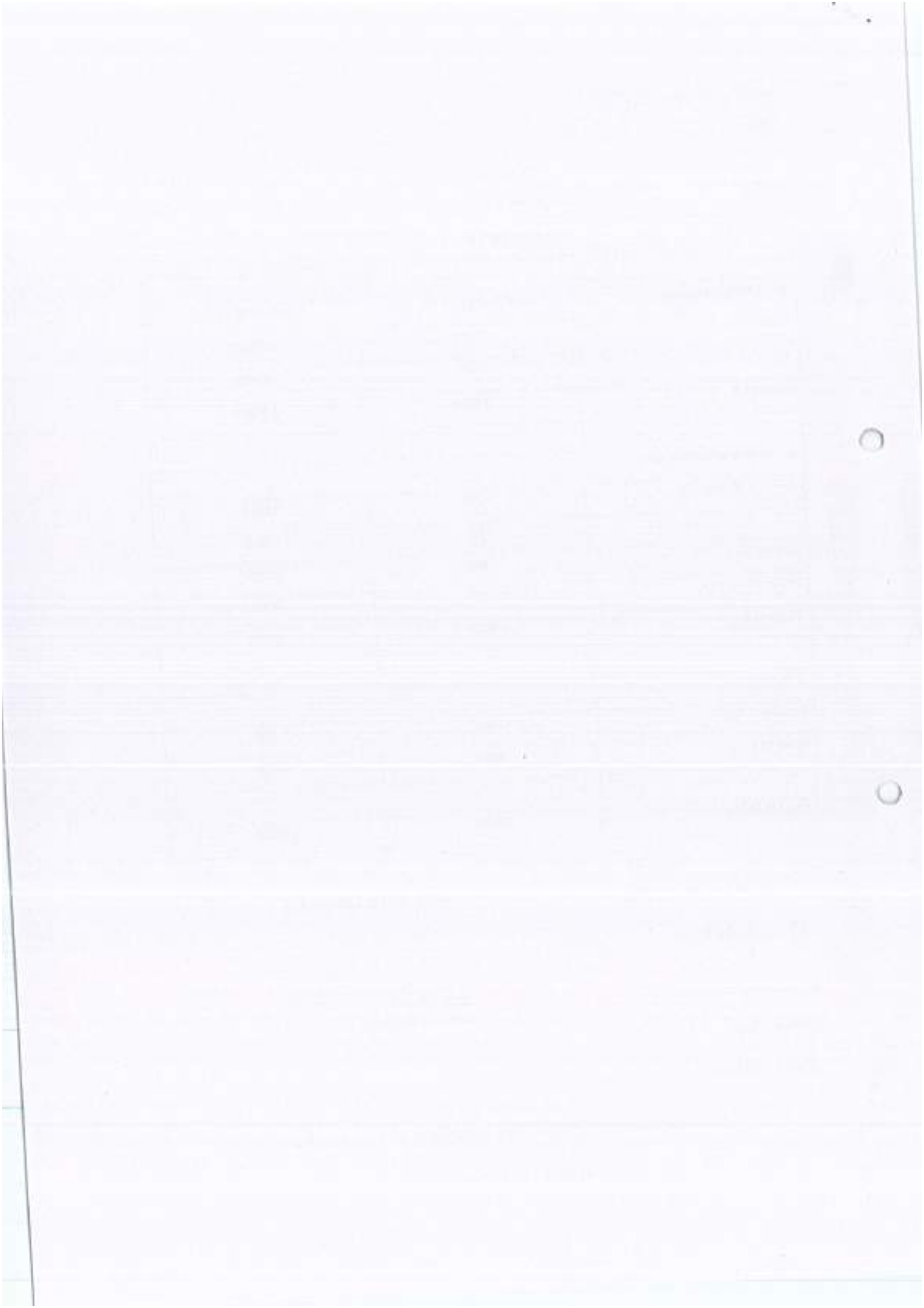
Human Resources

To AVA SOFTWARE Pvt. Ltd.,

Sajjaath A S
Trainee Engineer

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130
Website: <http://www.avasoft.com>

(Signature)
PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



accesshealthcare

Date: October 25, 2022

Dear Mohammed Nadhim S

Sub: Offer of Appointment

Further to our discussion we are pleased to offer you the position of **Assistant Client Partner** at **Access Healthcare Services Private Limited** ("Company"), located at **Access Healthcare (HQ) , A9, First Main Road, Ambattur Industrial Estate, Ambattur, Chennai-600058**, on the following terms and conditions:

a) Compensation: You will be paid a salary of **Rs.3,44,000/- per annum**. Salary is computed on a Cost to Company basis and the same is outlined in the attached annexure.

Appointment letter will be issued to you on the date of joining (**25-Oct-2022**).

You may be required to work from office or work from home, based on Company's instructions from time to time for any reasons whatsoever. Accordingly, you shall ensure that you have in place necessary facilities including, but not limited to, broadband internet connection, network coverage, adequate workspace etc., at all times throughout your employment association with the Company.

b) You will be eligible for the benefits of leave, Provident Fund, Gratuity, etc., in accordance with the applicable laws and the rules of the Company.

c) You will be required to execute Standard Terms and Conditions of your employment and other related Agreements, upon you joining the Company.

d) The certificates and the documents produced by you will be subjected to verifications and in case of any discrepancies found during the scrutiny of the documents, the offer/employment extended by the Company shall stand automatically withdrawn.

e) This Offer is valid until **25-Oct-2022** or for a period extended solely at the discretion of the Company, which would be communicated to you in writing through e-mail. If you do not join the Company within the dates specified above, then the offer shall automatically stand cancelled.

f) This offer letter and/or subsequent employment relationship between the Company and You, can be revoked/terminated by the Company forthwith, at any time, due to any reasons whatsoever, so long as the reason for such revocation/termination is not statutorily prohibited, unreasonable or otherwise unlawful.

Kindly confirm your acceptance of the offer and the joining date by responding back to this e-mail before 11 am tomorrow.

We welcome you and we are confident that you will contribute in building Access Healthcare Services Private Limited into a world-class organization.

Sincerely,

For Access Healthcare Services Private Limited



**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**

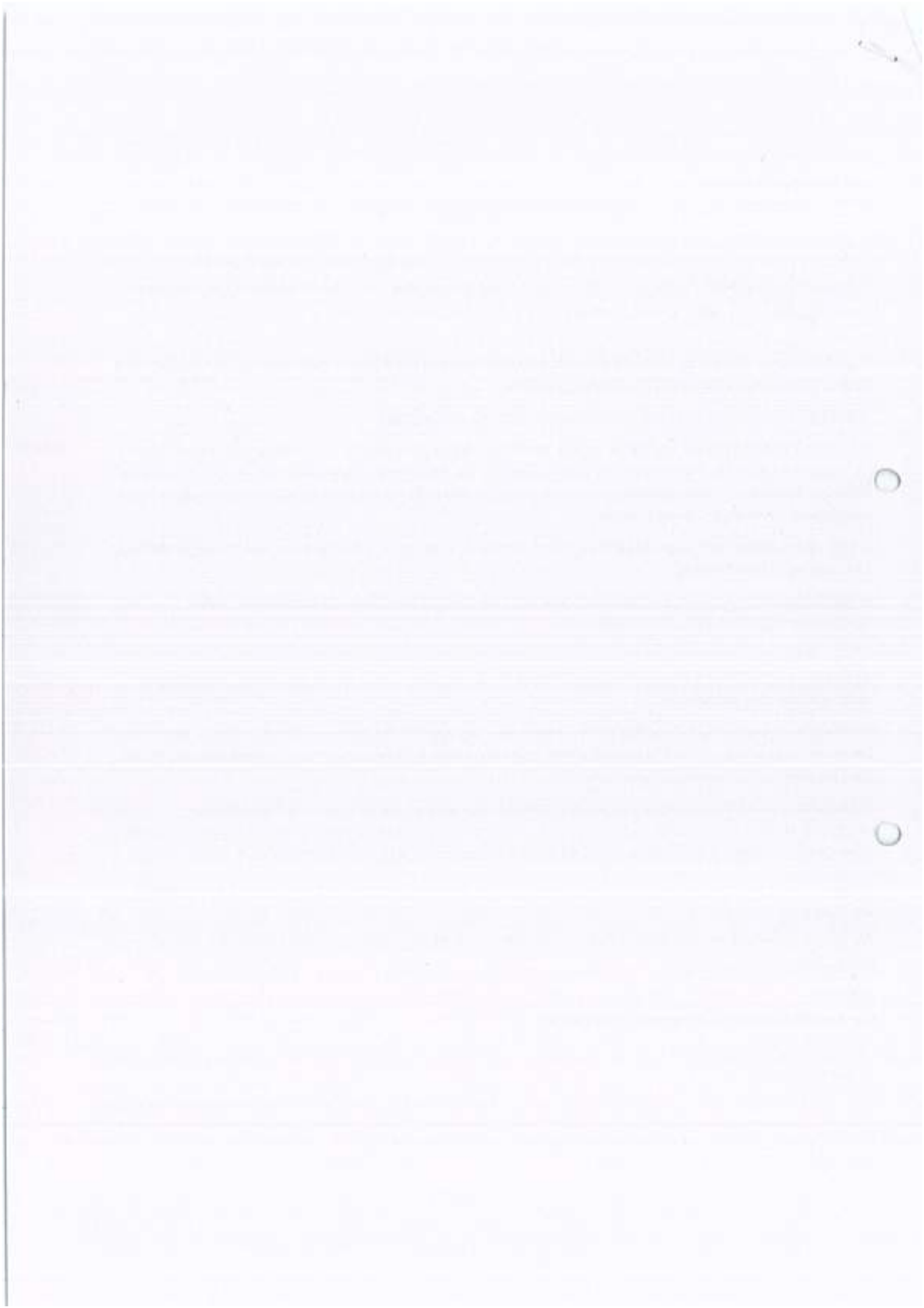
Authorized Signatory

I accept this offer and the terms and conditions attached.

.....
Signature of the Candidate

Encl.:

1. Remuneration Details and other benefits.
2. List of Documents to be submitted.



Annexure - I

NAME: MOHAMMED NADHIM S
 DESIGNATION: ASSISTANT CLIENT PARTNER
 PROPOSED DATE OF JOINING: 25-OCT-2022

COMPENSATION DETAILS		
NAME	MOHAMMED NADHIM S	
DESIGNATION	ASSISTANT CLIENT PARTNER	
	Per Month	Per Annum
A Base Components		
Basic		
DA	11,467	1,37,600
HRA	0	0
Total	5,733	68,800
B Basket of Allowance		
Transport Allowance		
SDA	1,600	19,200
Special Allowance	0	0
Statutory bonus	4,512	54,144
Total	2,050	24,600
	8,162	97,944
Total Gross * (A+B)	25,362	3,04,344
C Annual Benefit		
Retention Incentive		
ESI (Employer)	955	11,460
Total	0	0
	955	11,460
D Retiral Benefits		
PF - Company contribution		
Gratuity	1,800	21,600
Total	550	6,600
	2,350	28,200
Total CTC (A+B+C+D)	28,667	3,44,004

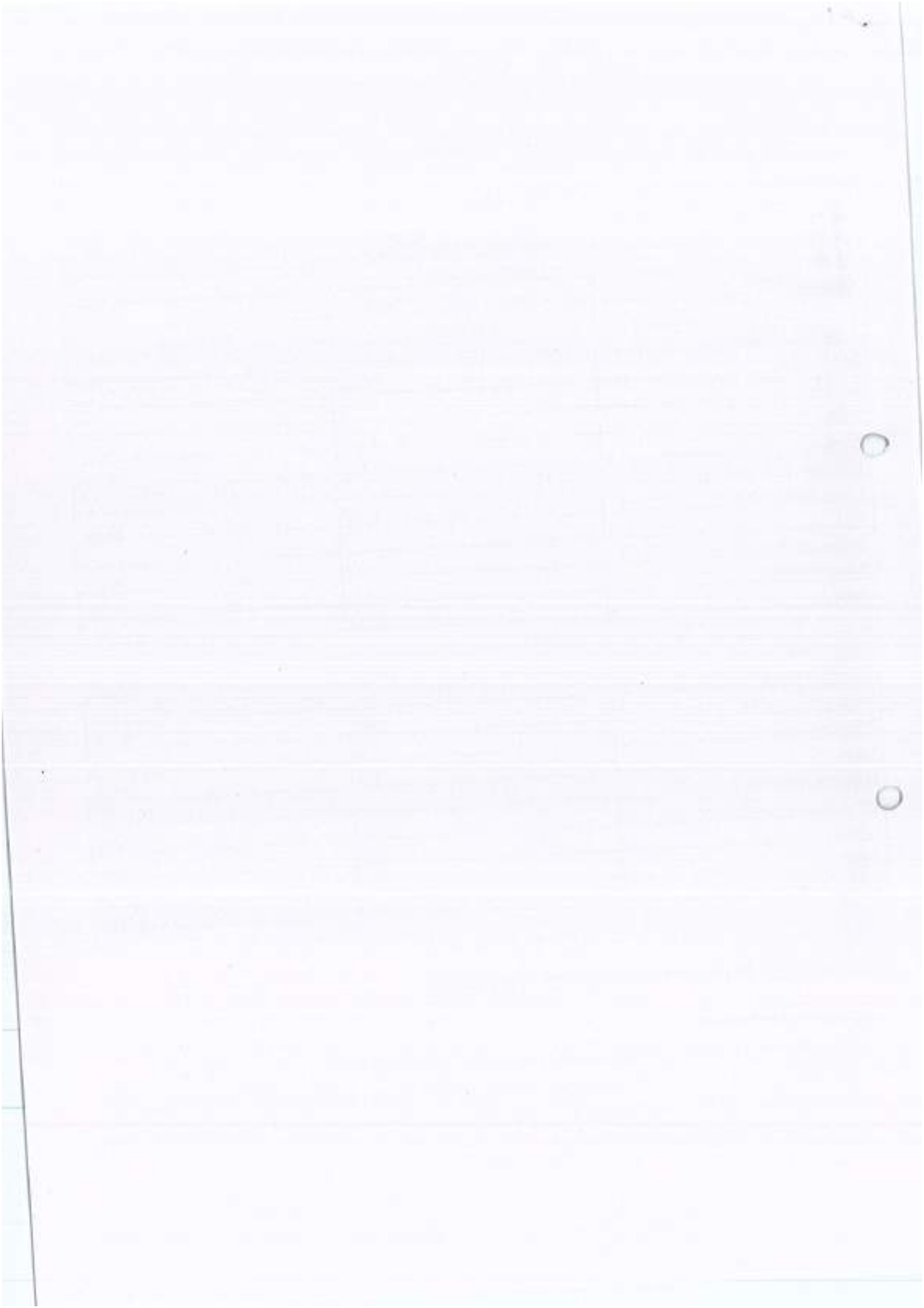
You are entitled to the following additional benefits, as applicable:

1. 13th Month Pay Scheme:

- The 13th months' pay scheme shall be applicable only to all Band 1 employees of operations and service quality department of the Accounts Receivable vertical. Pay out shall happen after completion of every one (1) year of service in the Accounts Receivable vertical. Entitlement to pay out of 13th month pay shall be in accordance with the Company's policies.



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 AALIM MUHAMMED SALEGH
 COLLEGE OF ENGINEERING



Date: 20th Dec 2021

Ms. Fakiha Rubab S
No 677/A, chengan street,
Muslimpur, Vaaniyambad
Tirupattur - 635751

Appointment Letter

Dear Ms. Fakiha Rubab,

With reference to your application and the subsequent interview you had with us, we have pleasure in offering you appointment in TransTrac Technology Services Pvt Ltd. on the following terms and conditions:

1. **Assignment:** Your present assignment will be that of a **Recon & Service Executive** and you will be based at **Chennai**. You will be reporting to **Ms. Sudha.C**. The Company may however re-assign and/or transfer you to any other position in the Company or TransTrac Technology Services Pvt Ltd, according to the needs of TransTrac Technology Services Pvt Ltd and/or the Company.
2. **Salary & Allowance:** Your salary, allowances, reimbursements of expenses and other social benefits will be as per details attached to this letter and marked as Annexure 1. The Company may at its discretion, review, adjust, withdraw certain components mentioned in the Annexure at any time without any prior intimation.
3. **Gratuity:** TransTrac Technology has a Group Gratuity Scheme and you will be covered under the scheme and the contribution will be made by the employer applicable under the Gratuity Fund Rules of the Company which shall be in compliance with the relevant laws in force in India.
4. **Leave:** You will be entitled to leave as per the Company's Employee Handbook. You shall further be entitled to earned leave on confirmation of service as per the rules of the Company being in force at that time.

The Employee Handbook under this letter shall mean the staff rules and regulations of the Company prevalent as on date which may be modified from time to time

Fakiha



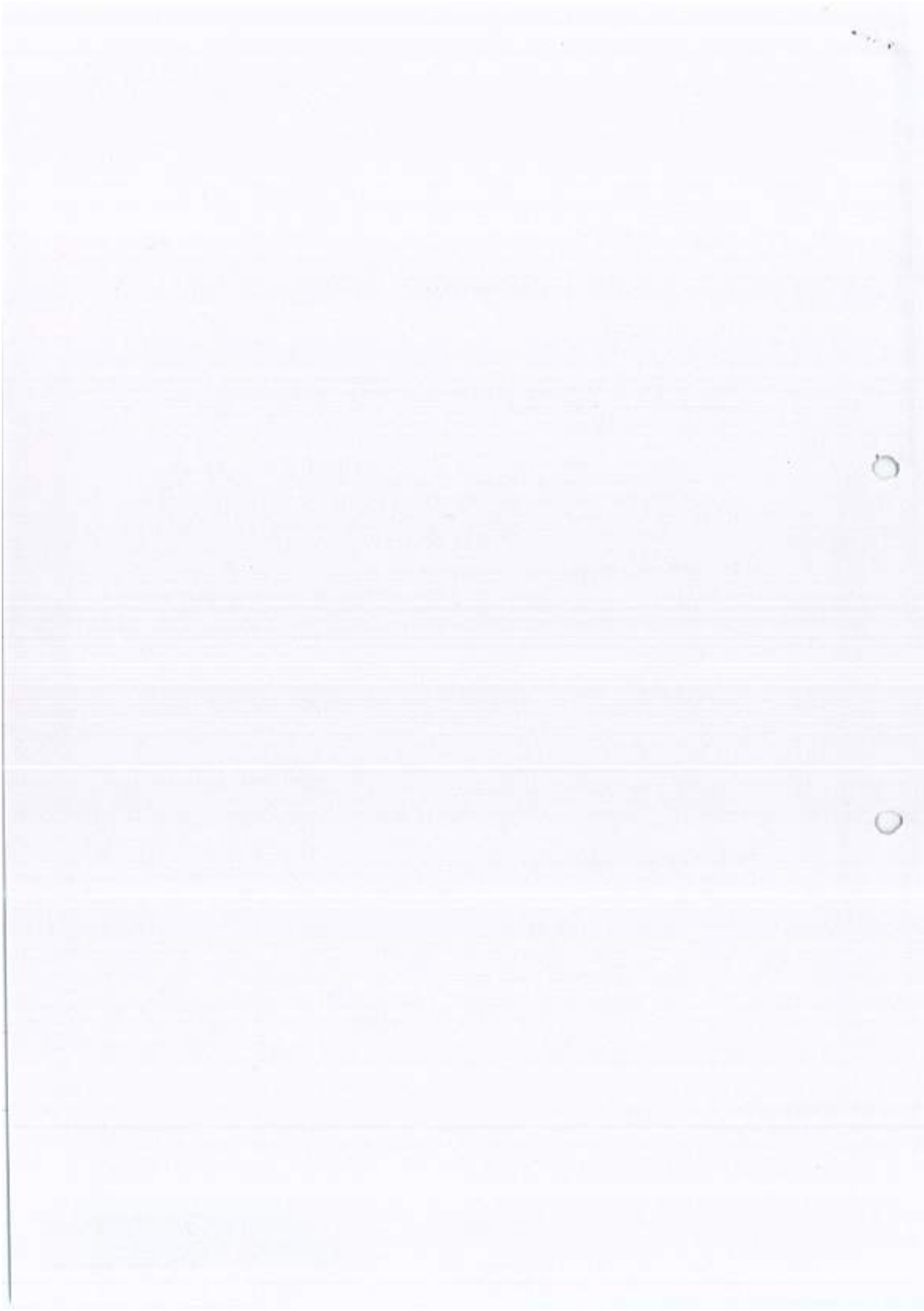
PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

TransTrac Technology Services Pvt. Ltd.

CIN - U72300TN2014PTC126434

Registered Office - Osian Chlorophyll - SPRRG, Door no-2022, block no-2,
3rd Floor, Devi Parasakthi Nagar, Porur, Chennai, Tamilnadu, India - 600116

Corporate Office - 3rd Floor, Bharati Vilas, 26B, Jawaharlal Nehru Salai,
Kaduthangal, Guindy Industrial Estate, Chennai, Tamilnadu, India - 600032
Contact - 91 44 4860 3345 | info@transtrac.in | www.credopay.in



Transtrac Technology Services Pvt Ltd

Name:	Fakiha Rubab	Grade:	
Location:	Chennai	Date of Joining	December 20, 2021
Designation:	Reccon & Service Executive	Department:	BSS

Sr.	Particulars	Monthly	Annual
A	Remuneration :		
1	Basic		
2	House Rent Allowance	12,000	144,000
3	Fixed Allowance	5,400	64,800
	Gross Salary (A)	515	6,180
B	Reimbursements	17,915	214,980
4	EPF - Employer Contribution		
5	ESI - Employer Contribution	1,503	18,034
	Total (B)	582	6,987
C	Allowances	2,085	25,020
	Meal Voucher		
6	Performance Linked Bonus*		
D	Total Allowances, Reimbursements and PL		
	Total Monthly Package	20,000	240,000

Note: 1. LTA & Medical Reimbursement will be admitted on the submission of actual medical bills and tickets.
2. Performance Linked Bonus is not a guaranteed bonus and will be decided based on the individual's and company performance of that particular year.

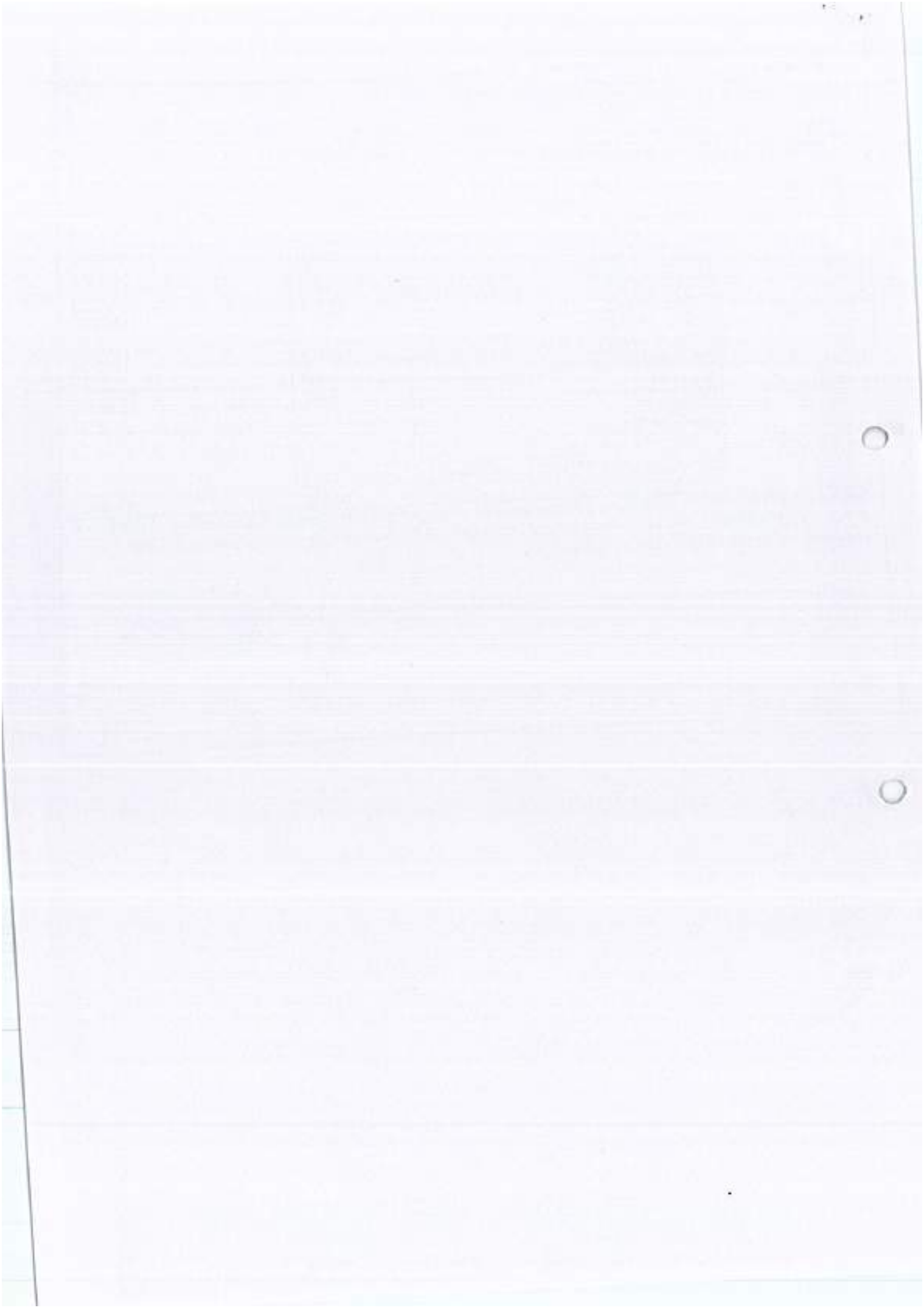
for Transtrac Technology Services Private Limited



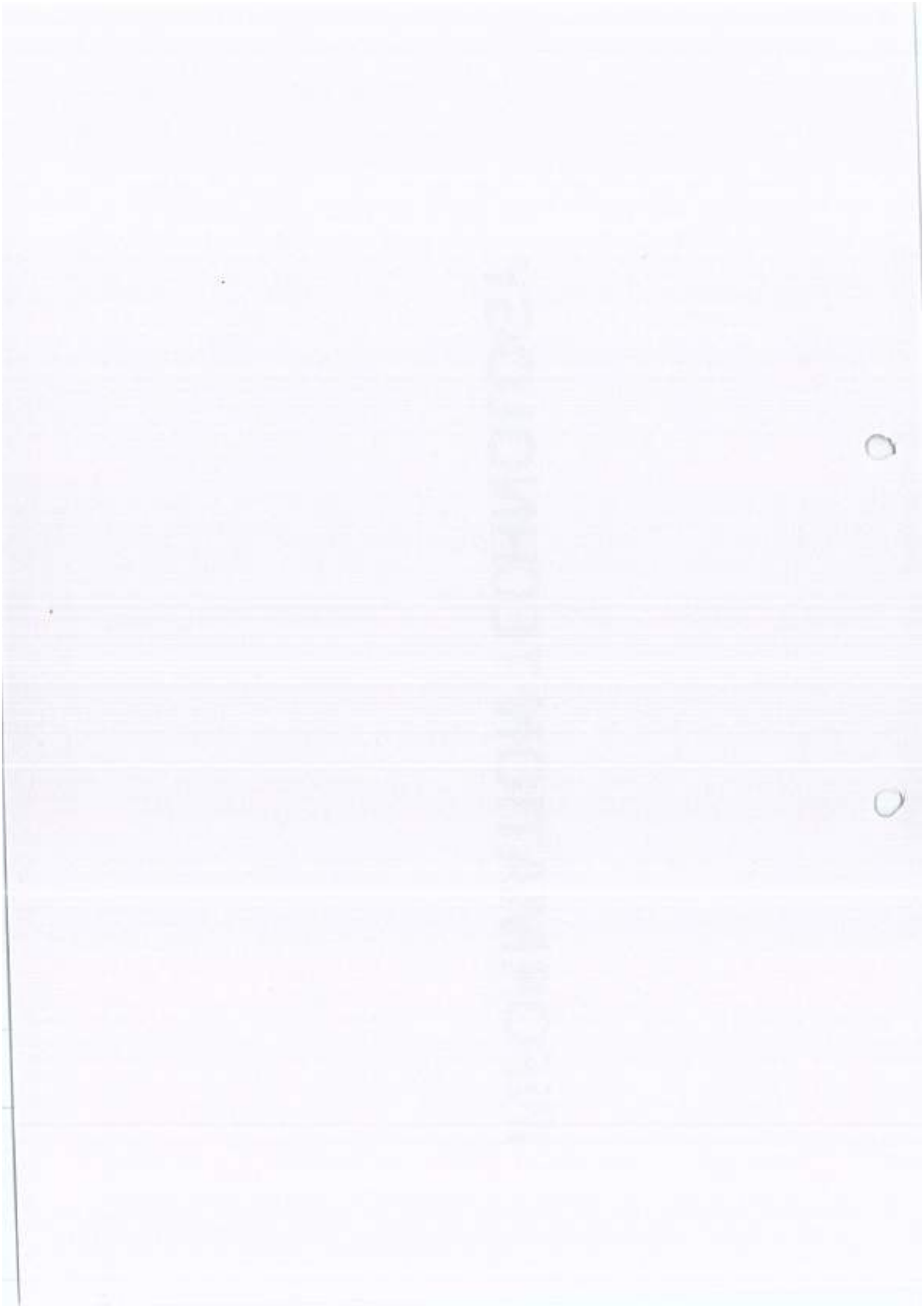
Capt. Sekar Madala
Founder

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PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



INFORMATION TECHNOLOGY





OFFER LETTER

Date: September 24, 2021

To,


Mr./Mrs. Aadhisithan 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 27, 2021** 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 27, 2021) 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. (October 01, 2022). 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



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 arising 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
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



KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Date: 04.02.21

Dear Ayesha Khatoon 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 this 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 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 have received.

Name: Miss. Ayesha Khatoon B

Signature:

Date of Signature:



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Employment Agreement

1. Employment-Related Particulars

You are designated as **AI Prompt Engineer** and your employment will commence on **07.06.2021 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, Emerald G.K.S Towers, Poonamallee High Road, Pурсайwakkam Chennai TN - 600084.

2. Working hours

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 meet client requirement you may 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 pay you for carrying out 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 3 months 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. Any changes 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 this purpose.

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 created 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.

- Bachelor's Certificate (Original)
- Master's Certificate (Original)
- Aadhar Card (copy)
- Pan Card & Bank account details
- 1 Passport size Photo
- Pay Slip from previous employer.

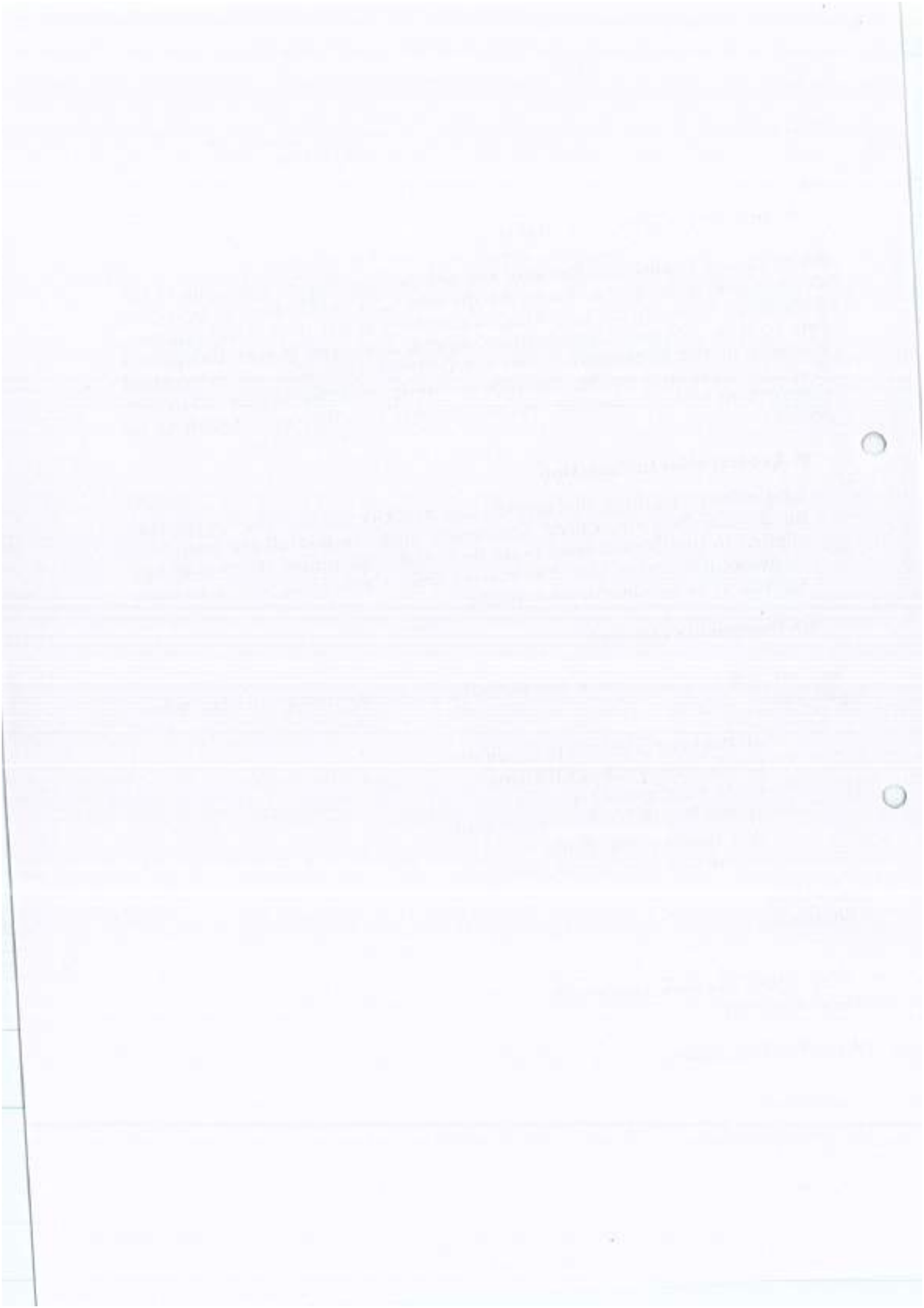
Accepted,
Signature:

Name: **Miss. Ayeesha Khatoon B**
Date of Signature:

Authorized Signatory,

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

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 20-March-2021

Dear Dhanisha R (B.Tech-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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, 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).

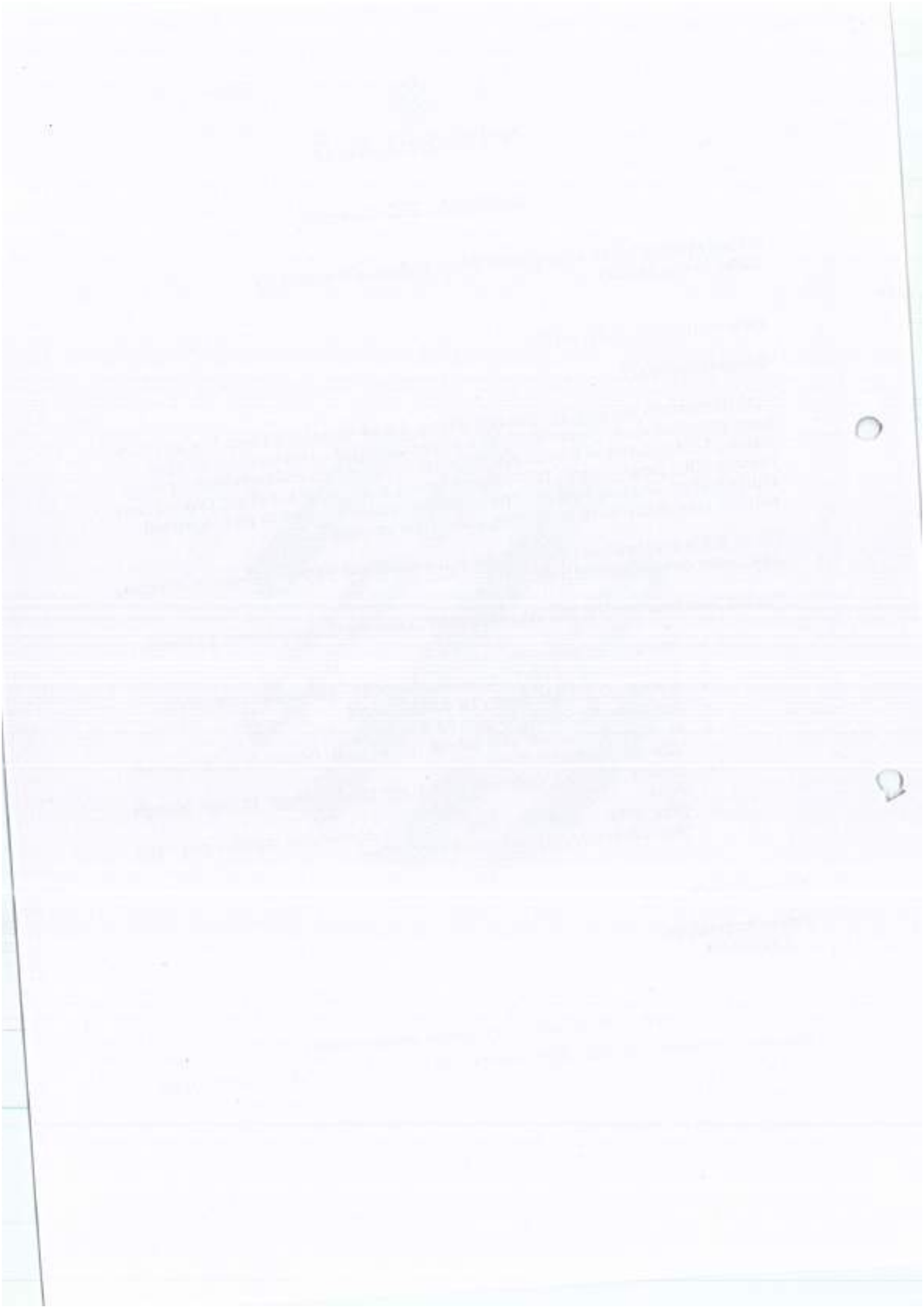
Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**





PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 20-March-2021

Dear Jafar Shareef (B.Tech-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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, 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).

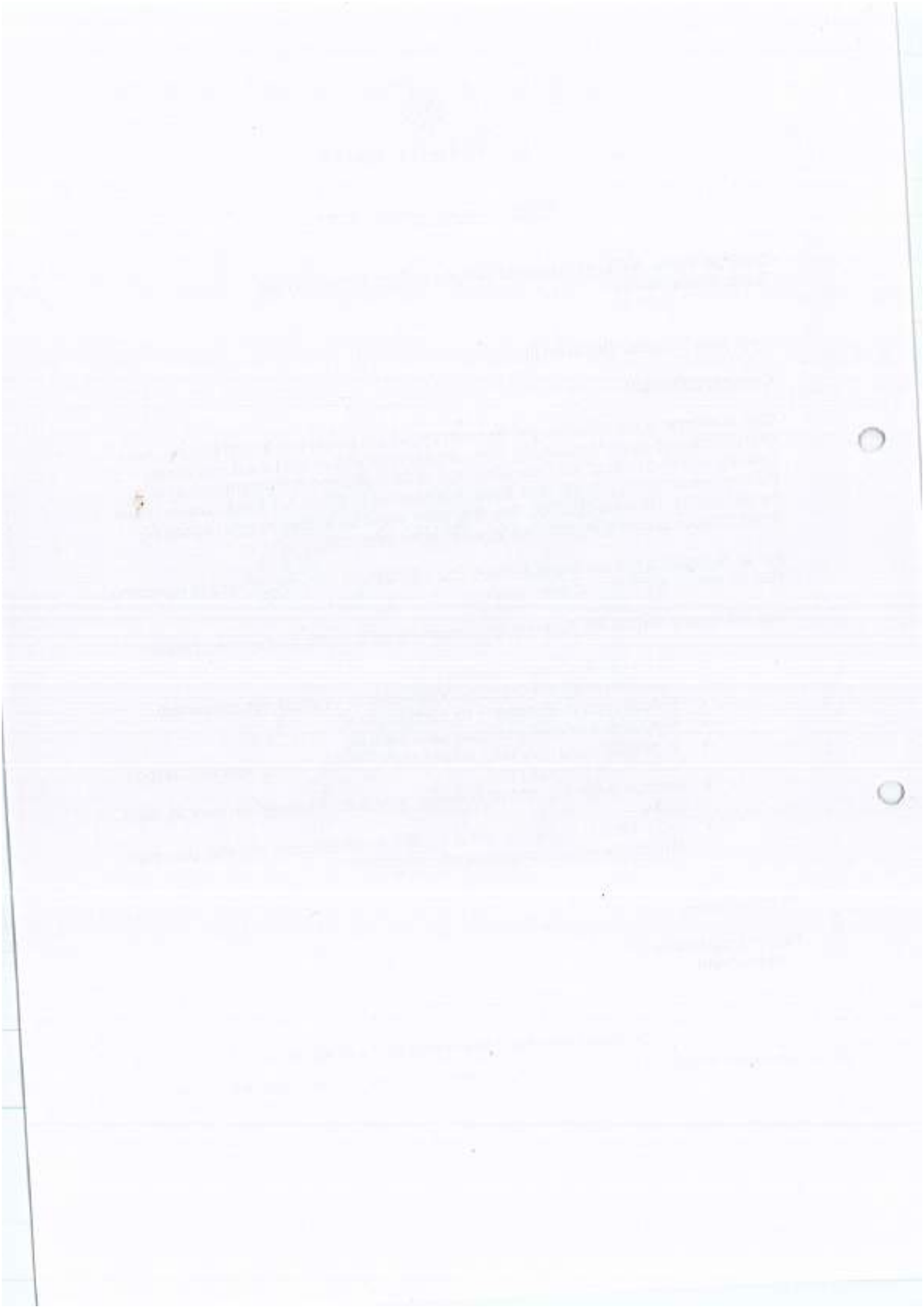
Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063.

**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 : U72200TN2009PTC075229
TIN. NO : 83460948062
CSF. NO : 1247998
GSTIN : 33AAGCM2001E1ZA

09-Nov-2020

Dear Mahalakshmi 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

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

mcAMDOIS Tech Solutions Private Limited

No.12, Gandhi Nagar, 1st Street, Selaiyur, Chennai 600 073. Tamil Nadu, INDIA. +91 44 4625 0099 (India) +1 347 - 2013918 (USA)

www.mcAMDOIS.com





KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

Date: 04.02.21

Dear Mohamed Abbas Meeran 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 this 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 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 have received.

Name: Mr. Mohamed Abbas Meeran M

Signature:

Date of Signature:

A handwritten signature in blue ink, appearing to be "A. A. Meeran", written over a faint circular stamp.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Employment Agreement

1. Employment-RelatedParticulars

You are designated as **AI Prompt Engineer** and your employment will commence on **07.06.2021 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, Emerald G.K.S Towers, Poonamallee High Road, Pурсaiwakkam 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



KAPPSOFT SYSTEMS PRIVATE LIMITED
CIN : U72900TN2021PTC147906

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 3 months 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. Any changes 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 this purpose.

A handwritten signature in blue ink, appearing to be "AALIM MUHAMMED SALEGH".

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 created 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.

- Bachelor's Certificate (Original)
- Master's Certificate (Original)
- Aadhar Card (copy)
- Pan Card & Bank account details
- 1 Passport size Photo
- Pay Slip from previous employer.

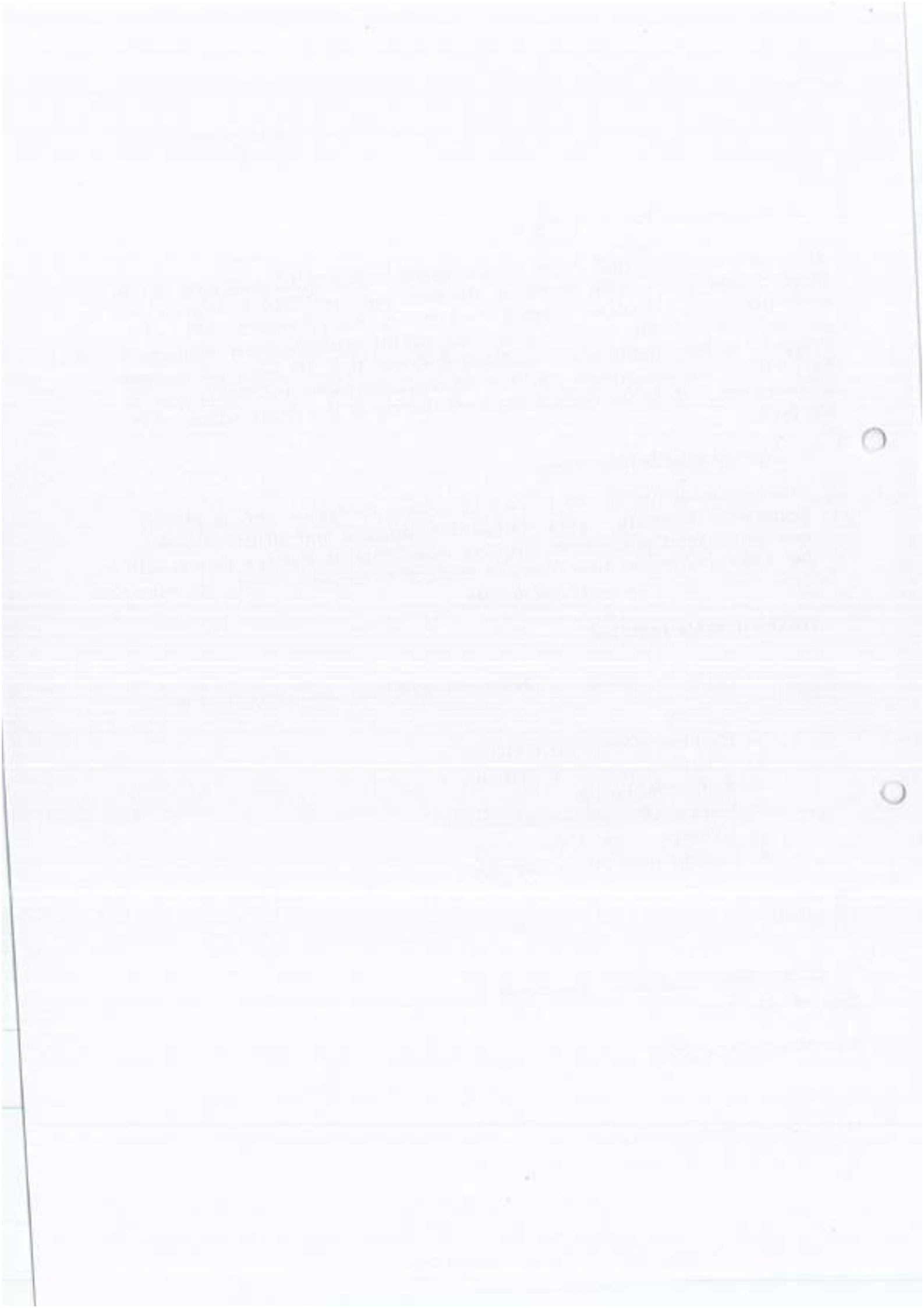
Accepted,
Signature:

Name: **Mr. Mohamed Abbas Meeran 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

Dear MOHAMED ADBUL MALIK (B.Tech(IT))

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of 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. The compensation package offered to freshers' is up to 2.50 LPA - Package differs based on the Client, individual's skill set, and various other selection parameters.

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

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

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil
Nadu, PIN 600063

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



20th Sep 2021

To

Mr. Mohamed Abubacker S
No. 7/4, Yakupplot, 26th Street,
Kannappasamy Nagar, Kavankaarai,
Puzhal, Madhacaram,
Tiruvallur - 600 066.

Dear Mohamed Abubacker,

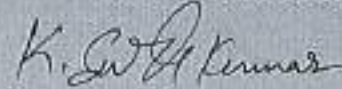
Sub: Joining Letter

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

1. Your original certificate with the **CERTIFICATE No: 12182803** [HSC Mark Sheet] is with the company as part of the process.
2. Your annual **Stipend is INR 120,000/-**
3. You shall join the services of the Company on or before **20th September 2021**.
4. Our detailed letter containing terms and conditions will be given to you shortly.
5. Your original certificate will be returned to you on superannuation or at the time of getting relieved from the company on resignation, after you properly hand over all your responsibilities. The notice period for the resignation of employment will be a minimum of **30 days**.
6. Training will be provided in our **Training Division** located at **No: 31, Panchayat Main Road, Near Jains anumati, Perungudi, Chennai - 600096**.
7. In case the notice period is not adhered, your exit formalities will be incomplete and your services will be terminated. You cannot claim any benefits from the company.

Wishing you a fruitful career with Satvat.

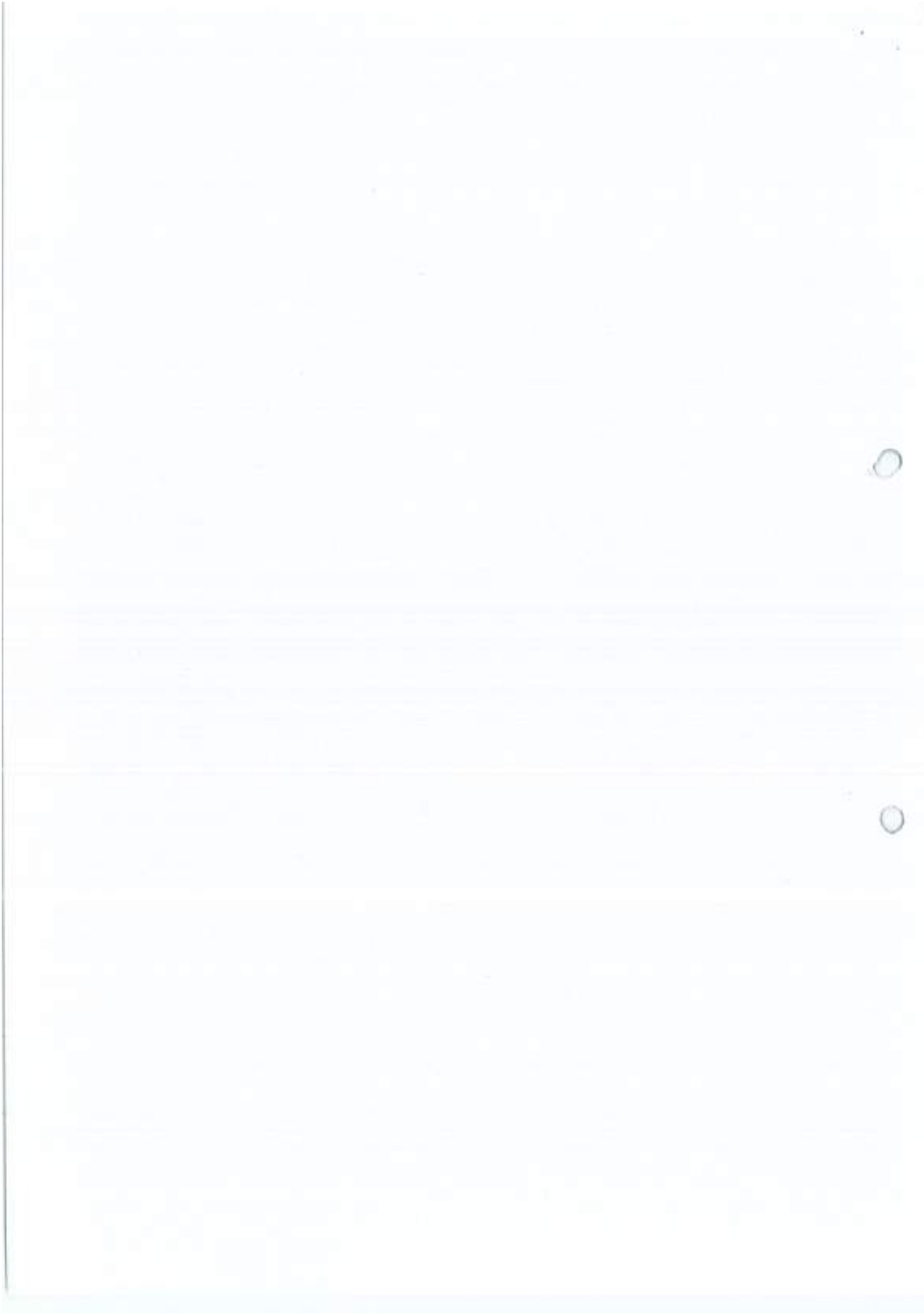
For Satvat Infosol Pvt Ltd



Surendra Kumar K
Senior Manager - HR, Admin & Operations



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Satvat

SATVAT INFOSOL PVT LTD

ISO 9001:2015, IEC: IEC 27001:2013 & ISO / IEC 20000-1:2011
CERTIFIED - SVC. V1.3

MOHAMED ABUBACKER.S

Emp No: TR1078

Dept: Service

Blood Group: A1⁺⁺



Address:

No 68, Block No 29 Perumbakkam
Chennai-600100

Mobile No: +91 9790716476

Emergency: +91 9790716476

Signature

Issuing Authority

Corporate office - No. 23, 6th Floor, Nilay Building, Laxmi Bridge Road,
Adyar, Chennai - 600 020 Ph No. 044 - 2448 3328, 2448 3138

Reg. Office: Plot 1-4, 6th Street, Anna Nagar, 1st Floor, South Regd. Post Mail Kiosk, Adyar, Chennai - 600 028.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





OFFER LETTER

Date: September 24, 2021

To,

Mr./Mrs. Mohamed Afrin 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 27, 2021** 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 27, 2021) 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. (October 01, 2022). 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



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 arising 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
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
COLLEGE OF ENGINEERING



Date: 04.02.21

Dear Mohamed Ashik 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 this 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 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 have received.

Name: Mr. Mohamed Ashik M

Signature:

Date of Signature:

A handwritten signature in blue ink, appearing to be 'M.A.', written over a faint circular watermark.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Employment Agreement

1. Employment-RelatedParticulars

You are designated as **AI Prompt Engineer** and your employment will commence on **07.06.2021 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, Emerald G.K.S Towers, Poonamallee High Road, Pурсaiwakkam 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 pайyou 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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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 3 months 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. Any changes 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 this purpose.


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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 created 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's Certificate (Original)
- b) Master's Certificate (Original)
- c) Aadhar Card (copy)
- d) Pan Card & Bank account details
- e) 1 Passport size Photo
- f) Pay Slip from previous employer.

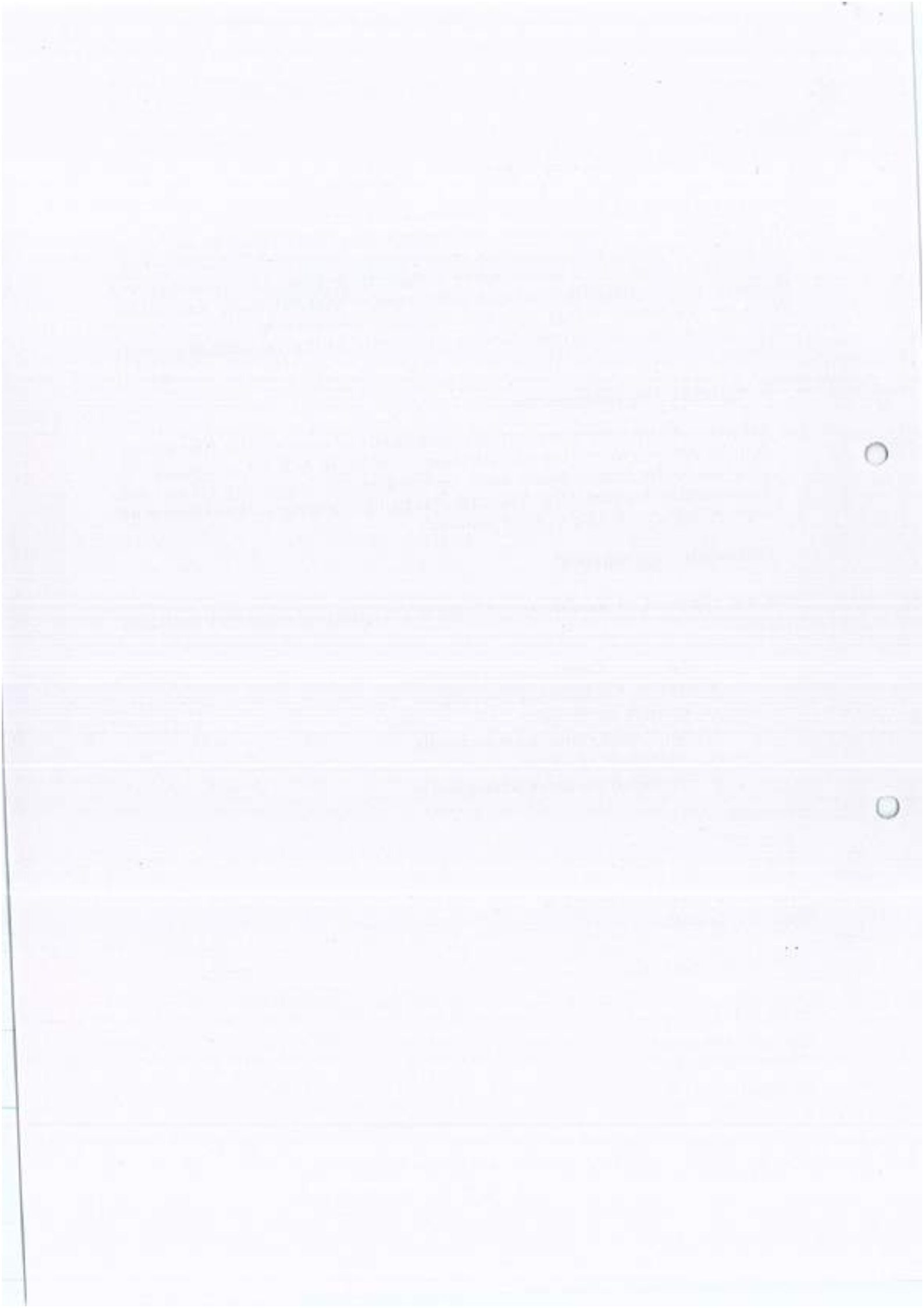
Accepted,
Signature:

Name: **Mr. Mohamed Ashik 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

Dear MOHAMED ASSIF (B.Tech(IT))

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared to your registered email ID upon successful completion of 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. The compensation package offered to freshers' is up to 2.50 LPA - Package differs based on the Client, individual's skill set, and various other selection parameters.

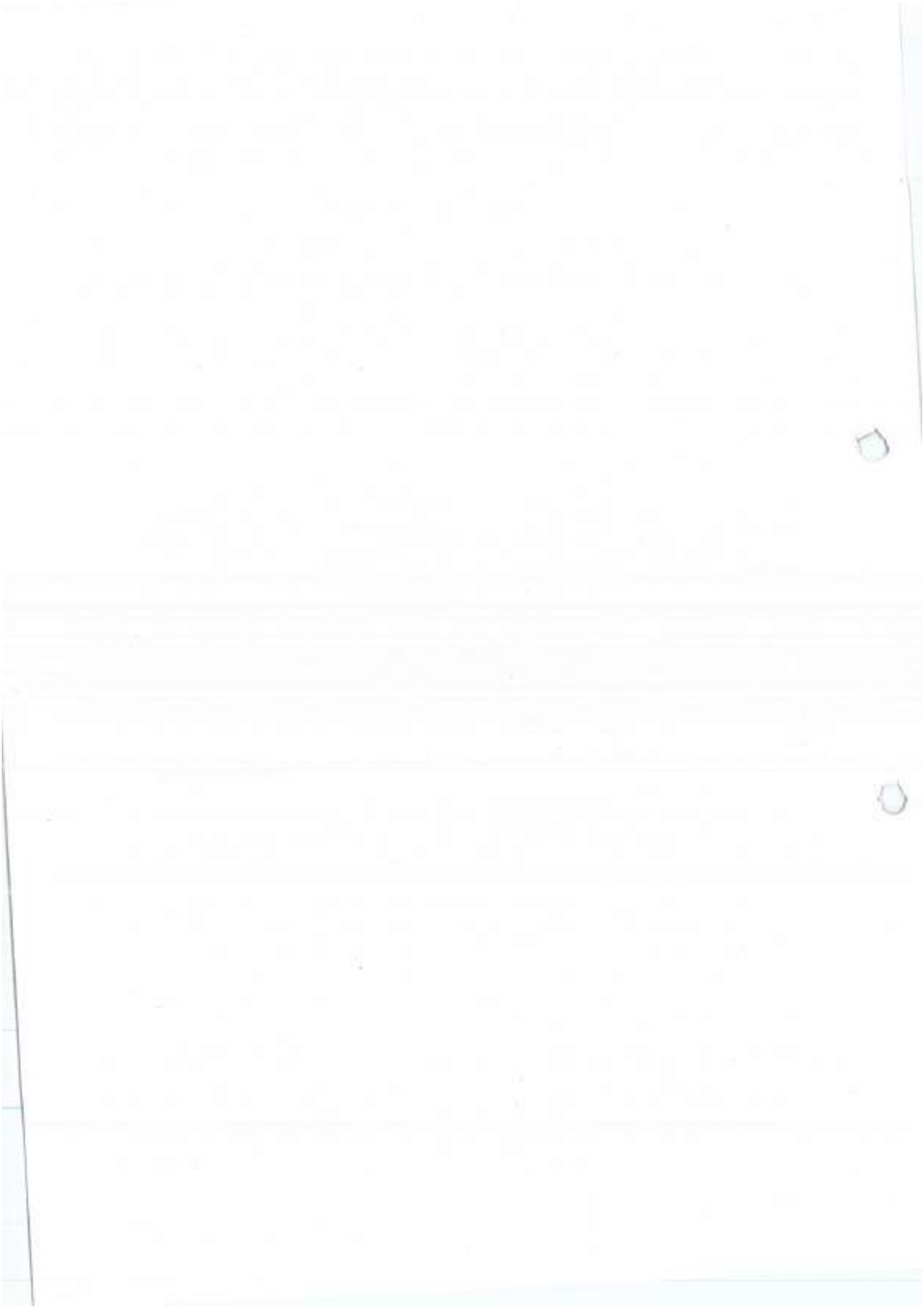
You will have to furnish the following documents during the hiring/onboarding process

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

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil
Nadu, PIN 600063

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





ALCHEMY TECHSOL INDIA PVT.LTD.

Mr. Mohamed Ibrahim
9881288108

Date: 28 Feb 2022

LETTER OF OFFER

Dear Mohamed Ibrahim,
Congratulations!

We are pleased to offer you an Employment with **Alchemy Techsol India Pvt. LTD** based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You will be designated as **"Service Desk Engineer"** and will be based at our **Chennai Centre**.
2. Your date of commencement of Employment will be on or before **28/02/2022**.
3. You will be entitled to receive compensation and benefits (Fixed Pay of **INR 220000/-PA**) as per the enclosed annexure.
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your Date of joining.
5. You will be on probation for a period of **9 months** from the date of joining.
6. The notice period to be served would be **2 months**.
7. Please bring along the below listed documents / details on your day of joining:
 - a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C) (Two Copies)
 - b) Original Academic Certificates (all from 10th to Highest)
 - c) Resignation Acceptance Letter with acknowledgement
 - d) Relieving letter from previous employer (Original)
 - e) Proof of compensation last drawn (last 2 Months)
 - f) 4 passport size photographs
8. It is mandatory to open a salary account with **Axis Bank**, as salary would be processed only to Axis Bank account.
9. Kindly sign a copy of this letter as a token of your acceptance of this offer within 7 days from the date written above post which this offer stands withdrawn.
10. Our Bank Spec. will reach you for opening bank account.

Looking forward to a long and mutually beneficial career with us.

Yours Truly,

For **ALCHEMY TECHSOL INDIA PVT.LTD**



Smitha H Thottathil
(HR Head)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date:25-April-2021

Dear Mohamed Shafith K (B.Tech(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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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

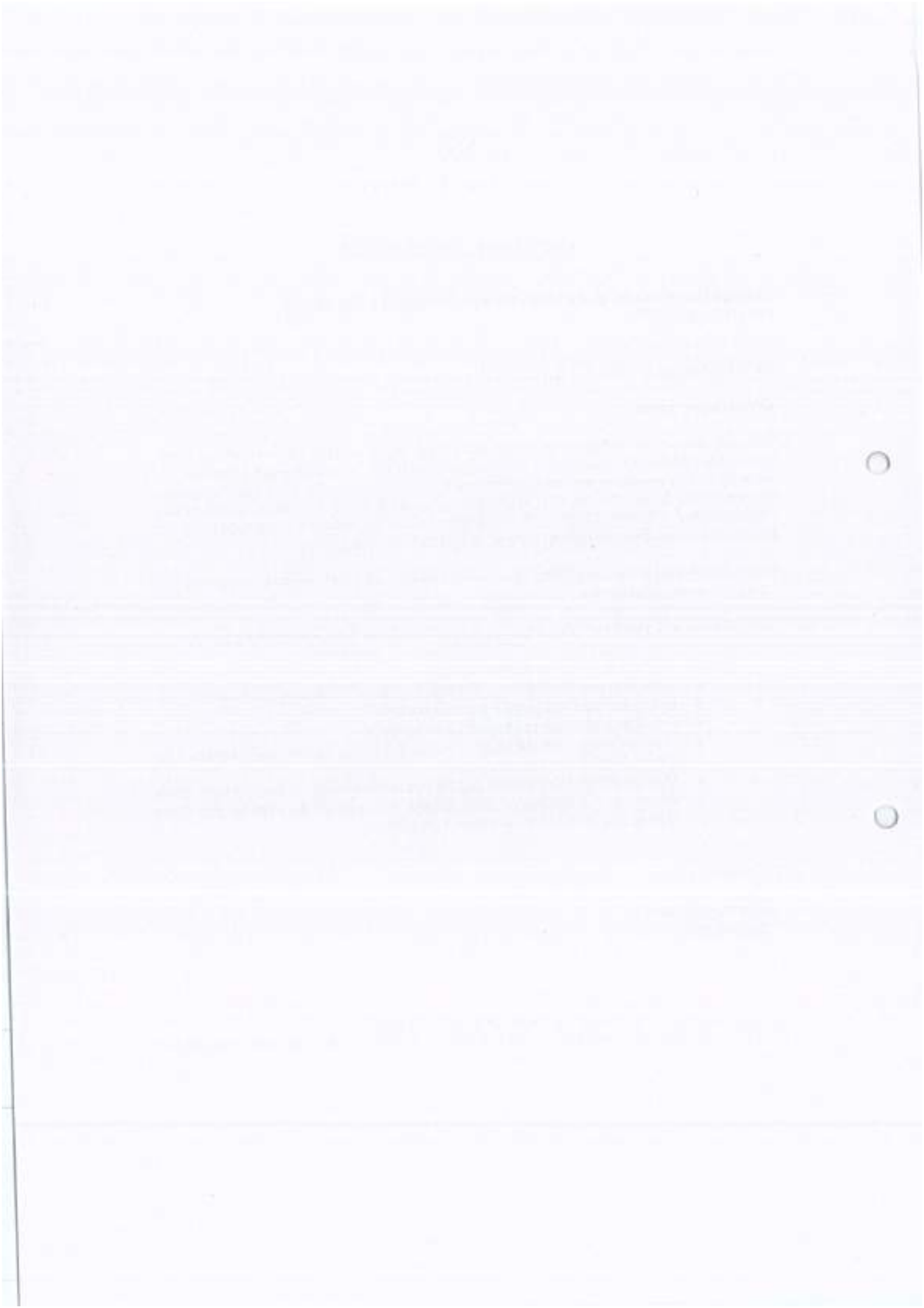
- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- 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
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063





OFFER LETTER

Date: September 24, 2021

To,


Mr./Mrs. Rabia Maa,

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 27, 2021** 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 27, 2021) 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. (October 01, 2022). 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

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COLLEGE OF ENGINEERING



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 arising 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,

Acceptance of candidate,

Raghman Begum K
DGM, Human Resources

Signature -

Name:

Date:

PRINCIPAL
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EXNOVATIONS DIGITAL SERVICES LLP

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

HRD/3T/1002126815/21-22

Ms. Rabiya Noorie
No: 16, Vasuki Nagar, Perungavoor Colony,
Redhills
Chennai-600103
India

Ph: +91-9940378390

Dear Rabiya,

Welcome to Infosys!

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

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

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


Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.08.19 13:23:42 IST
Reason: Digitally Signed
Location: Bangalore

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

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


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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HRD/1002126815/21-22

Ms. Rabiya Noorie
No:16, Vasuki Nagar, Perungavoor Colony,
Redhills
Chennai-600103
India

Ph: +91-9940378390

Dear Rabiya,

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 **06-Sep-2021**.

Location

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

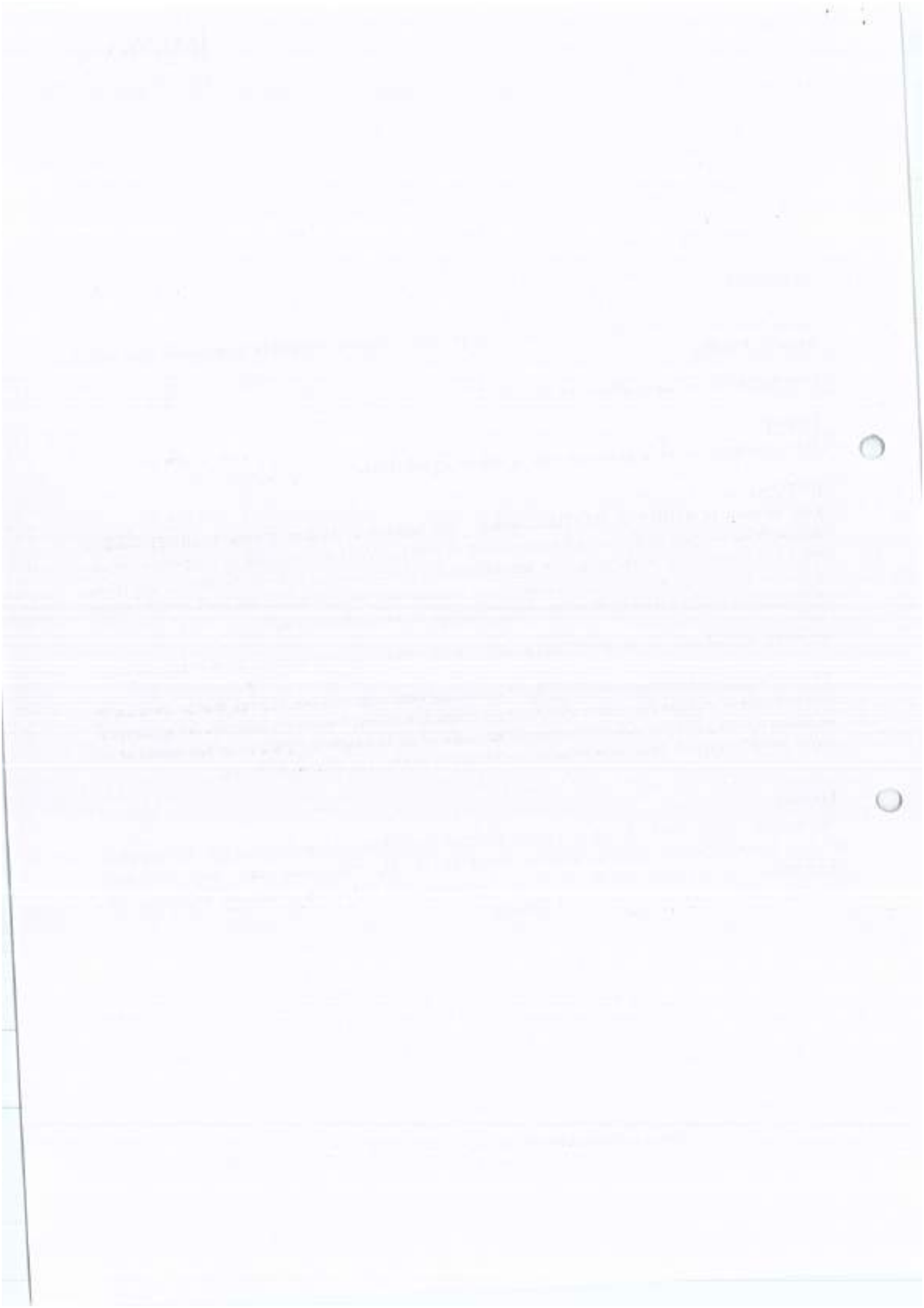
Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

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

Training

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





Probation and Confirmation

You will be on probation for a period of 12 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.

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, during probation. On 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.

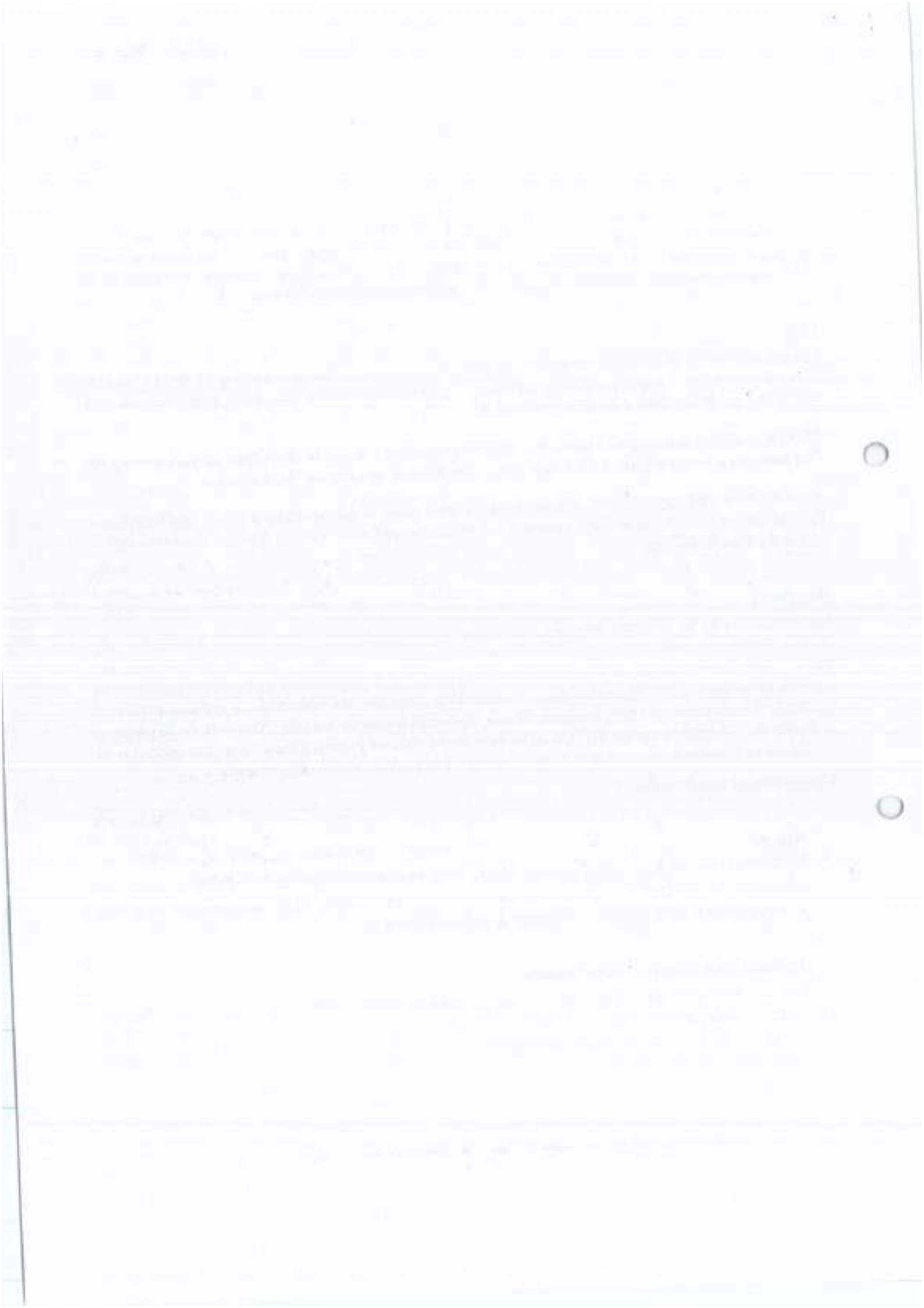
Compensation and Benefits

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 2021-22 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

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.



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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Fifth block of faint, illegible text, continuing the main body of the document.

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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.

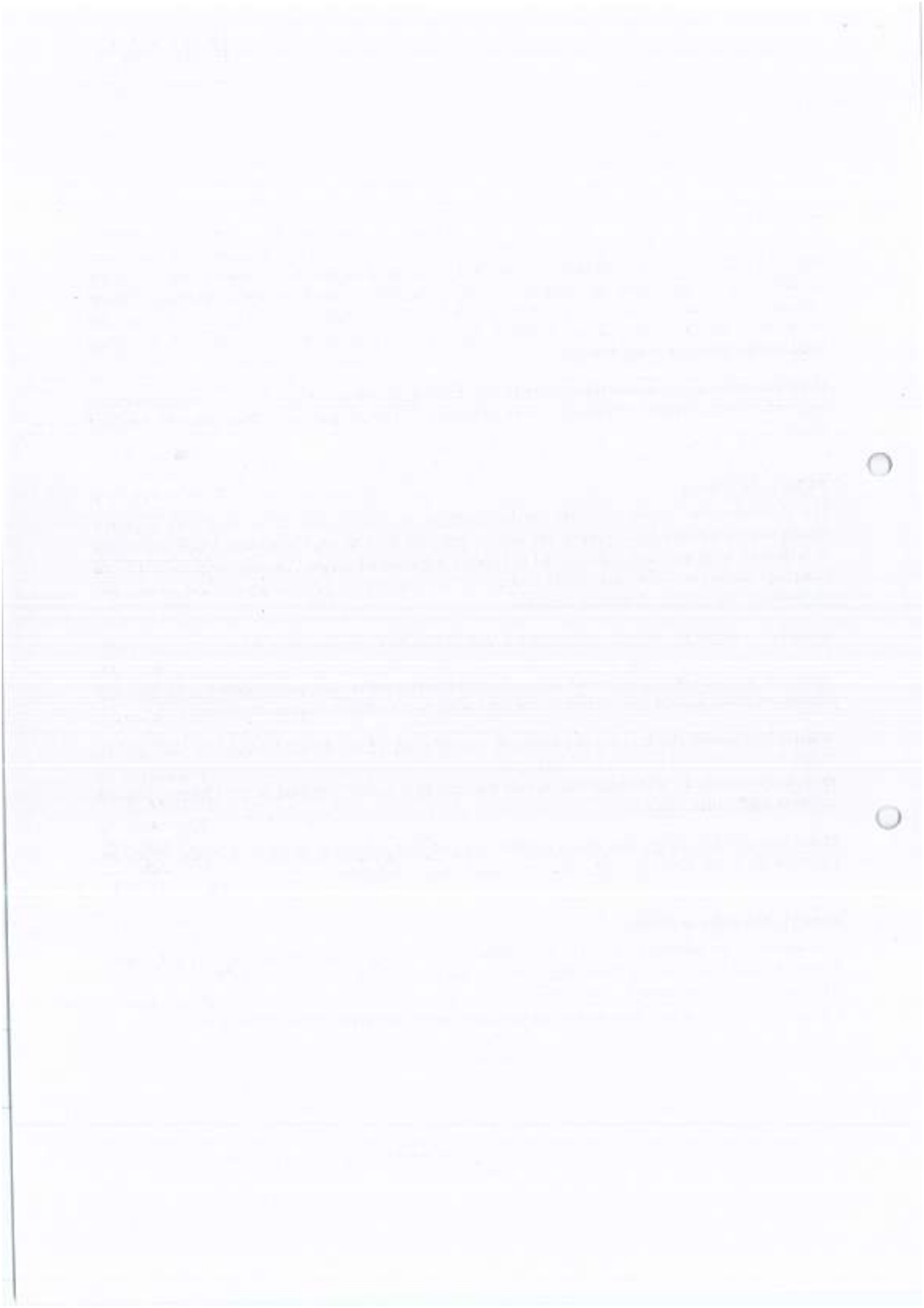
When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company,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

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 2020-21. 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.

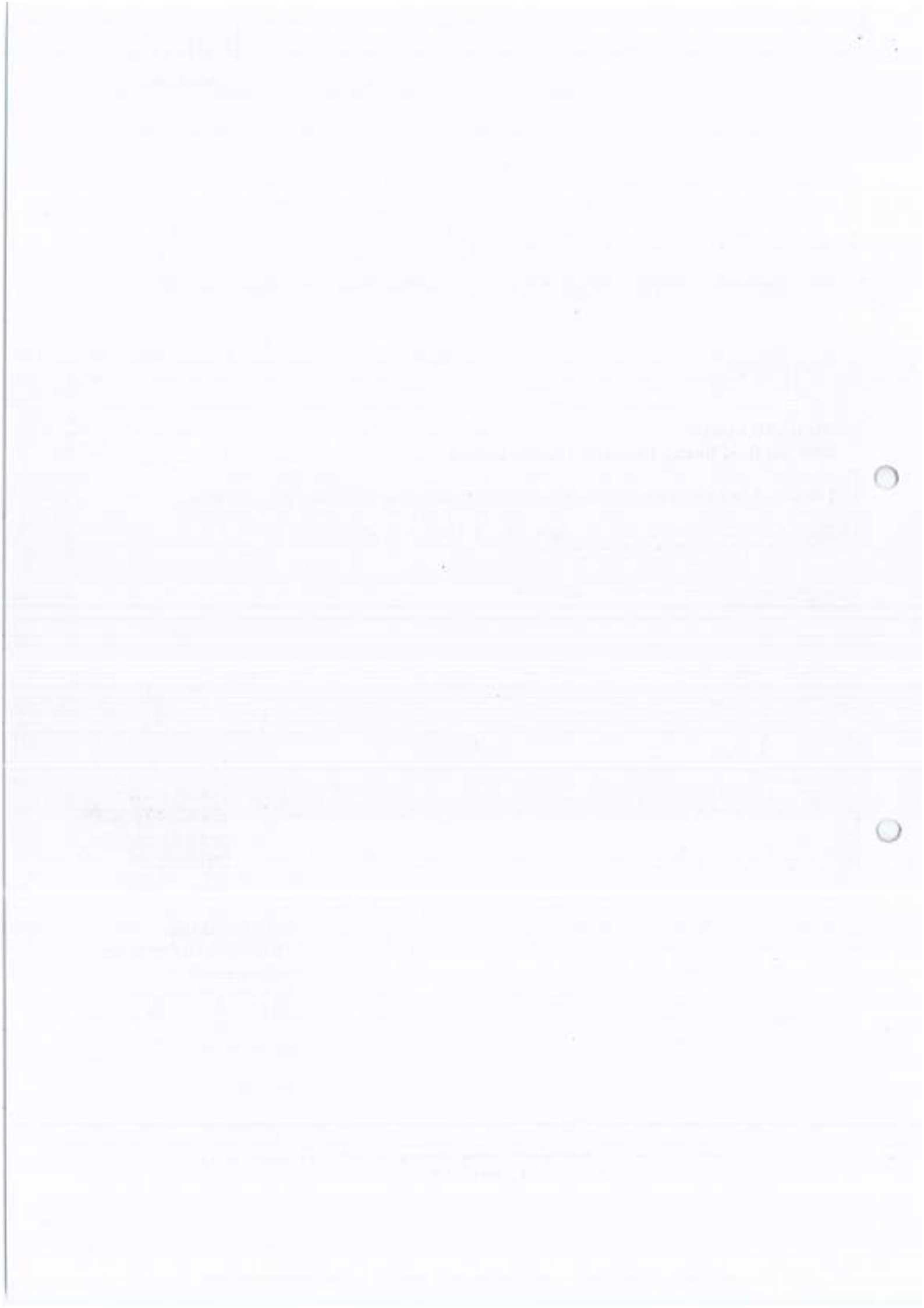
Date: _____, 20_____

Sign your name

Print your full Name Location


Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.08.19 13:23:42 IST
Reason: Digitally Signed
Location: Bangalore

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



ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Rabiya Nourie			
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)	12000 (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

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Ms. Rabiya Noorie		
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

4. INCENTIVE COMPONENTS			
	At an indicative Payout of 5%	At indicative Payout of 10%	At 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

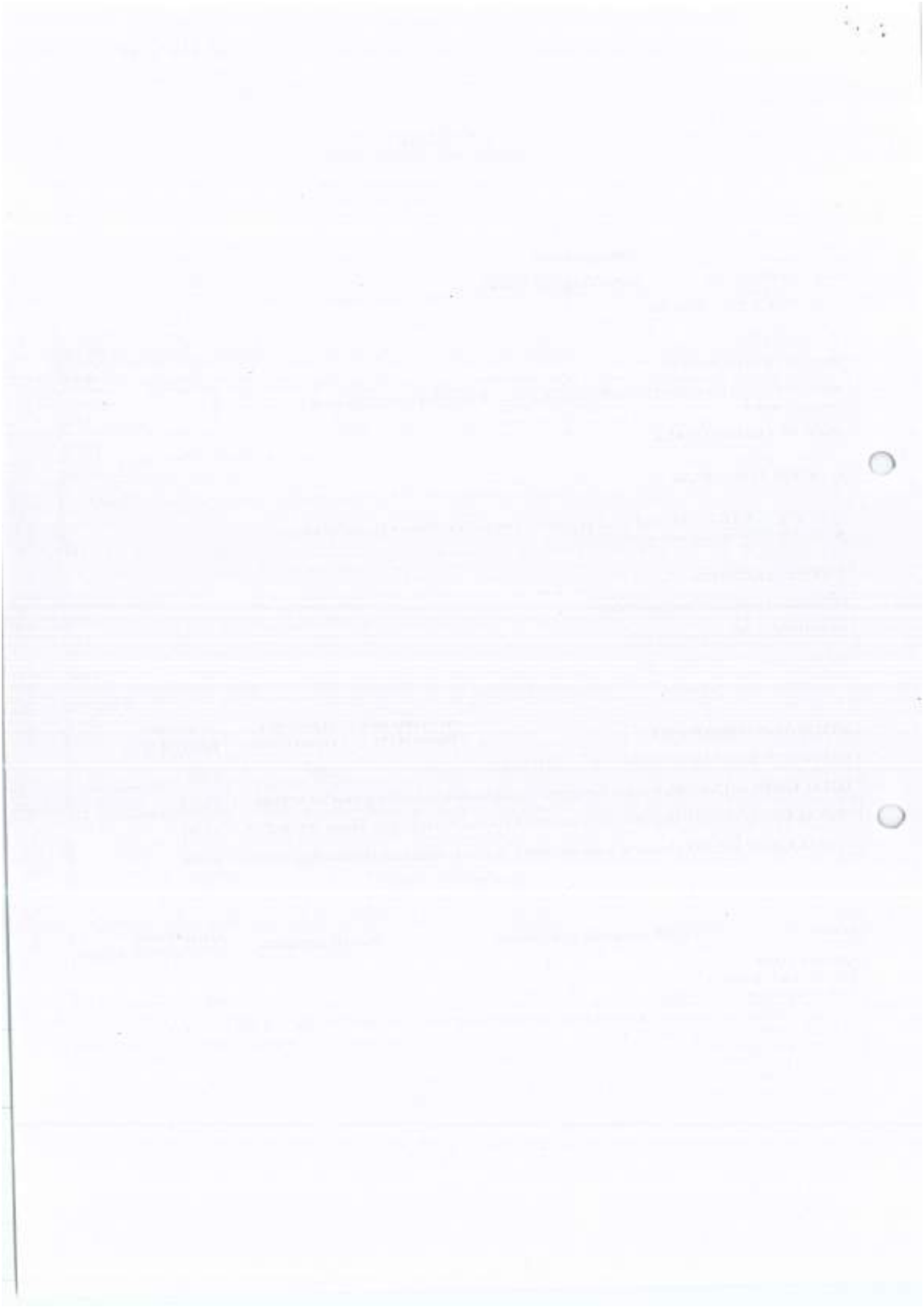
OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (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





SHANOFAR JUHI
A M S COLLEGE
Dear **SHANOFAR JUHI**

NTT DATA
Services

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Information Technology Senior Associate** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company or NTT DATA Services") subject to below terms and condition. Please note that your continuing employment with the Company is subject to your completing the training as given below.

Please note that this intent to offer does not give you employee status with the Company and expresses only our intent to enter into a definitive employment agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Company, and as such does not constitute any contractually binding relationship between you and Company. Your appointment as **Information Technology Senior Associate** in Grade 5 comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This document does not confer you or the Company with any rights or obligations.

Upon joining the Company, you will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

Please note that the continuation of employment thereof is subject to successful completion of your:

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.
- Probation period of six (6) months from the date of joining.

Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended, or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be INR. **350000** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws. The retirement age is 62 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof. Any retention Bonus if applicable will be detailed in your letter of employment and will be subject to the terms and conditions of your letter of employment.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A. You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an intent of offer. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

The Company has filed an application before the National Company Law Tribunal ("NCLT") for amalgamation with its affiliate NTT DATA Information Processing Services Private Limited ("IPS") ("Merger") with IPS post-merger as the surviving entity. The matter is now pending for approval of the Scheme by the NCLT.

If the order of merger is received before your joining date, then all references to NTT DATA Global Delivery Services Private Limited in this letter will stand automatically amended to NTT DATA Information Processing Services Private Limited and the offer shall be deemed to be made by NTT DATA Information Processing Services Private Limited

Please note upon completion of merger you will be employed by the surviving entity viz., IPS and by signing this letter you have accepted and agreed to be bound by the terms and conditions of this trainee engagement letter and any other changes/amendments that may be required due to the merger.

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COLLEGE OF ENGINEERING





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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
Services Tax : AAGCM2001ESD001

Letter of Appointment (Internship)

09-Nov-2020

Syed Farhan Mohideen
Information Technology
AMS College, Avadi.

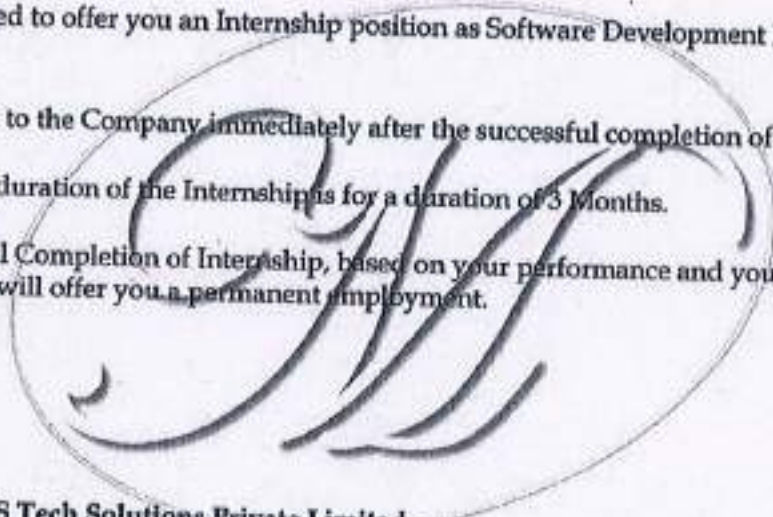
Dear Syed Farhan Mohideen,

We are delighted to offer you an Internship position as Software Development Engineer (Intern).

You will report to the Company immediately after the successful completion of the course.

The Minimum duration of the Internships for a duration of 3 Months.

Upon successful Completion of Internship, based on your performance and your academic completion we will offer you a permanent employment.



For mcAMDOIS Tech Solutions Private Limited



N. Shanawaz Begum
Director- Human Resource

Agreed & Accepted

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

mcAMDOIS Tech Solutions Private Limited

No. 12, Gandhi Nagar, 1st Street, Selaiyur, Chennai 600 073, Tamil Nadu, INDIA. +91 44 4625 0099 (India) +1 347 - 2013918 (USA)

www.mcAMDOIS.com

Handwritten text, possibly a date or reference number, located in the upper left quadrant.

Handwritten text, possibly a name or title, located in the upper middle section.

Vertical handwritten text or a signature, located in the upper middle section.





PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 20-March-2021

Dear Zainab Saba M (B.Tech-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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, 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, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**

Page 10 of 10

CONFIDENTIAL

The following information was obtained from a review of the records of the [redacted] and is being provided to you for your information. The information is being provided to you on a confidential basis and is not to be disseminated to any other person without the prior written consent of the [redacted].

The information is being provided to you on a confidential basis and is not to be disseminated to any other person without the prior written consent of the [redacted]. The information is being provided to you on a confidential basis and is not to be disseminated to any other person without the prior written consent of the [redacted].

The information is being provided to you on a confidential basis and is not to be disseminated to any other person without the prior written consent of the [redacted]. The information is being provided to you on a confidential basis and is not to be disseminated to any other person without the prior written consent of the [redacted].



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TIN. NO : 33460948062
CST. NO : 1247998
Services Tax : AAGCM2001ES0001

Letter of Appointment (Internship)

09-Nov-2020

Zeenath Begum. N
Information Technology
AMS College, Avadi.

Dear Zeenath Begum. N,

We are delighted to offer you an Internship position as Software Development Engineer (Intern).

You will report to the Company immediately after the successful completion of the course.

The Minimum duration of the Internship is for a duration of 3 Months.

Upon successful Completion of Internship, based on your performance and your academic completion we will offer you a permanent employment.

For mcAMDOIS Tech Solutions Private Limited



N. Shanawaz Begum
Director- Human Resource

Agreed & Accepted

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

mcAMDOIS Tech Solutions Private Limited

No. 12, Gandhi Nagar, 1st Street, Selaiyur, Chennai 600 073. Tamil Nadu, INDIA. +91 44 4625 0099 (India) +1 347 - 2013918 (USA)
www.mcAMDOIS.com





SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering

Date: 20-March-2021

Dear Sarbudeen Kather S (B.tech-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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, 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).

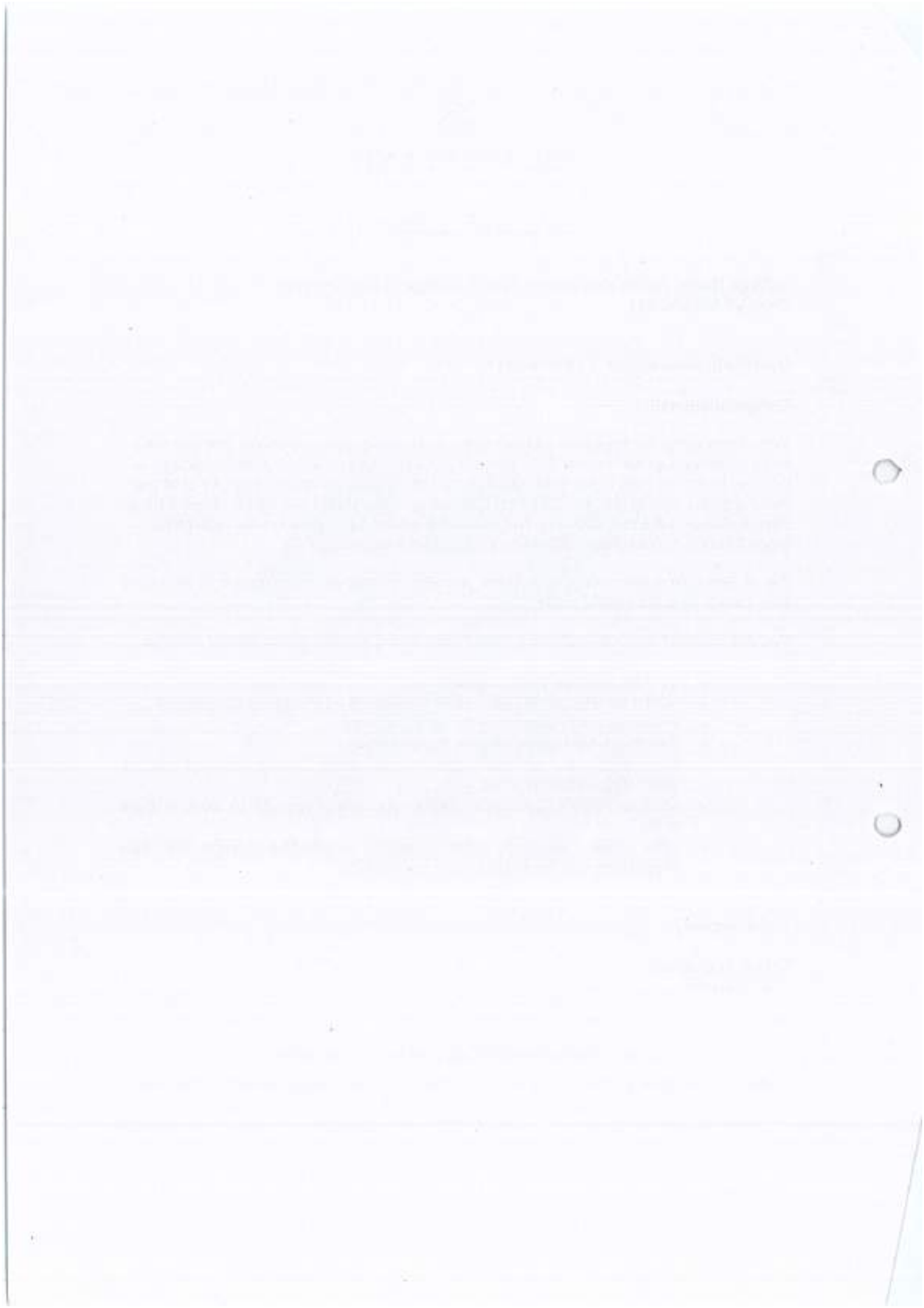
Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**





SUTHERLAND

PROVISIONAL OFFER LETTER

**College Name: Aalim Muhammed Salegh College of Engineering
Date:25-April-2021**

Dear Waseeq Ahmed T (B.Tech(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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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

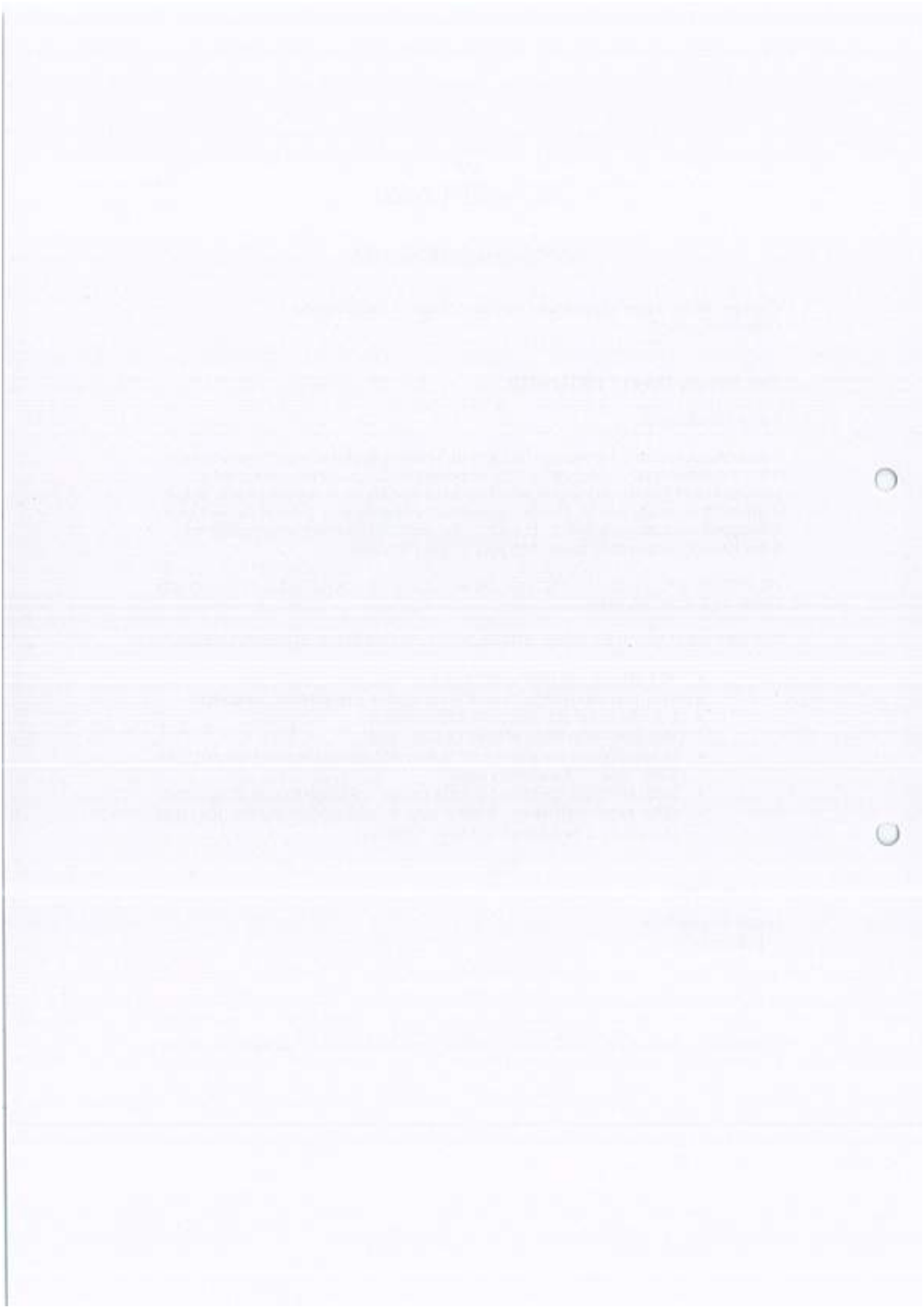
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- 10th,12th and UG/PG education certificates – (whichever completed)
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- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, 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**

This is digitally generated soft copy hence signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



**ELECTRONICS & COMMUNICATION
ENGINEERING**

EXPERIMENTAL

RESULTS AND DISCUSSION





Date: 04.02.21

Dear Abdul Arsath 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 this 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,



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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 have received.

Name: Mr. Abdul Arsath S

Signature:

Date of Signature:

A handwritten signature in green ink, appearing to be 'A. S.', written over a large, faint circular watermark.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Employment Agreement

1. Employment-RelatedParticulars

You are designated as **AI Prompt Engineer** and your employment will commence on **07.06.2021 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, Emerald G.K.S Towers, Poonamallee High Road, Pурсaiwakkam 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 3 months 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. Any changes 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 this purpose.


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 created 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's Certificate (Original)
- b) Master's Certificate (Original)
- c) Aadhar Card (copy)
- d) Pan Card & Bank account details
- e) 1 Passport size Photo
- f) Pay Slip from previous employer.

Accepted,
Signature:

Name: **Mr. Abdul Arsath S**


Date of Signature:

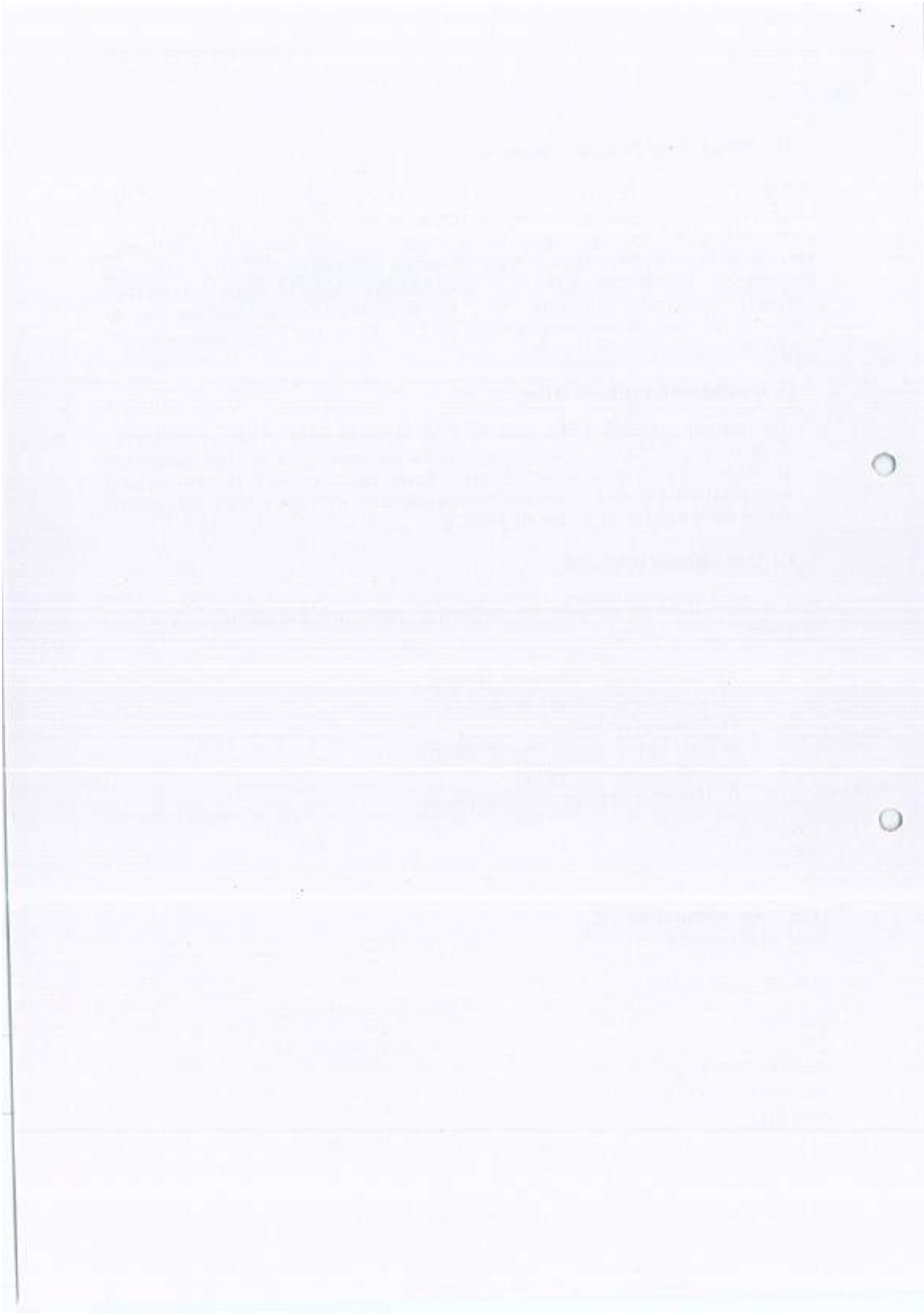
Authorized Signatory,

Nandhini R

Manager-HR Dept,
Kappsoft Systems Pvt. Ltd,

Chennai.


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date:25-April-2021

Dear Abdul Malick (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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

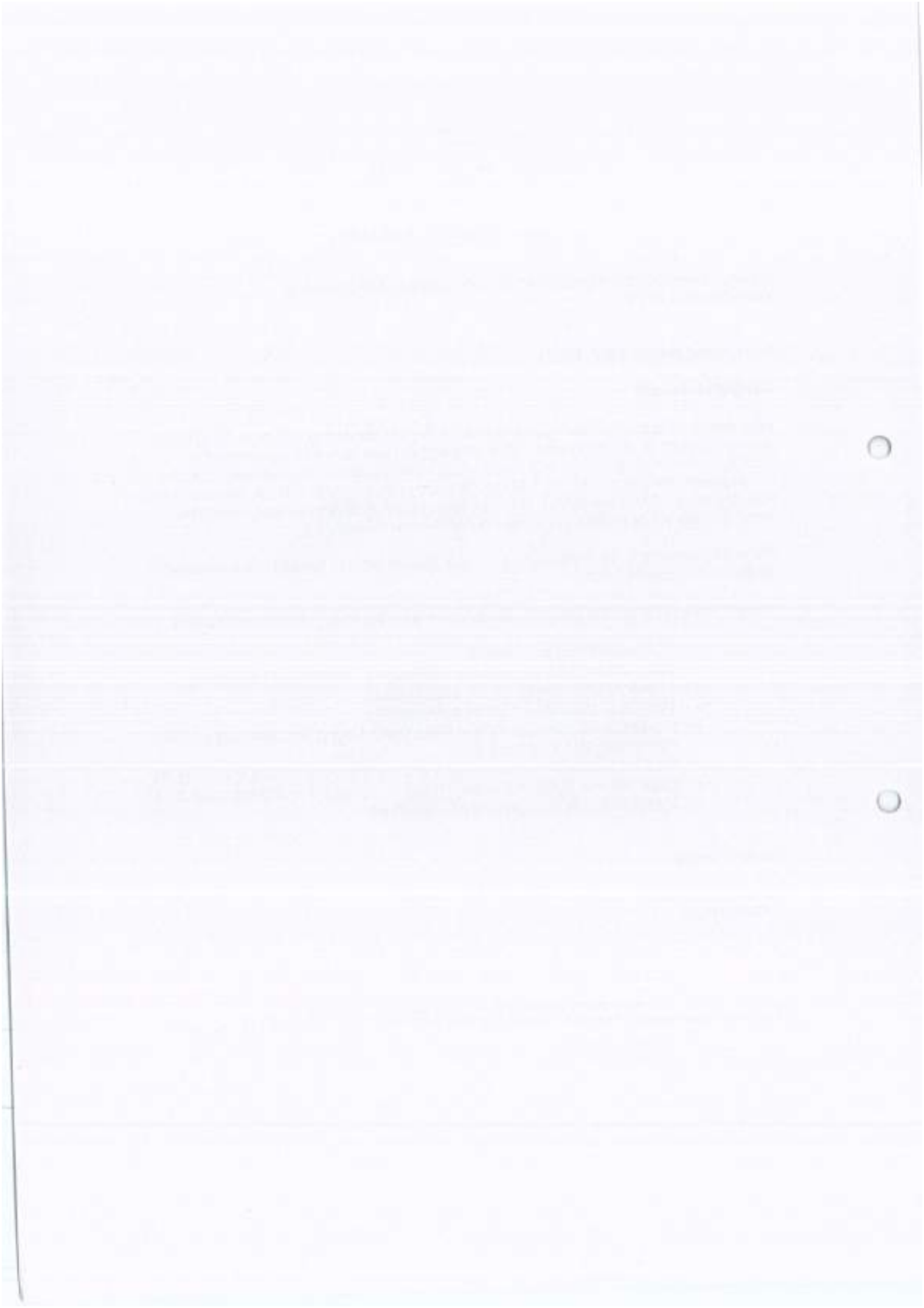
- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- 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

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063





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22nd May 2021

Personal & Confidential

Mr. B. Abdur Rahman,
S/o. Mr. A. Basheer,
No.4/58B, Pallivasal Street,
Sambankulam,
Tenkasi - 627 412.

Sub: - Letter of Appointment

With reference to the discussion we had with you, we are pleased to appoint you as Graduate Engineer Trainee in our factory at Guduvancherry under the following terms and conditions:

1. Commencement Date

Your date of appointment will be effective from 22nd May 2021.

2. Salary and Benefits

Salary and benefits are detailed in Annexure attached herewith. Your Compensation package includes an annual Salary of Rs. 2,88,000 /- subject to deduction of Tax at source.

3. Place of work

Your initial employment location will be in Guduvancherry near Chennai. However, your services are transferable to any place in the country or abroad or to any of the company's associate or sister concern or its subsidiary client location, at the sole discretion of the management.

4. Working Hours

The shift timings will be based on process / program requirement as and when explained.

5. Job Assignment/Reporting

In your assignment, you will be responsible for the duties of a Graduate Engineer Trainee in our assembly shop, as more particularly laid out in the job description for this position. You will report directly to the manager nominated by the management.

PNEUMATIC VACUUM ELEVATORS AND LIFTS-INDIA PVT. LTD.

Regd. Office: #4/379, Ram Garden, Anna Salai, Palavakkam, Chennai. Tamil Nadu-600 041.

Factory & Sales Office: Ward No. 1/B, Nellikuppam Road, Karanai Puducherry, Guduvancherry, Chengalpattu Dist.-603 202.
CIN: U36999TN2019FTCL32890, PHONE: +91 98400 68789; E-mail: noor@vacuumelevators.com; GST: 33AAKCP9030C120

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AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



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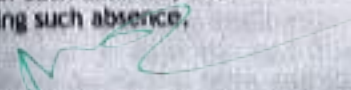
6. Probation, Confirmation & Termination

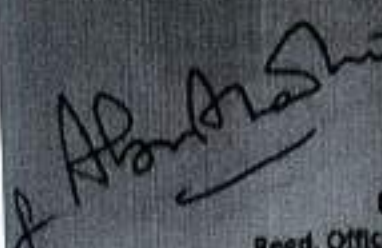
- 1) You will be on probation for a period of 6 (Six) months from the date of your appointment, where after, if your services are found satisfactory, you will be confirmed by means of a written intimation. The management reserves the right to reduce, dispense with or extend your probation period at its absolute discretion.
- 2.1. During the probation period or the extended period of probation, an Employee will be liable to be discharged from the company's services at any time with 7 days prior notice and without assigning any reason. An Employee also bound to provide the company with 7 days notice during which period he / she may have to actually work. The company does not encourage adjusting notice period against either leave or forfeiture of salary.
- 2.2. Upon confirmation your services are liable to be terminated by the company after providing you two month's notice or payment of basic salary in lieu thereof. You shall also be bound to provide the company with two months' notice prior to Resignation during which period you may have to actually work. The said period will not be adjustable either against leave or forfeiture of salary.
- 2.3. If the exigencies of work so require, the company may not relieve you earlier than the expiry of the entire period of notice. It shall, however, be open to the company to accept your resignation with effect from any date earlier than the one offered by you in your resignation letter.
- 2.4. The company will have the right to terminate your employment without notice or payment of salary in lieu thereof if:
 - You commit any breach of your duties and responsibilities under this contract of service.
 - You are guilty of any gross default or misconduct, which contravenes the expressed or implied conditions of your employment; and
 - You commit breach of any of the terms of clause 8 of this appointment letter.

7. Absence without Notice

Absence without leave or remaining absent beyond the period of leave originally granted or subsequently extended, shall result in voluntary termination of your employment without any notice unless you

- 1) Return to work within 3 days from the commencement of such absence, and
- 2) Provide satisfactory explanation to management regarding such absence.


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CIN: U36999TN2019FTC132890. PHONE: +91 98400 88789, Email: noor@vacuumelevators.com; GST: 33AAKCP9030C120



8. Non-Disclosure Agreement

During the course of your employment with us you will have access to confidential/proprietary information about the organization, its clients, its business transactions, and associated companies. You shall not during your course of Employment and two years after you have ceased to be in the employment of this organization, disclose such confidential/proprietary information to any third party and /or any unauthorized person.

All notes and memoranda pertaining to this organization trade secrets and confidential/proprietary information made by or acquired by you during the course of your employment shall at all times remain the property of this organization. Upon termination of your employment, you shall return all notes/memoranda and any copies thereof to organization that you may have obtained during the course of your employment.

You are obliged to sign a non-disclosure agreement specific to a particular client as and when required by organization.

Prior to joining organization, you will ensure that you will be free from any contractual restrictions preventing you from accepting this offer or starting work on the joining date.

9. Employment Regulations

Whilst employed with the company:

- You will not engage in any trade or profession or undertake any employment, full or part-time, while in the service of the Company;
- You will have no objection to working extra hours in the morning and/or the evening according to the requirements of the job.
- You may be selected and sponsored by the Company for familiarization/training assignments with the Company's technical collaborators or any other institutions/organizations in India and/or abroad. You will diligently and beneficially take part in such assignments. The cost of Such training, including the travel fare and related expenses, will be borne by the Company subject to agreements to be drawn up and signed between the Company and you. Such agreements will be specifying the minimum period you will be required to serve the Company after completing the training and providing for payment of liquidated damages by you to the Company proportionate to the time period of service remaining to be rendered, in the event you voluntarily terminate the contract of service or this appointment, as the case may be, prior to the expiry of the agreed period of service referred to hereinabove;
- You will carry out your duties with diligence and loyalty at all times, keeping the Company's interest paramount;
- You shall not under any circumstances either directly or indirectly, receive or accept for your benefit any commission, rebate, discount or profit from any person, company or firm having business transactions with Organization
- During your employment, you will be bound by the Company's Rules and Regulations framed and enforced from time to time. The Company reserves the right to amend or alter the said Rules and Regulations at its discretion, without any notice thereof, and these will be deemed as Rules and Regulations in terms of your employment;

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Factory & Sales Office: Ward No. 1/8, Nellikuppam Road, Karanai Pudukkottai, Guduvanchery, Chengalpattu Dist.-603 202.

Call: 032299712019FTC132890, PHONE: +91 98400 68789; E-mail: noor@vacumelevators.com; GST: 33AAKCP9030C120

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- The Company shall verify the facts stated by you in your resume submitted during the interview process. If any of the facts stated therein are found to be false, your services will be terminated immediately without any notice or any compensation in lieu of the notice period;
- This appointment letter is governed by and shall be construed in accordance with the laws of India, and both parties to this appointment letter shall submit to the exclusive jurisdiction of the Indian Courts. This appointment letter contains the entire understanding between the parties and supersedes all previous agreements and/or arrangements relating to employment with the organization. Any amendment or modification to this appointment letter shall be made in writing and signed by both the parties.
- The terms and conditions of service are confidential and may not be disclosed to or discussed with anyone;
- You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by the company to assign such duties and responsibilities;
- You will be required to apply and maintain highest standards of personal conduct and integrity and comply with all company policies and procedures. All acts subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation, etc. would warrant strong disciplinary action from the company.
- The emoluments/benefits due to you will be liable / subject to deduction of income tax in accordance with the provisions, of the Income Tax Act and Rules made there under as also other applicable laws, if any, as may be in force from time to time.

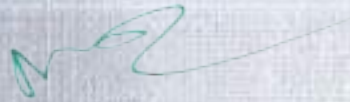
10. Retirement


You will automatically retire from the service of the company on attaining the superannuating age of 60 years.

11. Date of Joining

At the time of joining please submit the following documents:

- a) Proof of compensation last drawn Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C) (Two Copies)
- b) Original Academic Certificates (all from 10th to Highest)
- c) Original Resignation Letter with acknowledgement
- d) Relieving letter from previous employer (Original)
- e) Proof of compensation last drawn (3 Months - Original)
- f) Six passport size photographs (Recent)
- g) Copy of your AADHAR Card & PAN Card

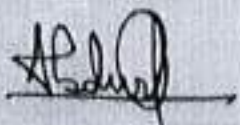

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QIR: U99999TN2019FTC132890, PHONE: +91 98400 68789; E-mail: noor@vacuumelevators.com; GST: 33AAKCP9030C1Z0





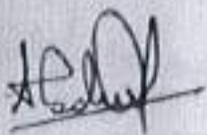
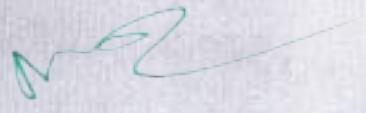
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12. Salary Structure:

S.no.	Description	Monthly	Annual
1	Salary (Basic + DA)	12,000	1,44,000
2	House Rent Allowance	8,000	96,000
3	Traveling Allowance	2,000	24,000
4	Medical Allowance	1,500	18,000
5	Special Allowance	500	6,000
	Gross Earnings	24,000	2,88,000
6	EPF *	0	0
7	ESI *	0	0
8	Gratuity	0	0
9	Bonus **	0	0
	Total	0	0
	CTC	24,000	2,88,000

* EPF ESI: Company's contribution will be applicable from the date of Applicability of the Scheme/Act to the establishment.

** Bonus: Subject to the Payment of Bonus Act.



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13. Acceptance

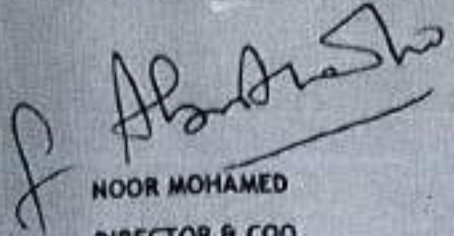
- Please sign and return the duplicate copy of this letter and annexure as a token of your acceptance of the terms and conditions mentioned herein.
- If you fail to indicate your acceptance within a week from the date of the appointment letter, this offer of employment will be deemed to have been withdrawn and cancelled.

All other terms and conditions will be governed by the Company's policies as stated from time to time.

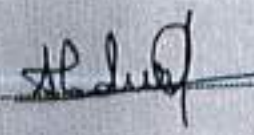
We look forward to your joining us for a long, successful and mutually beneficial association

Yours faithfully

For PNEUMATIC VACUUM ELEVATORS AND LIFTS - INDIA PVT LTD.,

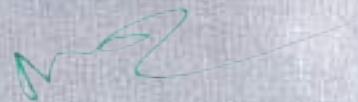

 NOOR MOHAMED
 DIRECTOR & COO

I accept the appointment on the terms and conditions contained herein and will report for duty on 22.05.2021

Signature: 

Name: B. ABDUR RAHMAN

Date: 22/05/2021


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 CIN: U36999TN2019FTC132890, PHONE: +91 98400 68789; E-mail: noor@vacuumelevators.com; GST: 33AAKCP9030C120



OFFER LETTER

Date: September 24, 2021

To,

Mr./Mrs. Abdur Raquib,

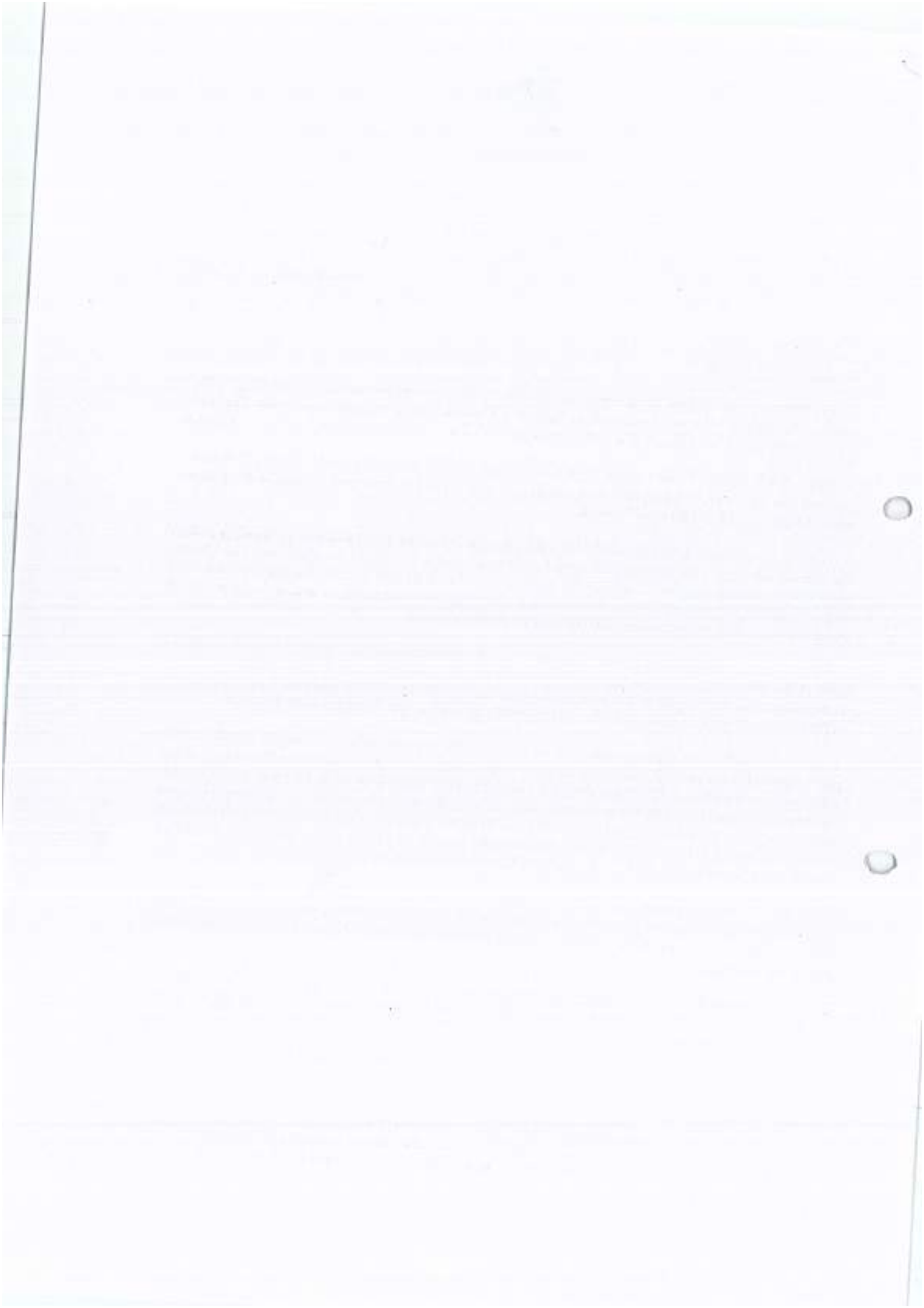
This is with reference to your application and subsequent discussions you had with us, we are pleased to inform you that you have been appointed as **Software Trainee** with effect from **September 27, 2021** in our Company on the following terms and conditions: -

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 27, 2021) 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. (October 01, 2022). 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

REGD. OFFICE: 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
COLLEGE OF ENGINEERING



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 arising 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,

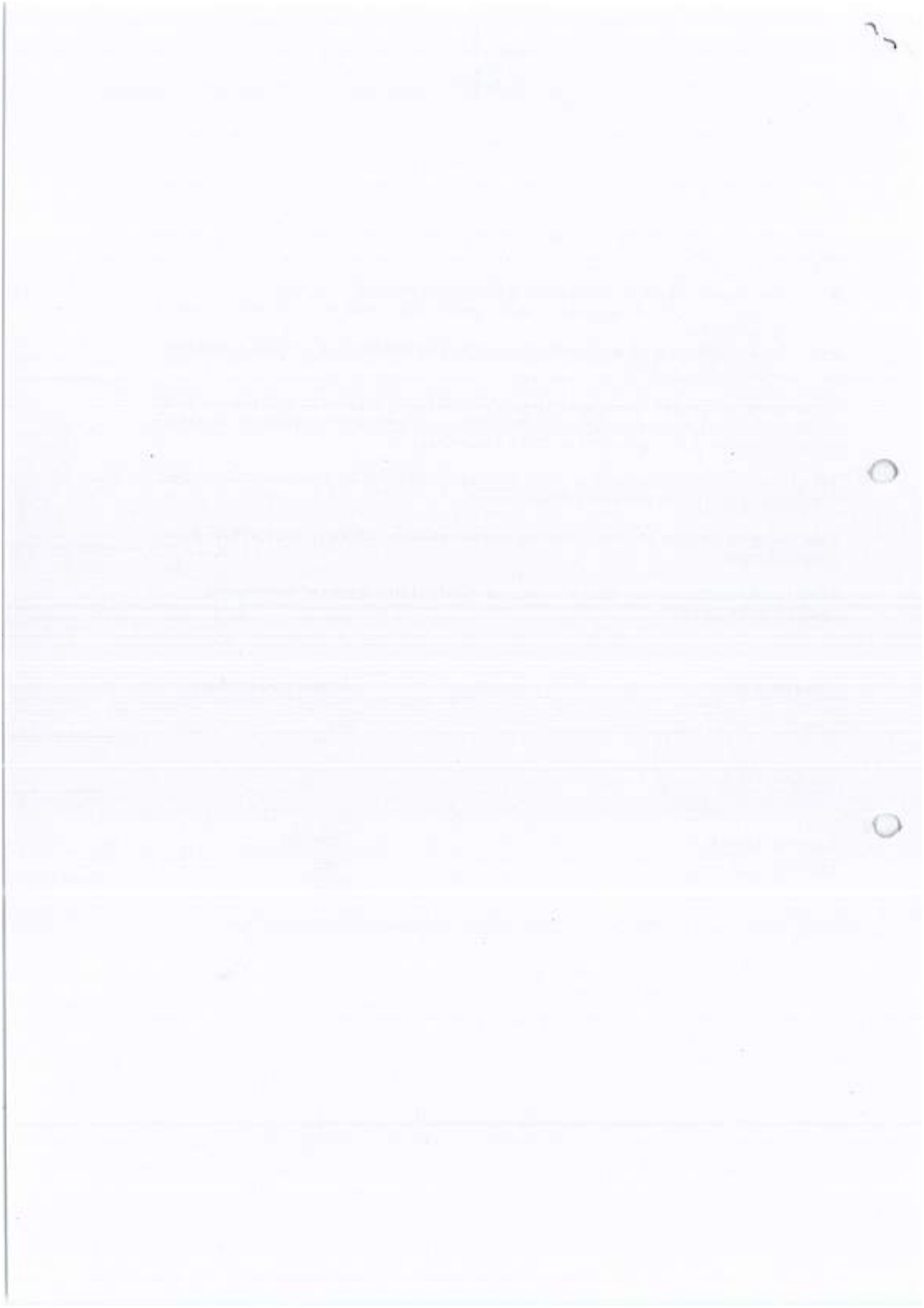
Signature -
Name:
Date:



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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



OFFER & APPOINTMENT LETTER

Offer Release Date: November 22, 2021

Dear Abul Kalam H,
2/138, New Street, Adalaiyur,
Enangudi, Nagapattinam,, Nagapattinam,
Tamil Nadu, India, 609701

Dear Abul Kalam H, service

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (herein referred as "HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **November 23, 2021** at 9:00 A.M at the following address **Chennai-SEZ,SDB5, GF Lab3; 3rd & 4th flr**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure, BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,65,000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of **12 months** from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

HCL TECHNOLOGIES LTD.
Corporate Identity Number: L74140X, 1891FLD140029
Technology Hub, Special Economic Zone
Plot No: 3A, Sector 125, NOIDA 201 304, UP India
T +91 120 6120000 F +91 120 4081030
Registered Office: 806 Sakshari, 96, Nehru Place, New Delhi-110019, India
www.hcltech.com
www.hcl.com

Yours truly,
For HCL Technologies Ltd.



Amrita Das

Vice President, Head-Global Rewards



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 20-March-2021

Dear Aparna 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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, 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).

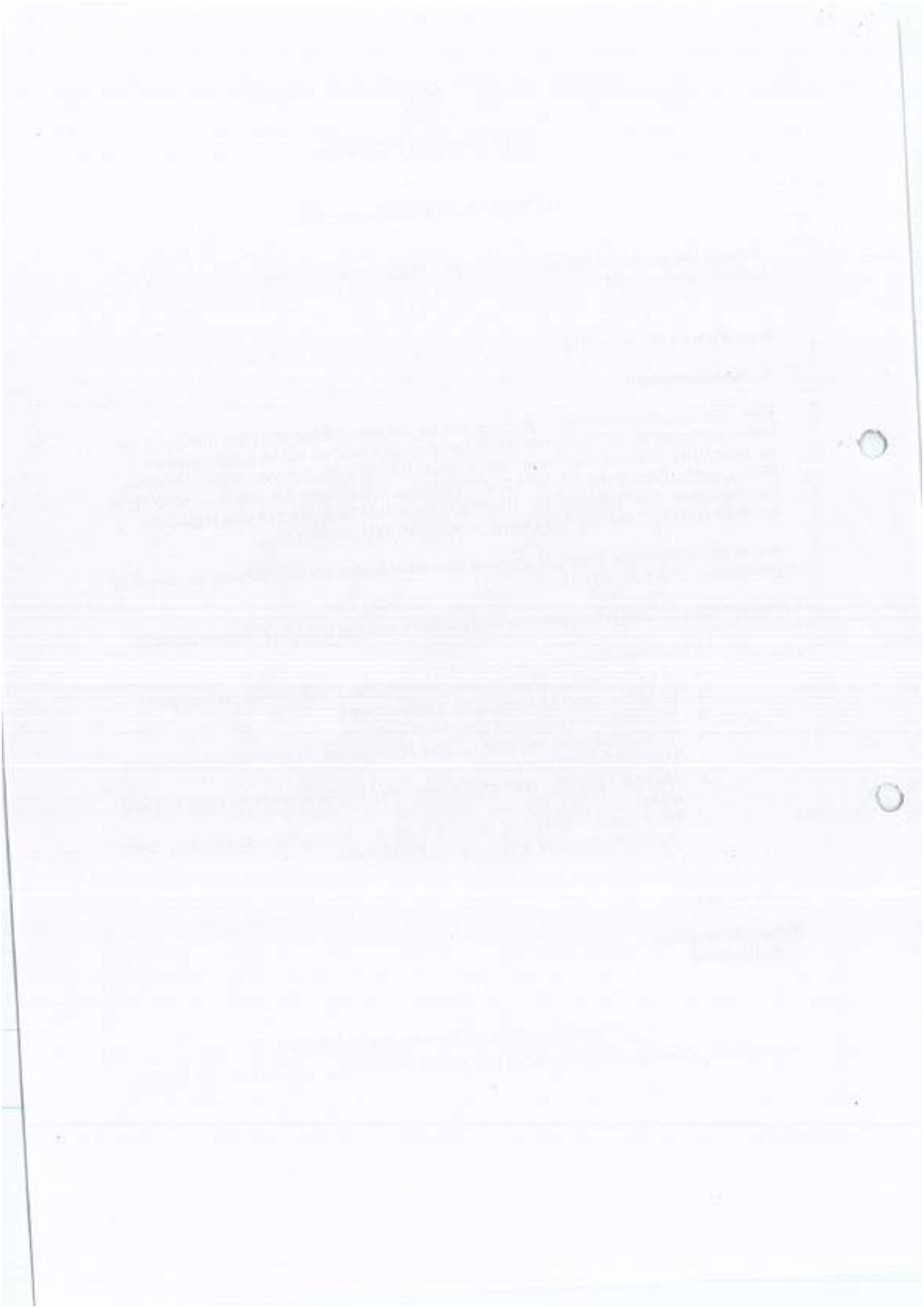
Yours sincerely,

**Talent Acquisition
Sutherland**

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**

This is digitally generated soft copy hence signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



Fwd: Job offer for the position of Graduate Engineer Trainee - Sales

1 message

Ashani AR <ashaniar1998@gmail.com>
To: amsenggplacement@gmail.com

Fri, Dec 10, 2021 at 8:34 PM

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

From: PVE - SYED <syed@vacuumelevators.com>
Date: Mon, 26 Apr, 2021, 11:42 am
Subject: Job offer for the position of Graduate Engineer Trainee - Sales
To: <ashaniar1998@gmail.com>
Cc: PVE - Noor Mohamed <noor@vacuumelevators.com>**Dear Ms. Ashani A.R.,**

We thank you for attending the video call interview on 23rd April 2021.

We are happy to inform you that we would like to have you in our organisation, **M/s. Pneumatic Vacuum Elevators & Lifts India Pvt Ltd.**, a fully owned Subsidiary of the parent company – M/s. Pneumatic Vacuum Elevators LLC., Florida, U.S.A.

We have our factory here in Guduvancherry, India, this is 4th factory of the parent company in the world following Argentina, U.S.A, Spain and now in India. We are representing whole of India , Middle East and few Asian countries.

Please visit our website www.vacuumelevatorsindia.com (or) www.vacuumelevators.com to know more about us.

The below will be the details of the job.

Position : Graduate Engineer Trainee – Sales (G.E.T)**Salary :** Rs. 24,000 /- per month (Detailed split up will be given to you upon your joining).**Work timings :** Straight work timings 9 Am to 5 Pm , Monday to Saturday. As informed to you , you may be required to work outside working hours when you travel to meet the clients.**Leave / Holidays :** As a standard, company provides 10 days of Holidays towards National and Local festivals. Apart from this, you are entitled for 12 days of Casual / Sick leave. You are also entitled for 15 days of leave after completion of 1 year, this is applicable year on year.

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COLLEGE OF ENGINEERING

In this role , you will be reporting to Ms. Sivakami Azhagappan (You have spoken to her during the interview). Ms. Sivakami is currently the Sales Head and she is reporting to me , I , in turn report to Mr. Noor Mohamed , who is the Director & COO . You have also spoken to Mr. Noor Mohamed during your interview).

Job Description :

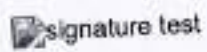
You have been selected for the position of Sales Engineer, however, if the company feels you are suitable for some other role, the company has the rights to change your role on mutual acceptance.

You are required to send us your acceptance of this email and inform us the date of your joining on or before this 28th April 2021.

We look forward to hear from you.

Syed Abuthahir,

General Manager,

signature test

Pneumatic Vacuum Elevators & Lifts – India Pvt Ltd.,

Ward No. 18, Nellikuppam Road,

Karanai Puducherry, Guduvancherry 603202,

Chengalpattu Dist., Tamil Nadu

Mobile : 7550398333

Email : syed@vacuumelevators.com

Web : www.vacuumelevatorsindia.com

2 attachments



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



OFFER LETTER

Date: September 24, 2021

To,

Mr./Mrs. Bharath V.

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 27, 2021** 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 27, 2021) 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. (October 01, 2022). 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 2, Near Ruby Hall Clinic, Pune-411 057, Board: +91 844601 9875

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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 arising 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,

Ragman Begum K
DGM, Human Resources

Acceptance of candidate,

Signature -

Name:

Date:

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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



PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 25-April-2021

Dear Dinesh P (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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Date: 04.02.21

Dear Fahima Begam 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 this 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,



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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 have received.

Name: Miss. Fahima Begam M

Signature:

Date of Signature:

A handwritten signature in blue ink, appearing to be 'A.M. Salegh', written over the printed name of the principal.

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COLLEGE OF ENGINEERING



Employment Agreement

1. Employment-RelatedParticulars

You are designated as **AI Prompt Engineer** and your employment will commence on **07.06.2021 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, Emerald G.K.S Towers, Poonamallee High Road, Pурсaiwakkam 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 3 months 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. Any changes 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 this purpose.

A handwritten signature in blue ink, appearing to be 'AALIM MUHAMMED SALEGH'.

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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 created 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.

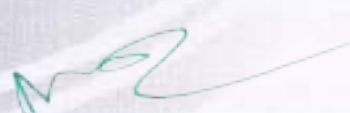
- a) Bachelor's Certificate (Original)
- b) Master's Certificate (Original)
- c) Aadhar Card (copy)
- d) Pan Card & Bank account details
- e) 1 Passport size Photo
- f) Pay Slip from previous employer.

Accepted,
Signature:

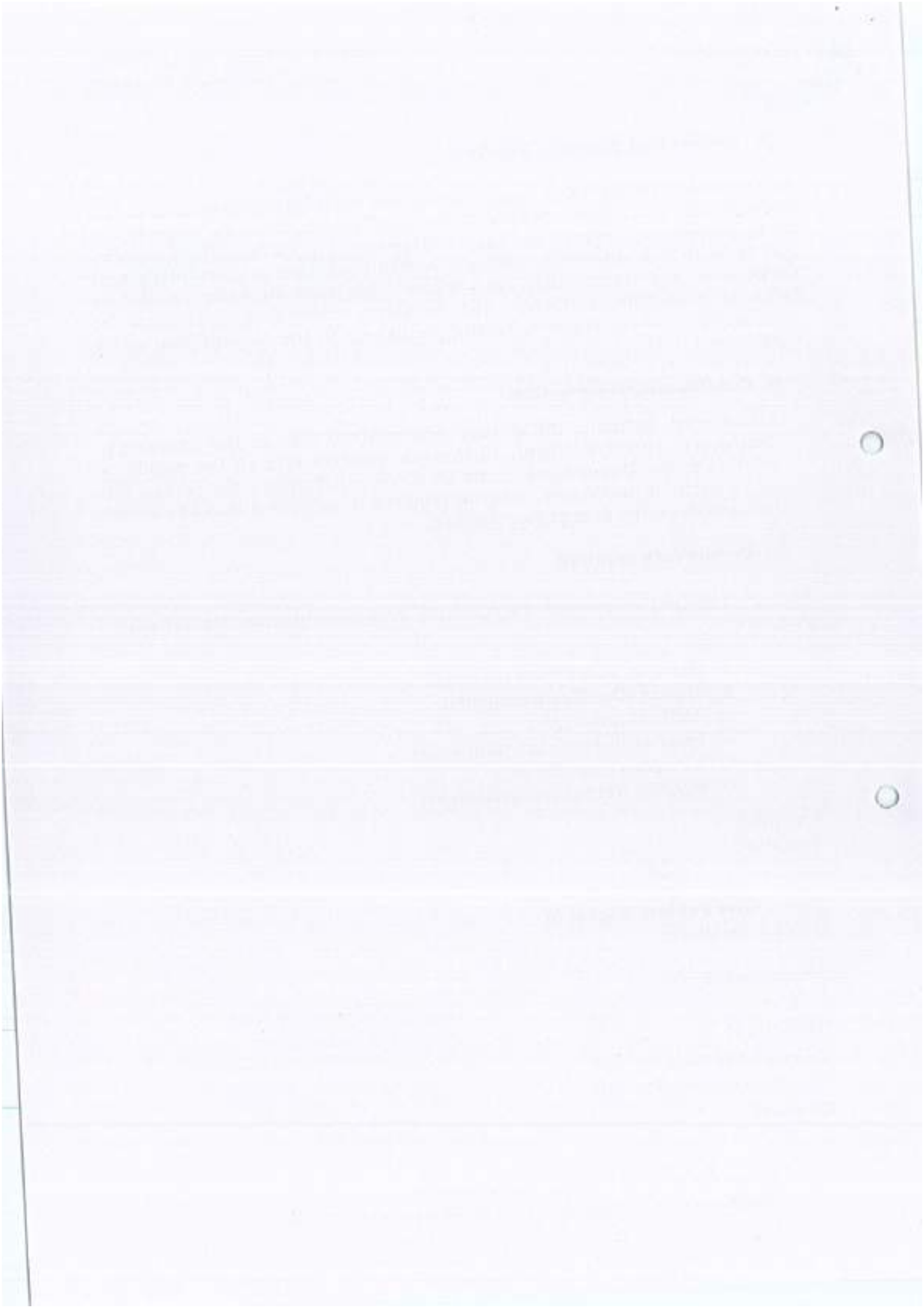
Name: **Miss Fahima Begam M**
Date of Signature:

Authorized Signatory,

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



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Offer: Computer Consultancy
Ref: TCSL/DT20207229569/Chennai
Date: 10/01/2021

Ms. Fariha Parveen S A
No - 5/11 Savari Muthu Street,
Mannady,
Chennai-600001,
Tamil Nadu.
Tel# 91-8056214790

Dear Fariha Parveen S A,

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 ₹3,36,877/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms & Conditions).

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kamarajar Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- 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 ₹5,914/- 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. 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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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 TCS Xplore 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.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

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:

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1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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 expenses towards professional membership as per TCSL's policy.


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RETIRALS

Provident Fund

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

Gratuity

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

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 (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) 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.

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. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. Training Period

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

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 3 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 TCS Xperience 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

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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 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.

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TATA CONSULTANCY SERVICES


Tata Consultancy Services Limited

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

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

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

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


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COLLEGE OF ENGINEERING



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

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

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

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Including termination of traineeship/service without notice.

19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- 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
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) 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 Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

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CO-ORDINATOR ENGINEERING



- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) 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. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. 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.

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.

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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24. Data Privacy Clause:

- (a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.
- (b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.
- (c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.
- (d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.
- (e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.
- (f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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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



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

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GROSS SALARY SHEET

Annexure 1

Name	Fariha Parveen S A
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	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
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	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

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

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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Annexure 2

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

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COLLEGE OF ENGINEERING



Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

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

- (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,
- (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS),
- (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,
- (d) Customer and prospective customer lists, and
- (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING¹⁵

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2. Associate's Obligations

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

3. Intellectual Property Rights

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

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4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

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

8. No License

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

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9. Equitable Rights

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

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. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

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

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

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

A handwritten signature in blue ink, appearing to be 'AALIM MUHAMMED SALEGH'.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date:25-April-2021

Dear Faritha 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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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

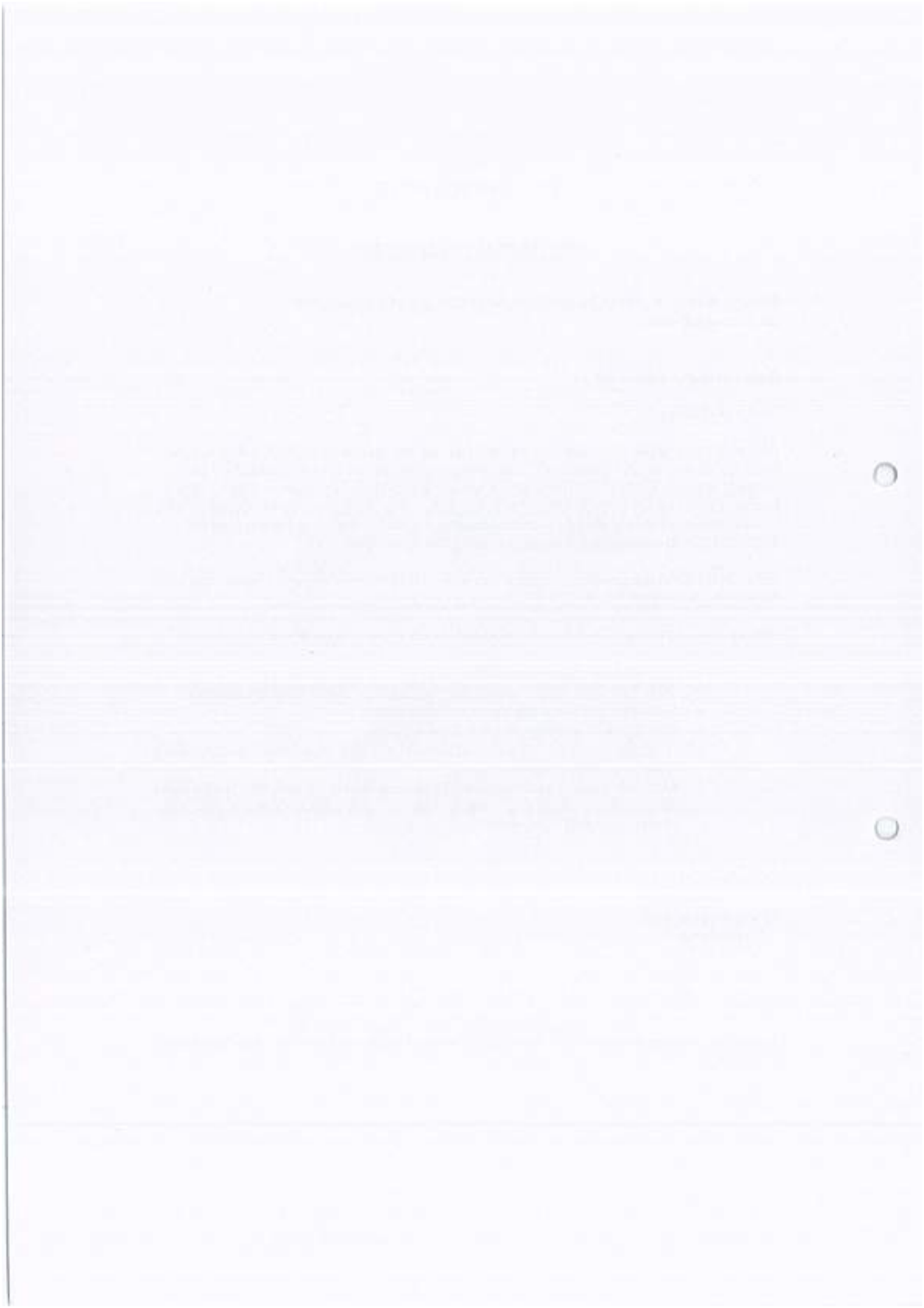
- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- 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
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COLLEGE OF ENGINEERING

This is digitally generated soft copy hence signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063





SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering

Date: 20-March-2021

Dear Fathima 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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, 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

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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Third main paragraph of faint text.

Fourth main paragraph of faint text.

Fifth main paragraph of faint text.

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OFFER LETTER

Date: September 24, 2021

To,


Mr./Mrs. Hassan Fouzan 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 27, 2021** 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 27, 2021) 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. (October 01, 2022). 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

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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



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 arising 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

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AVALON
TECHNOLOGIES
PRIVATE LIMITED

Your global manufacturing partner.

CONFIDENTIAL

Date: 19 07 2021

To

Name : IRBAZ AHMED R

Reg No : 110117106018

College : Aalim Muhammed Salegh College of Engineering

Dear Irbaz Ahmed R

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successful completion of Graduation) under GET Scheme at Avalon Group which spans through a period of 3 years. Please find below the Salary details.

Year (Beginning)	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:

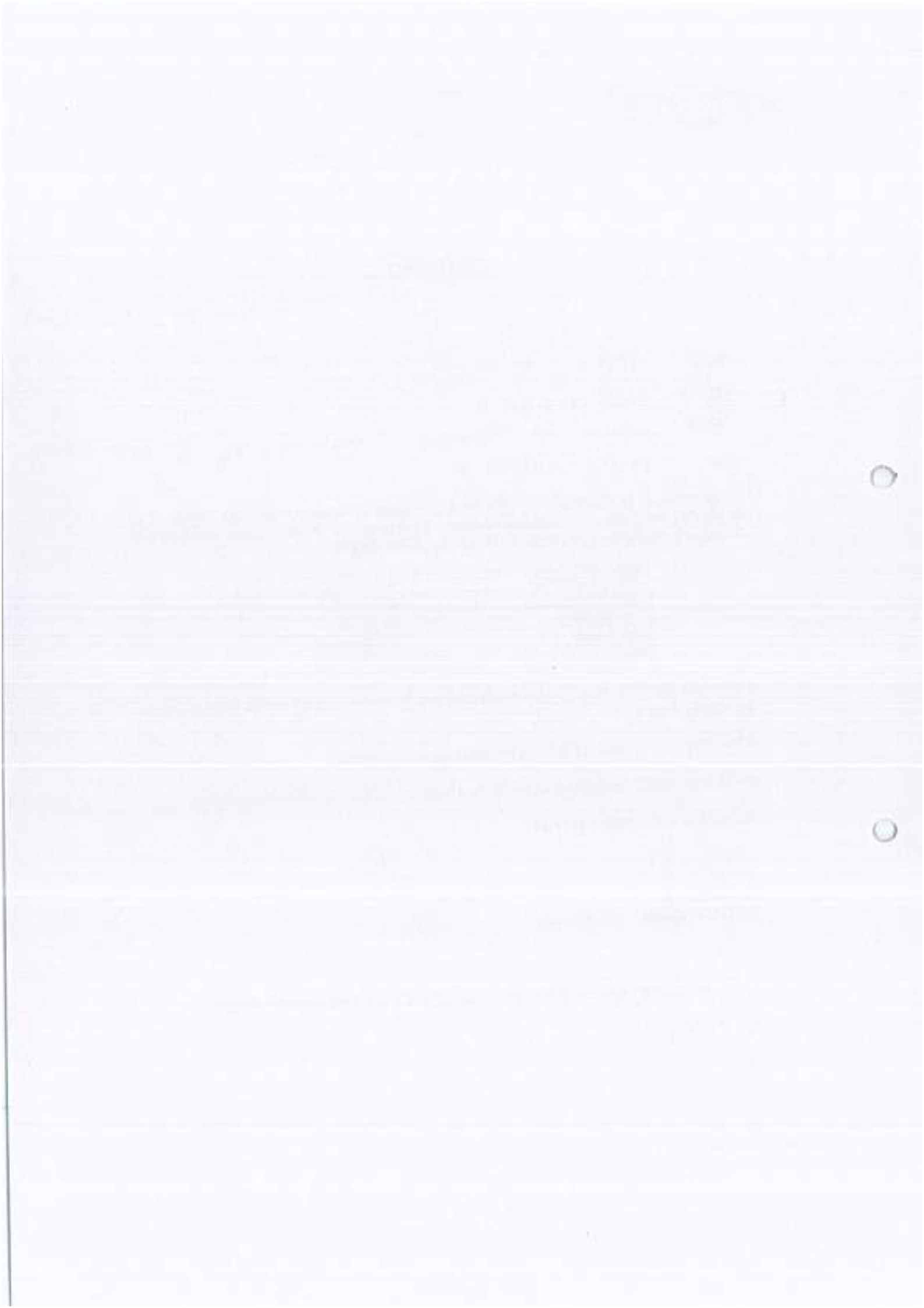
Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Reg. Office : "TPI BLOCK" 87, First Main Road, MEPZ-SEZ, Tambaram, Chennai - 600 045.

Corporate Identification Number : U30007TN1999PT6043479

Tel : 91-44-4222 0400 Fax : 91-44-2262 0097 E-mail : info@avalontec.com Company Website : www.avalontec.com





July-2021

Ms. Jabeen
No. 293, Thiruvalluvar Nagar,
Thiru Dist Road, Sevappet,
Tiruvallur - Dist

Dear Jabeen,

Thank you for your interest in AVA SOFTWARE Pvt. Ltd. Subsequent to our discussion with you, we are delighted to extend you an offer to join AVASOFT. We believe you can play an important role in our rapid growth and success and look forward to welcoming you to the AVASOFT family.

Position

You will be undergoing an internship with AVASOFT for a period of 6 months and you will be designated as Trainee Engineer and will be paid a stipend of Rs.10,000/- per month subject to PF & ESI from the date of joining. After successful completion of your internship, you will be designated as Software Engineer and your CTC would be Rs. 3.5/- Lakhs per annum (Rupees Three Lakhs and Fifty Thousand only) is inclusive of basic salary, HRA, medical and regular conveyance which is effective from the date of employment.

Probation

You will be on probation from your date of joining for a period of twelve months as Software Engineer. You will continue to do so until the company confirms your services in writing, based on your conduct and performance during this period meeting the standards of the company.

Compensation

Your total cost to AVASOFT will be Rs. 3.5/- Lakhs per annum (Rupees Three Lakhs and Fifty Thousand only) subject to Tax deduction. Further details are furnished in Annexure-1

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Confidentiality and Non-Disclosure

You are expected to maintain utmost secrecy in regard to the affairs of the company and shall keep confidential all information, instruments, documents, etc. relating to the company that may come to your professional knowledge during your assignment with the company.

Conflict of interest Guidelines.

You shall diligently adhere to the following guidelines and policy of the company and to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly, you must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the company

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors, and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours (discussed during the interview) as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.

A handwritten signature in blue ink, appearing to be "AALIM MUHAMMED SALEGH", is written over a light blue horizontal line.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leave Eligibility:

You are entitled to Leave benefits during your employment with the company. Annual Eligibility of Earned Leave will depend on the length of service of the associate. Associates are also entitled to sick leave and any associate shall be entitled to maternity/paternity leave and benefits specific to gender. Detailed terms and conditions relating to leave eligibility is provided as relevant policies on the intranet. All these policies are subject to change and you shall abide by the updated policies.

Health Insurance

The Company will insure you, your spouse, and a maximum of 2 Children as dependents for Hospitalization as per the policy for an amount of Rs.2,00,000/-per annum per individual. Details would be made available on joining.

Termination & Recovery

- (i) The Company may terminate this contract and the Employee's employment at any time.
- (ii) Upon termination of employment with the company, the Employee shall forthwith return to the company all the assets and property of the company i.e., documents, files, books paper, memos, or any other property of the company in your possession or under Employee control.
- (iii) The employee shall commit to be in the employment of the company at least for a period of 24 months, considering the substantial expenditure incurred by the Employer Company in India and Overseas towards training/certification on Employee's account. In case if any employee decides to resign any time after the 1st month of internship/training Period without serving the 24 months service with us as a full-term employee after completing 6 months internship, the Employee shall be liable to compensate the Employer a sum of Rs. 1,50,000/- (Rupees One Lakh and Fifty thousand Only) to cover the loss incurred by the Employer in recruiting/training Employee and for similar expenses to be incurred by the Employer on another person to be inducted as successor in the office and considering disruption in continuity in the office, failing which will lead to legal action.



(iv) Employee undertakes that he/she will not take up any other employment while he/she is under the contract and further undertakes to obtain prior consent from the Company before taking up any other employment.

(v) In case wherein the employee resigns within a period of 24 months from the date of Joining, the entire amount of expenses reimbursed/buy out cost/Joining Bonus/relocation expense/Certification cost paid to him/her will be recovered as part of the full and final settlement.

Non – Competition

(a) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not hire or attempt to hire any current employees of Company.

(b) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not solicit business from current clients or clients who have retained the Company in the 2 years period immediately preceding the employee's termination.

Notice Period

The employee may terminate the contract of employment by giving 3 months written notice to the Company. The waiver of notice period fully or partially is at the Company's sole discretion. However, Company will also be entitled to terminate the contract of employment without assigning any reasons thereof.

Pre-Employment Screening:

The employment offer is contingent upon the satisfactory outcome of the pre-employment screening activities (including background checks, reference check of former employment/s or such other checks as may be deemed right by the company). Please be advised that company's policy provides that misrepresentation of an individual's qualifications, credentials etc. in securing employment at the company may be grounds of dismissal with immediate effect.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Professional Ethics:

As an organization which believes in professionalism and performance every employee will be expected to uphold professional ethics when dealing with company's money, material, documents and assets, and violation of the Company's code or leakage of the Company's trade/business secrets that is directly or indirectly attributable to the concerned person. If you are found guilty, at any point of time, of moral turpitude or dishonesty in dealing with the Company's money, material, or documents or of theft of misappropriation regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this letter. Also, you would be liable to pay the damage quantified by the Company for breach of any terms and conditions mentioned in this letter. You shall not divulge, communicate, or pass on any information, secrets which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. Company information on devices, media, social media, e-mail, fax, printout or photos need to be handled with strict confidentiality. You shall not communicate, in any manner, any information regarding your remuneration/terms of employment to any other employee of the company except your immediate superior. Indulgence in such activities or any violation of this norm shall lead to termination of your service immediately and will be taken proper legal actions.

A handwritten signature in blue ink, appearing to be "A. M. Salegh", is written over the typed name.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Dispute

Any dispute that arises between parties will be referred to the Sole Arbitrator appointed by the Employer and the same is governed by the Arbitration and conciliation Act 1996. Any dispute between us and employee will be handled in Chennai courts only.

Upon joining you will be expected to follow the 'Employment terms and conditions' document with us which will outline the basic expectations from employees.

Kindly sign the copy of this letter as a token of your acceptance and return it to the undersigned on or before 25th July 2021

Sincerely,

A handwritten signature in black ink, appearing to read "S. Anthea Vicky", is written over a horizontal line.

Anthea Vicky

Human Resources

A handwritten signature in blue ink, appearing to read "A. Muhammed Salegh", is written over a horizontal line.

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**

Compensation Break Up		
Name	Jabeen	
Designation	Trainee Engineer	
A – Base Component		
	Monthly (Rs.)	Annual (Rs.)
Basic	15000	180000
HRA	7500	90000
Total of A	22500	270000
B – Basket of Allowances		
Medical Allowances	1250	15000
LTA	1300	15600
Conveyance	1600	19200
Other Allowance	717	8600
Total of B	4867	58400
C- Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
Total (A+B+C)	29167	350000

For AVA SOFTWARE Pvt. Ltd.,

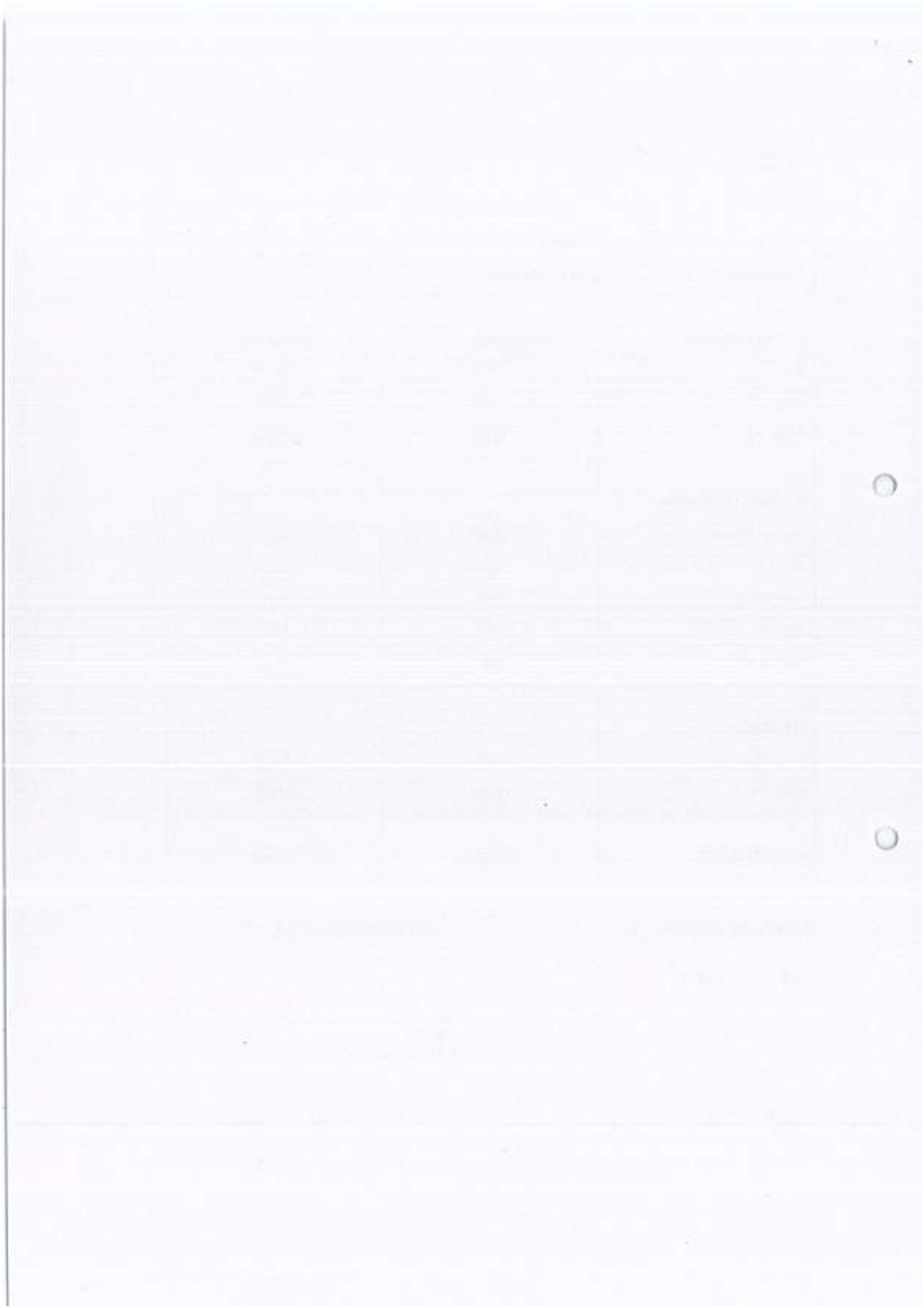
S. Anthea Vicky

Anthea Vicky

Human Resources

To AVA SOFTWARE Pvt. Ltd.,

Jabeen
Trainee Engineer





OFFER LETTER

Date: September 24, 2021

To,


Mr./Mrs. Karthikeyan 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 27, 2021** 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 27, 2021) 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. (October 01, 2022). Exnovations Digital Services LLP, has the discretion to transfer your employment to its sister concern (i.e. **Intellizign 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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PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



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 arising 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

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OFFER LETTER

Date: September 24, 2021

To,

Mr./Mrs. Lokesh N.

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 27, 2021** 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.
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7. The trainee shall abide by the Standing Orders or general rules of the company during the tenure.

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COLLEGE OF ENGINEERING



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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 arising 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

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



OFFER LETTER

Date: September 24, 2021

To,

Mr./Mrs. Manoj 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 27, 2021** 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.
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COLLEGE OF ENGINEERING



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- Does not perform as per the expectations set by the project and training standards continuously for a period of 2 months.

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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

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PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 20-March-2021

Dear Md. Shoaibsharief 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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, 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).

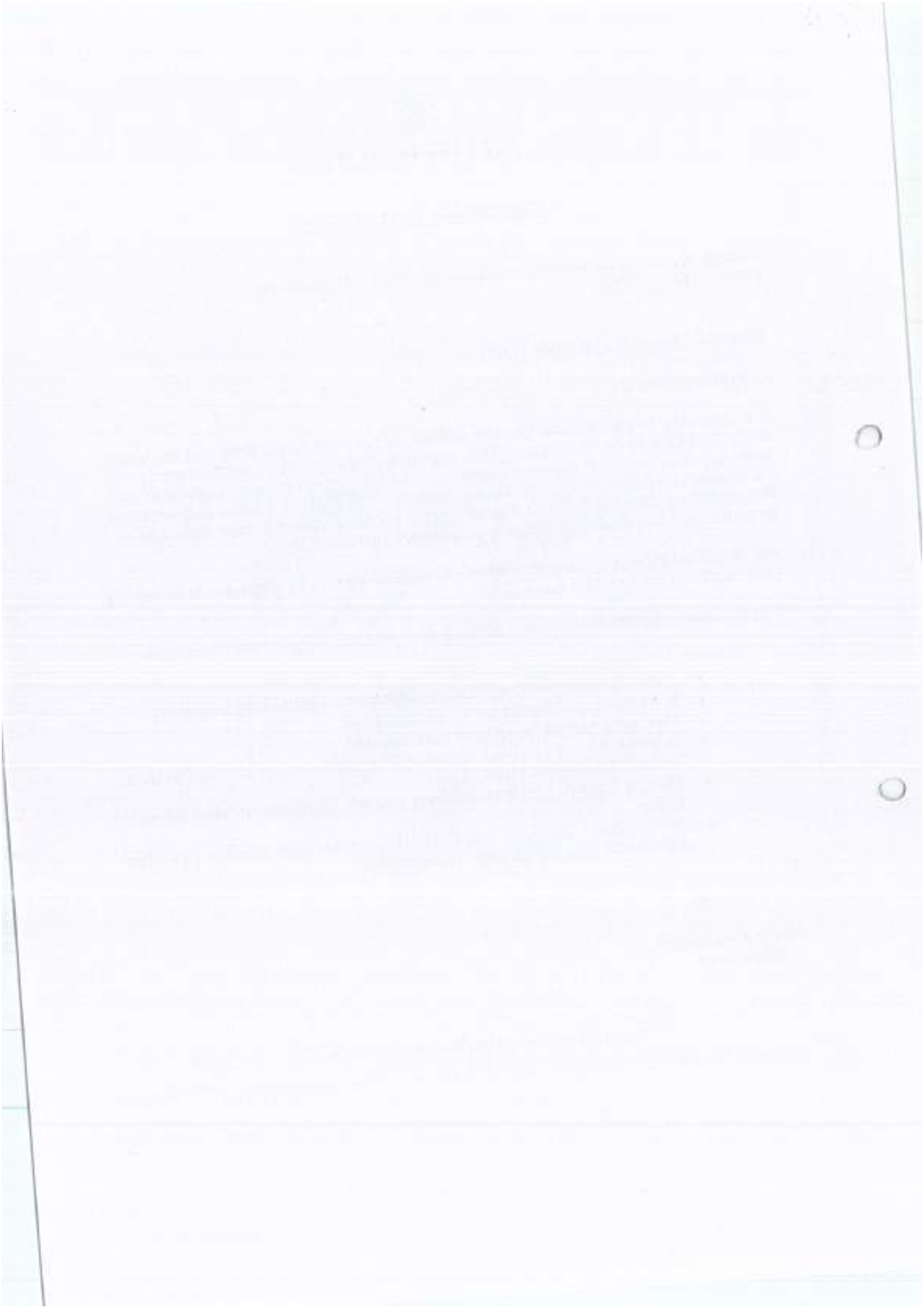
Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**





SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 20-March-2021

Dear Misbah Fathima (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**

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PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date:25-April-2021

Dear Mohamed Ishak 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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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

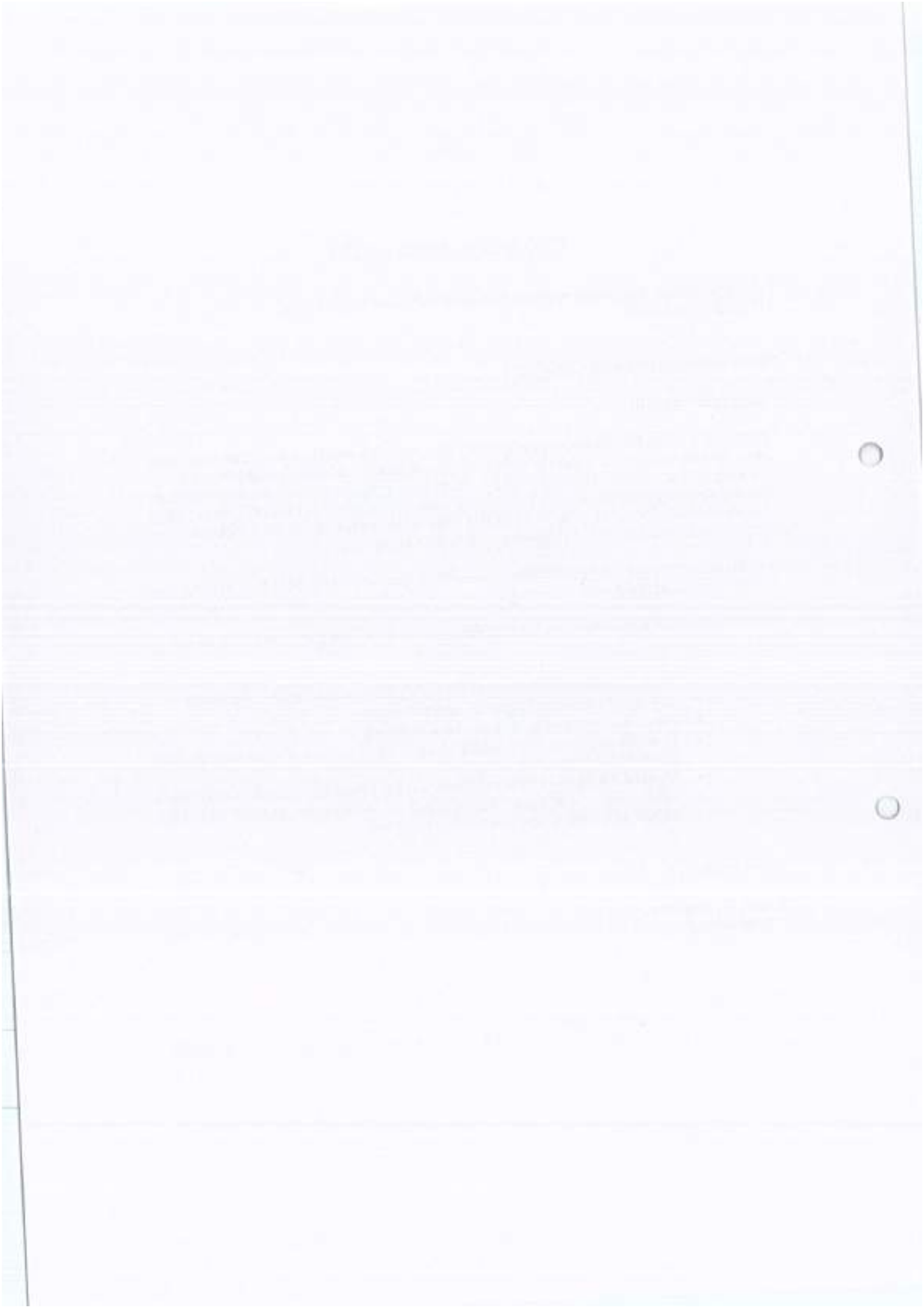
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- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

This is digitally generated soft copy hence signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063





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POWERED BY AIR.

18th May, 2021

Personal & Confidential

Mr. Mohamed Ismail Mihal,
S/o. Shri. Mr. Nazimuddin,
No. 1/570 B, 1st Main Road,
Muthamizh Nagar, Kodungaiyur,
Chennai - 600 118.

Sub: Letter of Appointment

With reference to the discussion we had with you, we are pleased to appoint you as Graduate Engineer Trainee in our factory at Guduvancherry under the following terms and conditions:

1. Commencement Date

Your date of appointment will be effective from 18th May, 2021

2. Salary and Benefits

Salary and benefits are detailed in Annexure attached herewith. Your Compensation package includes an annual Salary of Rs. 2,88,000 /- subject to deduction of Tax at source.

3. Place of work

Your initial employment location will be in Guduvancherry near Chennai. However, your services are transferable to any place in the country or abroad or to any of the company's associate or sister concern or its subsidiary client location, at the sole discretion of the management.

4. Working Hours

The shift timings will be based on process / program requirement as and when explained.

5. Job Assignment/Reporting

In your assignment, you will be responsible for the duties of a Graduate Engineer Trainee in our assembly shop, as more particularly laid out in the job description for this position. You will report directly to the manager nominated by the management.

PNEUMATIC VACUUM ELEVATORS AND LIFTS-INDIA PVT. LTD.

Regd. Office: #4/379, Ram Garden, Anna Salai, Palavakkam, Chennai. Tamil Nadu-600 041.

Factory & Sales Office: Ward No. 1/8, Nellikuppam Road, Karanai Puducherry, Guduvancherry, Chengalpattu Dist.-603 202.

CIN: U36999TN2019FTC132890, PHONE: +91 98400 68789; E-mail: noor@vacuumelevators.com; GST: 33AAKCP9030C1Z0

Mohamed Ismail Mihal

[Signature]

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AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



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6. Probation, Confirmation & Termination

- 1) You will be on probation for a period of 6 (Six) months from the date of your appointment, where after, if your services are found satisfactory, you will be confirmed by means of a written intimation. The management reserves the right to reduce, dispense with or extend your probation period at its absolute discretion.
- 2.1. During the probation period or the extended period of probation, an Employee will be liable to be discharged from the company's services at any time with 7 days prior notice and without assigning any reason. An Employee also bound to provide the company with 7 days notice during which period he / she may have to actually work. The company does not encourage adjusting notice period against either leave or forfeiture of salary.
- 2.2. Upon confirmation your services are liable to be terminated by the company after providing you two month's notice or payment of basic salary in lieu thereof. You shall also be bound to provide the company with two months' notice prior to Resignation during which period you may have to actually work. The said period will not be adjustable either against leave or forfeiture of salary.
- 2.3. If the exigencies of work so require, the company may not relieve you earlier than the expiry of the entire period of notice. It shall, however, be open to the company to accept your resignation with effect from any date earlier than the one offered by you in your resignation letter.
- 2.4. The company will have the right to terminate your employment without notice or payment of salary in lieu thereof if:
 - You commit any breach of your duties and responsibilities under this contract of service.
 - You are guilty of any gross default or misconduct, which contravenes the expressed or implied conditions of your employment; and
 - You commit breach of any of the terms of clause 8 of this appointment letter.

7. Absence without Notice

Absence without leave or remaining absent beyond the period of leave originally granted or subsequently extended, shall result in voluntary termination of your employment without any notice unless you

- 1) Return to work within 3 days from the commencement of such absence, and
- 2) Provide satisfactory explanation to management regarding such absence.

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CIN: U36999TN2019FTC132890, PHONE: +91 98400 68789; E-mail: noor@vacuumelevators.com; GST: 33AAKCP9030C120

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COLLEGE OF ENGINEERING



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8. Non-Disclosure Agreement

During the course of your employment with us you will have access to confidential/proprietary information about the organization, its clients, its business transactions, and associated companies. You shall not during your course of Employment and two years after you have ceased to be in the employment of this organization, disclose such confidential/proprietary information to any third party and /or any unauthorized person.

All notes and memoranda pertaining to this organization trade secrets and confidential/proprietary information made by or acquired by you during the course of your employment shall at all times remain the property of this organization. Upon termination of your employment, you shall return all notes/memoranda and any copies thereof to organization that you may have obtained during the course of your employment.

You are obliged to sign a non-disclosure agreement specific to a particular client as and when required by organization.

Prior to joining organization, you will ensure that you will be free from any contractual restrictions preventing you from accepting this offer or starting work on the joining date.

9. Employment Regulations

Whilst employed with the company:

- You will not engage in any trade or profession or undertake any employment, full or part-time, while in the service of the Company;
- You will have no objection to working extra hours in the morning and/or the evening according to the requirements of the job.
- You may be selected and sponsored by the Company for familiarization/training assignments with the Company's technical collaborators or any other institutions/organizations in India and/or abroad. You will diligently and beneficially take part in such assignments. The cost of Such training, including the travel fare and related expenses, will be borne by the Company subject to agreements to be drawn up and signed between the Company and you. Such agreements will be specifying the minimum period you will be required to serve the Company after completing the training and providing for payment of liquidated damages by you to the Company proportionate to the time period of service remaining to be rendered, in the event you voluntarily terminate the contract of service or this appointment, as the case may be, prior to the expiry of the agreed period of service referred to hereinabove;
- You will carry out your duties with diligence and loyalty at all times, keeping the Company's interest paramount;
- You shall not under any circumstances either directly or indirectly, receive or accept for your benefit any commission, rebate, discount or profit from any person, company or firm having business transactions with Organization
- During your employment, you will be bound by the Company's Rules and Regulations framed and enforced from time to time. The Company reserves the right to amend or alter the said Rules and Regulations at its discretion, without any notice thereof, and these will be deemed as Rules and Regulations in terms of your employment;

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CIN: U36999TN2019FTC132890, **PHONE:** +91 98400 68789; **E-mail:** noor@vacuumelevators.com; **GST:** 33AAKCP9030C1Z0

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



13. Acceptance

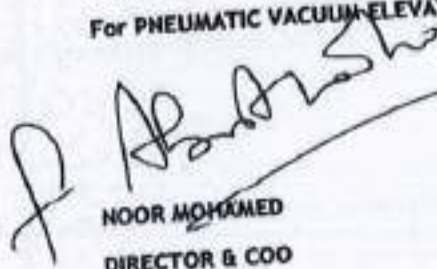
- Please sign and return the duplicate copy of this letter and annexure as a token of your acceptance of the terms and conditions mentioned herein.
- If you fail to indicate your acceptance within a week from the date of the appointment letter, this offer of employment will be deemed to have been withdrawn and cancelled.

All other terms and conditions will be governed by the Company's policies as stated from time to time.

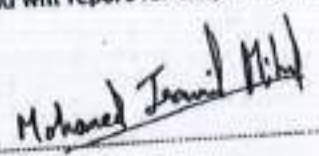
We look forward to your joining us for a long, successful and mutually beneficial association

Yours faithfully

For PNEUMATIC VACUUM ELEVATORS AND LIFTS - INDIA PVT LTD.,


 NOOR MOHAMED
 DIRECTOR & COO


I accept the appointment on the terms and conditions contained herein and will report for duty on 18.05.2021

Signature: 

Name: MOHAMED ISMAEL MIHAL

Date: 18.05.2021

PNEUMATIC VACUUM ELEVATORS AND LIFTS-INDIA PVT. LTD.
 Regd. Office: #4/379, Ram Garden, Anna Salai, Palavakkam, Chennai. Tamil Nadu-600 041.
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 COLLEGE OF ENGINEERING



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- The Company shall verify the facts stated by you in your resume submitted during the interview process. If any of the facts stated therein are found to be false, your services will be terminated immediately without any notice or any compensation in lieu of the notice period;
- This appointment letter is governed by and shall be construed in accordance with the laws of India, and both parties to this appointment letter shall submit to the exclusive jurisdiction of the Indian Courts. This appointment letter contains the entire understanding between the parties and supersedes all previous agreements and/or arrangements relating to employment with the organization. Any amendment or modification to this appointment letter shall be made in writing and signed by both the parties.
- The terms and conditions of service are confidential and may not be disclosed to or discussed with anyone;
- You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by the company to assign such duties and responsibilities;
- You will be required to apply and maintain highest standards of personal conduct and integrity and comply with all company policies and procedures. All acts subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation, etc. would warrant strong disciplinary action from the company.
- The emoluments/benefits due to you will be liable / subject to deduction of income tax in accordance with the provisions, of the Income Tax Act and Rules made there under as also other applicable laws, if any, as may be in force from time to time.

10. Retirement

You will automatically retire from the service of the company on attaining the superannuating age of 60 years.

11. Date of Joining

At the time of joining please submit the following documents:

- a) Proof of compensation last drawn Date of Birth proof certificate (Copy of passport / birth certificate / S.S.C) (Two Copies)
- b) Original Academic Certificates (all from 10th to Highest)
- c) Original Resignation Letter with acknowledgement
- d) Relieving letter from previous employer (Original)
- e) Proof of compensation last drawn (3 Months - Original)
- f) Six passport size photographs (Recent)
- g) Copy of your AADHAR Card & PAN Card

Abbas

Mohamed Ismail Mohd

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12. Salary Structure:

S.no.	Description	Monthly	Annual
1	Salary (Basic + DA)	12,000	1,44,000
2	House Rent Allowance	8,000	96,000
3	Traveling Allowance	2,000	24,000
4	Medical Allowance	1,500	18,000
5	Special Allowance	500	6,000
	Gross Earnings	24,000	2,88,000
6	EPF *	0	0
7	ESI *	0	0
8	Gratuity	0	0
9	Bonus **	0	0
	Total	0	0
	CTC	24,000	2,88,000

* EPF ESI: Company's contribution will be applicable from the date of Applicability of the Scheme/Act to the establishment.

** Bonus: Subject to the Payment of Bonus Act.

A. Abdul Shauq

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Mohamed Ismail Khalil

PNEUMATIC VACUUM ELEVATORS AND LIFTS-INDIA PVT. LTD.
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CIN: U36999TN2019FTC132890, PHONE: +91 98400 68789; E-mail: noor@vacuumelevators.com; GST: 33AAKCP9030C120

July-2021

Mr. Mohammed Safvan A V
Azhuvallappil, Chemmad,
Thirurangadi Post,
Chennai

Dear Mohammed Safvan A V,

Thank you for your interest in AVA SOFTWARE Pvt. Ltd. Subsequent to our discussion with you, we are delighted to extend you an offer to join AVASOFT. We believe you can play an important role in our rapid growth and success and look forward to welcoming you to the AVASOFT family.

Position

You will be undergoing an internship with AVASOFT for a period of 6 months and you will be designated as Trainee Engineer and will be paid a stipend of Rs.10,000/- per month subject to PF & ESI from the date of joining. After successful completion of your internship, you will be designated as Software Engineer and your CTC would be Rs. 3.5/- Lakhs per annum (Rupees Three Lakhs and Fifty Thousand only) is inclusive of basic salary, HRA, medical and regular conveyance which is effective from the date of employment.

Probation

You will be on probation from your date of joining for a period of twelve months as Software Engineer. You will continue to do so until the company confirms your services in writing, based on your conduct and performance during this period meeting the standards of the company.

Compensation

Your total cost to AVASOFT will be **Rs. 3.5/- Lakhs per annum** (Rupees Three Lakhs and Fifty Thousand only) subject to Tax deduction. Further details are furnished in Annexure-1



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Confidentiality and Non-Disclosure

You are expected to maintain utmost secrecy in regard to the affairs of the company and shall keep confidential all information, instruments, documents, etc. relating to the company that may come to your professional knowledge during your assignment with the company.

Conflict of interest Guidelines.

You shall diligently adhere to the following guidelines and policy of the company and to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly, you must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the company

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors, and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours (discussed during the interview) as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.

A handwritten signature in blue ink, appearing to be "AALIM MUHAMMED SALEGH", is written over the printed name.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130
Website: <http://www.avasoft.com>

Leave Eligibility:

You are entitled to Leave benefits during your employment with the company. Annual Eligibility of Earned Leave will depend on the length of service of the associate. Associates are also entitled to sick leave and any associate shall be entitled to maternity/paternity leave and benefits specific to gender. Detailed terms and conditions relating to leave eligibility is provided as relevant policies on the intranet. All these policies are subject to change and you shall abide by the updated policies.


Health Insurance

The Company will insure you, your spouse, and a maximum of 2 Children as dependents for Hospitalization as per the policy for an amount of Rs.2,00,000/-per annum per individual. Details would be made available on joining.

Termination & Recovery

- (i) The Company may terminate this contract and the Employee's employment at any time.
- (ii) Upon termination of employment with the company, the Employee shall forthwith return to the company all the assets and property of the company i.e., documents, files, books paper, memos, or any other property of the company in your possession or under Employee control.
- (iii) The employee shall commit to be in the employment of the company at least for a period of 24 months, considering the substantial expenditure incurred by the Employer Company in India and Overseas towards training/certification on Employee's account. In case if any employee decides to resign any time after the 1st month of internship/training Period without serving the 24 months service with us as a full-term employee after completing 6 months internship, the Employee shall be liable to compensate the Employer a sum of Rs. 1,50,000/- (Rupees One Lakh and Fifty thousand Only) to cover the loss incurred by the Employer in recruiting/training Employee and for similar expenses to be incurred by the Employer on another person to be inducted as successor in the office and considering disruption in continuity in the office, failing which will lead to legal action.

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130
Website: <http://www.avasoft.com>



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



(iv) Employee undertakes that he/she will not take up any other employment while he/she is under the contract and further undertakes to obtain prior consent from the Company before taking up any other employment.

(v) In case wherein the employee resigns within a period of 24 months from the date of Joining, the entire amount of expenses reimbursed/buy out cost/Joining Bonus/relocation expense/Certification cost paid to him/her will be recovered as part of the full and final settlement.

Non - Competition

(a) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not hire or attempt to hire any current employees of Company.

(b) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not solicit business from current clients or clients who have retained the Company in the 2 years period immediately preceding the employee's termination.

Notice Period

The employee may terminate the contract of employment by giving 3 months written notice to the Company. The waiver of notice period fully or partially is at the Company's sole discretion. However, Company will also be entitled to terminate the contract of employment without assigning any reasons thereof.

Pre-Employment Screening:

The employment offer is contingent upon the satisfactory outcome of the pre-employment screening activities (including background checks, reference check of former employment/s or such other checks as may be deemed right by the company). Please be advised that company's policy provides that misrepresentation of an individual's qualifications, credentials etc. in securing employment at the company may be grounds of dismissal with immediate effect.

PRINCIPAL
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COLLEGE OF ENGINEERING

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130
Website: <http://www.avasoft.com>



Professional Ethics:

As an organization which believes in professionalism and performance every employee will be expected to uphold professional ethics when dealing with company's money, material, documents and assets, and violation of the Company's code or leakage of the Company's trade/business secrets that is directly or indirectly attributable to the concerned person. If you are found guilty, at any point of time, of moral turpitude or dishonesty in dealing with the Company's money, material, or documents or of theft of misappropriation regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this letter. Also, you would be liable to pay the damage quantified by the Company for breach of any terms and conditions mentioned in this letter. You shall not divulge, communicate, or pass on any information, secrets which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. Company information on devices, media, social media, e-mail, fax, printout or photos need to be handled with strict confidentiality. You shall not communicate, in any manner, any information regarding your remuneration/terms of employment to any other employee of the company except your immediate superior. Indulgence in such activities or any violation of this norm shall lead to termination of your service immediately and will be taken proper legal actions.

A handwritten signature in blue ink, appearing to be "Aalim Muhammed Salegh", is written over the printed name.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Dispute

Any dispute that arises between parties will be referred to the Sole Arbitrator appointed by the Employer and the same is governed by the Arbitration and conciliation Act 1996. Any dispute between us and employee will be handled in Chennai courts only.

Upon joining you will be expected to follow the 'Employment terms and conditions' document with us which will outline the basic expectations from employees.

Kindly sign the copy of this letter as a token of your acceptance and return it to the undersigned on or before 25th July 2021

Sincerely,

Anthea Vicky

Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Compensation Break Up		
Name	Mohammed Safvan A V	
Designation	Trainee Engineer	
A – Base Component		
	Monthly (Rs.)	Annual (Rs.)
Basic	15000	180000
HRA	7500	90000
Total of A	22500	270000
B – Basket of Allowances		
Medical Allowances	1250	15000
LTA	1300	15600
Conveyance	1600	19200
Other Allowance	717	8600
Total of B	4867	58400
C- Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
Total (A+B+C)	29167	350000

For AVA SOFTWARE Pvt. Ltd.,

S. Anthea Vicky

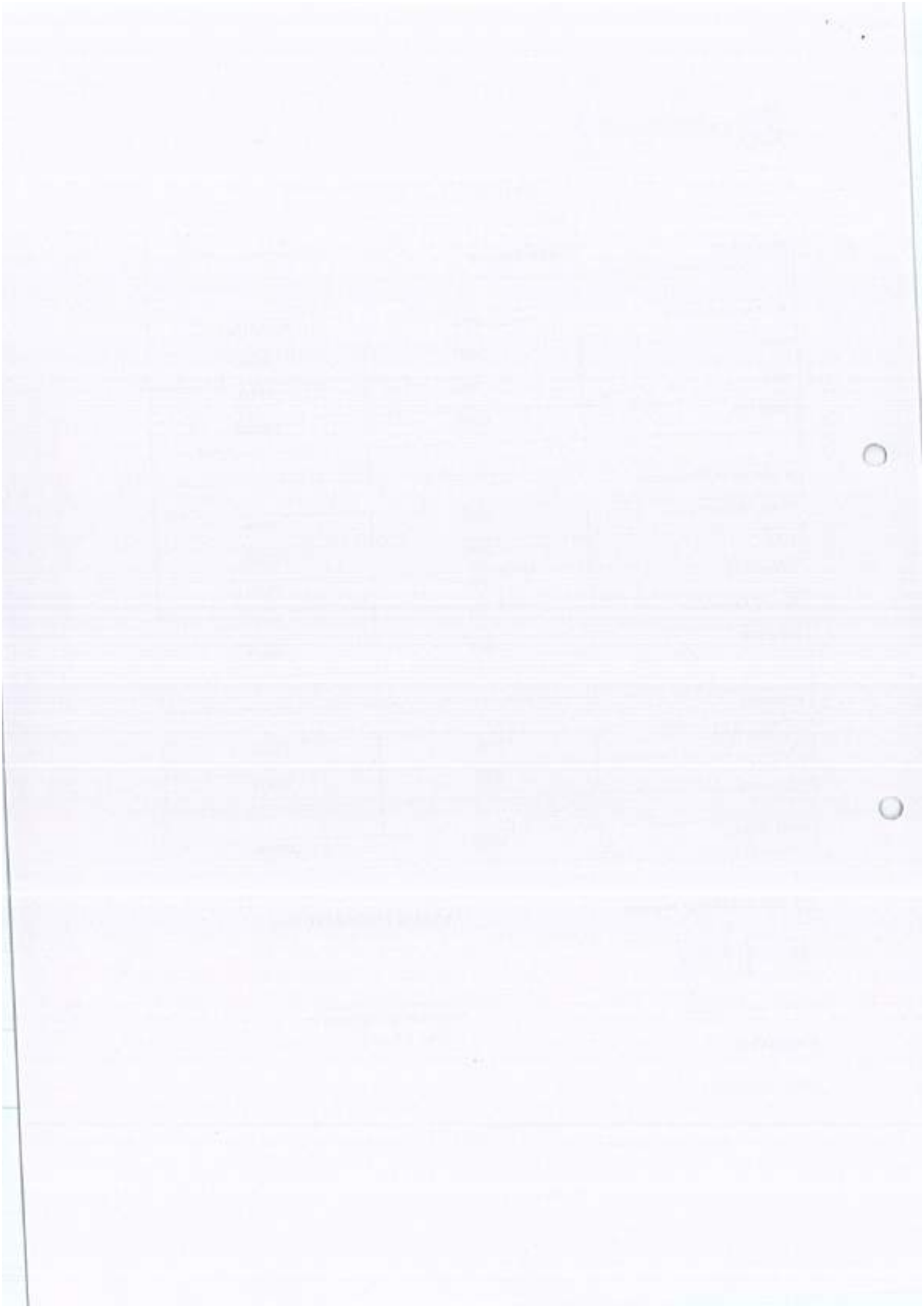
Anthea Vicky

Human Resources

To AVA SOFTWARE Pvt. Ltd.,

Mohammed Safvan A V
Trainee Engineer

Mohammed Safvan A V
PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 20-March-2021

Dear S Mohamed Salman 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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, 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).

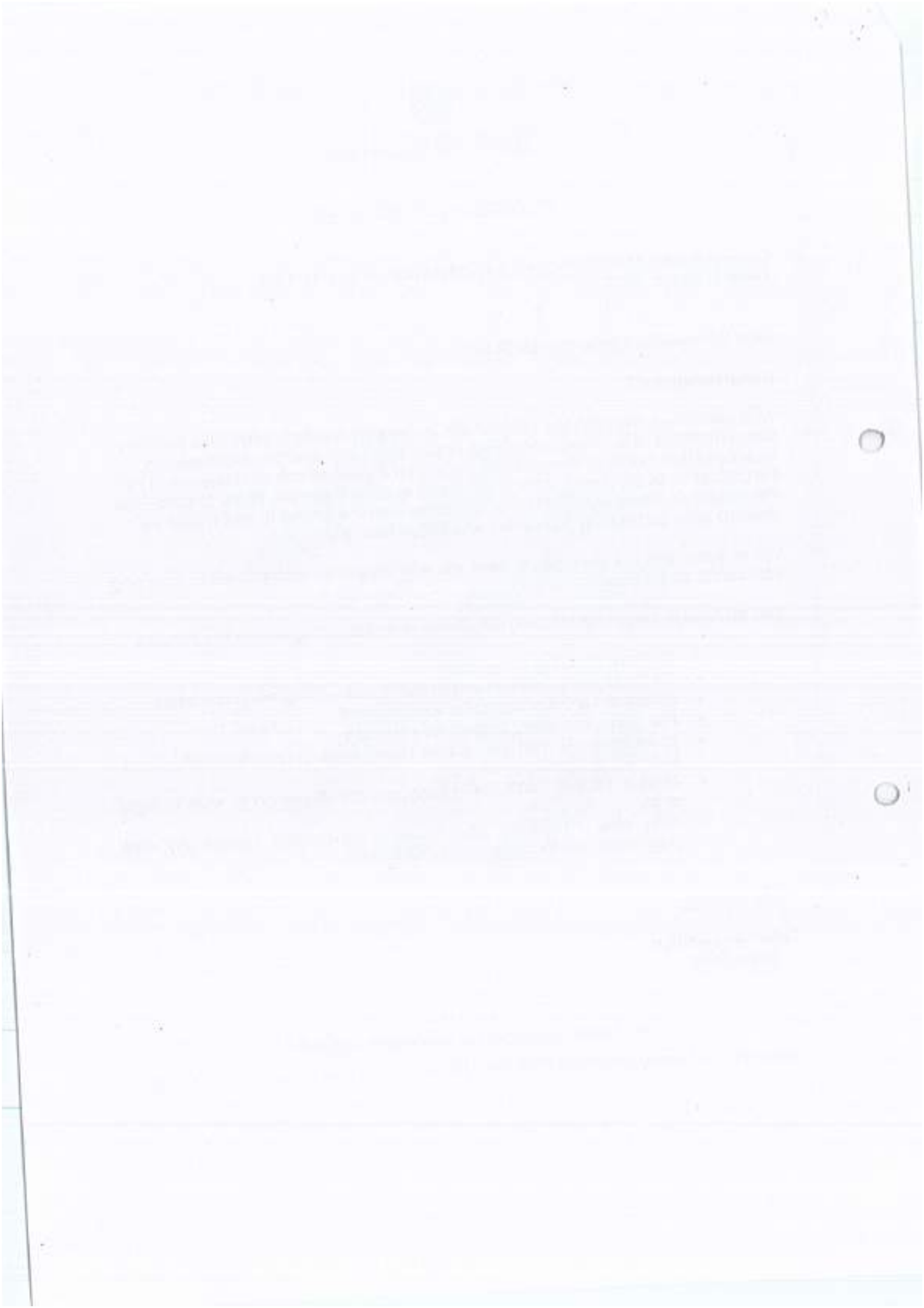
Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**





SUTHERLAND®

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 20-March-2021

Dear Mohamed Sameer 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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

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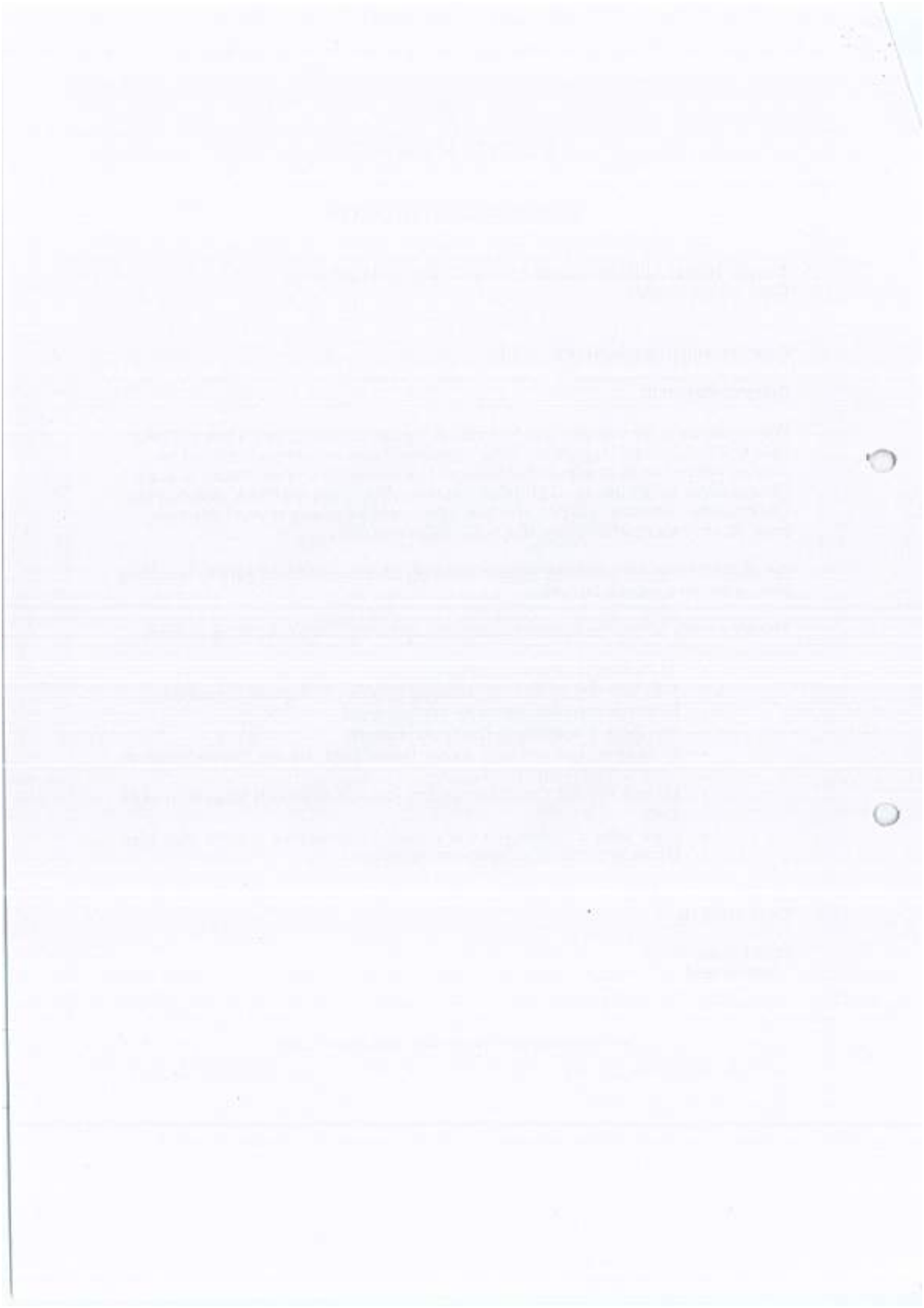
Yours sincerely,

**Talent Acquisition
Sutherland**

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**

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PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 25-April-2021

Dear Mohammed Suhail (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 Perungulathur facility (No. 16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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

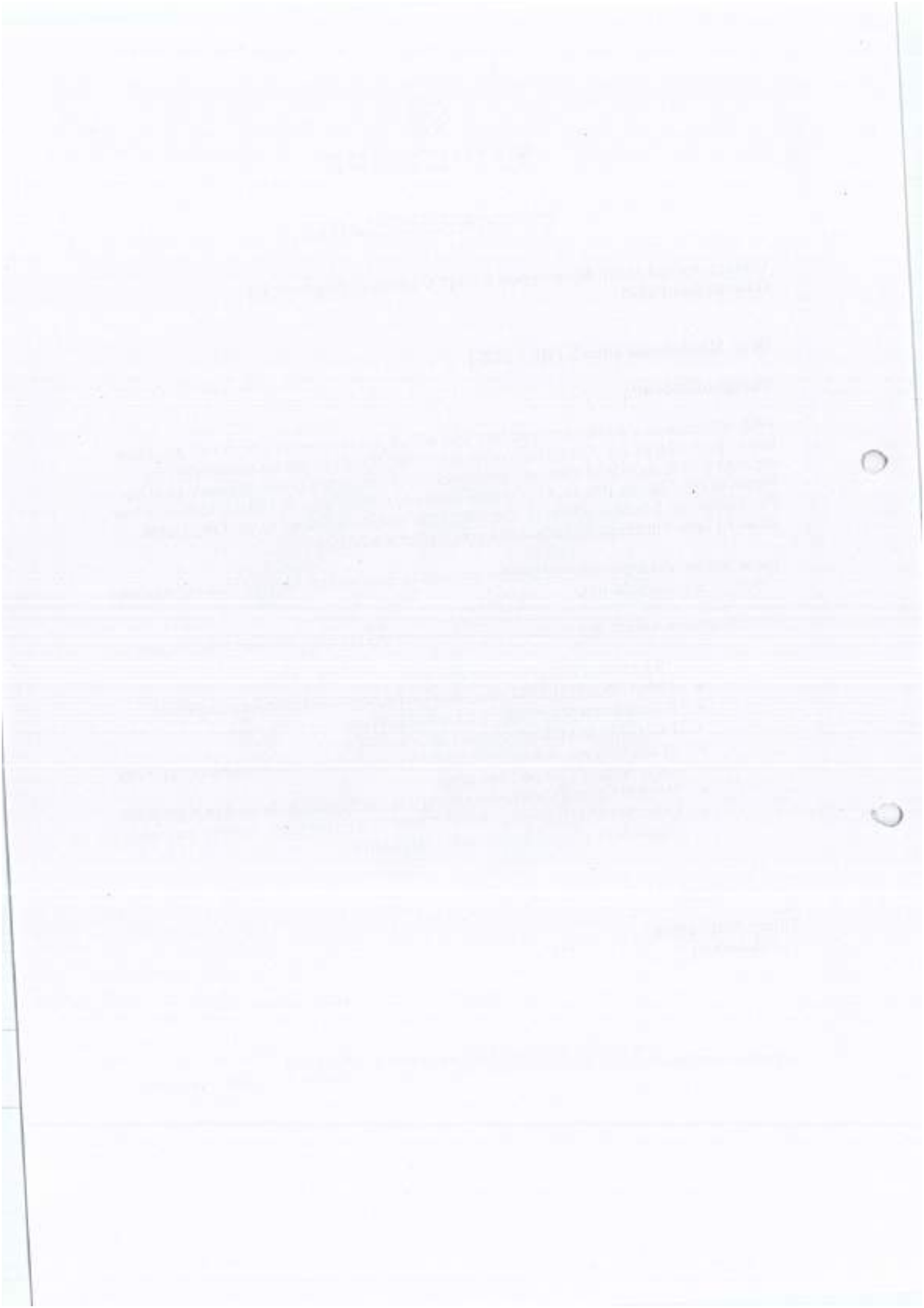
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Yours sincerely,

Talent Acquisition
Sutherland

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

This is digitally generated soft copy hence signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



July-2021

Mr. Mohamed Uvaiz N
No. 35, Pallivasal Street,
Vellipattinam,
Ramanathapuram

Dear Mohamed Uvaiz N,

Thank you for your interest in AVA SOFTWARE Pvt. Ltd. Subsequent to our discussion with you, we are delighted to extend you an offer to join AVASOFT. We believe you can play an important role in our rapid growth and success and look forward to welcoming you to the AVASOFT family.

Position

You will be undergoing an internship with AVASOFT for a period of 6 months and you will be designated as Trainee Engineer and will be paid a stipend of Rs.10,000/- per month subject to PF & ESI from the date of joining. After successful completion of your internship, you will be designated as Software Engineer and your CTC would be Rs. 3.5/- Lakhs per annum (Rupees Three Lakhs and Fifty Thousand only) is inclusive of basic salary, HRA, medical and regular conveyance which is effective from the date of employment.

Probation

You will be on probation from your date of joining for a period of twelve months as Software Engineer. You will continue to do so until the company confirms your services in writing, based on your conduct and performance during this period meeting the standards of the company.

Compensation

Your total cost to AVASOFT will be Rs. 3.5/- Lakhs per annum (Rupees Three Lakhs and Fifty Thousand only) subject to Tax deduction. Further details are furnished in Annexure-1



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Confidentiality and Non-Disclosure

You are expected to maintain utmost secrecy in regard to the affairs of the company and shall keep confidential all information, instruments, documents, etc. relating to the company that may come to your professional knowledge during your assignment with the company.

Conflict of interest Guidelines.

You shall diligently adhere to the following guidelines and policy of the company and to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly, you must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the company

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors, and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours (discussed during the interview) as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leave Eligibility:

You are entitled to Leave benefits during your employment with the company. Annual Eligibility of Earned Leave will depend on the length of service of the associate. Associates are also entitled to sick leave and any associate shall be entitled to maternity/paternity leave and benefits specific to gender. Detailed terms and conditions relating to leave eligibility is provided as relevant policies on the intranet. All these policies are subject to change and you shall abide by the updated policies.

Health Insurance

The Company will insure you, your spouse, and a maximum of 2 Children as dependents for Hospitalization as per the policy for an amount of Rs.2,00,000/-per annum per individual. Details would be made available on joining.

Termination & Recovery

- (i) The Company may terminate this contract and the Employee's employment at any time.
- (ii) Upon termination of employment with the company, the Employee shall forthwith return to the company all the assets and property of the company i.e., documents, files, books paper, memos, or any other property of the company in your possession or under Employee control.
- (iii) The employee shall commit to be in the employment of the company at least for a period of 24 months, considering the substantial expenditure incurred by the Employer Company in India and Overseas towards training/certification on Employee's account. In case if any employee decides to resign any time after the 1st month of internship/training Period without serving the 24 months service with us as a full-term employee after completing 6 months internship, the Employee shall be liable to compensate the Employer a sum of Rs. 1,50,000/- (Rupees One Lakh and Fifty thousand Only) to cover the loss incurred by the Employer in recruiting/training Employee and for similar expenses to be incurred by the Employer on another person to be inducted as successor in the office and considering disruption in continuity in the office, failing which will lead to legal action.



(iv) Employee undertakes that he/she will not take up any other employment while he/she is under the contract and further undertakes to obtain prior consent from the Company before taking up any other employment.

(v) In case wherein the employee resigns within a period of 24 months from the date of Joining, the entire amount of expenses reimbursed/buy out cost/Joining Bonus/relocation expense/Certification cost paid to him/her will be recovered as part of the full and final settlement.

Non – Competition

(a) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not hire or attempt to hire any current employees of Company.

(b) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not solicit business from current clients or clients who have retained the Company in the 2 years period immediately preceding the employee's termination.

Notice Period

The employee may terminate the contract of employment by giving 3 months written notice to the Company. The waiver of notice period fully or partially is at the Company's sole discretion. However, Company will also be entitled to terminate the contract of employment without assigning any reasons thereof.

Pre-Employment Screening:

The employment offer is contingent upon the satisfactory outcome of the pre-employment screening activities (including background checks, reference check of former employment/s or such other checks as may be deemed right by the company). Please be advised that company's policy provides that misrepresentation of an individual's qualifications, credentials etc. in securing employment at the company may be grounds of dismissal with immediate effect.

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130
Website: <http://www.avasoft.com>



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Professional Ethics:

As an organization which believes in professionalism and performance every employee will be expected to uphold professional ethics when dealing with company's money, material, documents and assets, and violation of the Company's code or leakage of the Company's trade/business secrets that is directly or indirectly attributable to the concerned person. If you are found guilty, at any point of time, of moral turpitude or dishonesty in dealing with the Company's money, material, or documents or of theft or misappropriation regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this letter. Also, you would be liable to pay the damage quantified by the Company for breach of any terms and conditions mentioned in this letter. You shall not divulge, communicate, or pass on any information, secrets which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. Company information on devices, media, social media, e-mail, fax, printout or photos need to be handled with strict confidentiality. You shall not communicate, in any manner, any information regarding your remuneration/terms of employment to any other employee of the company except your immediate superior. Indulgence in such activities or any violation of this norm shall lead to termination of your service immediately and will be taken proper legal actions.



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Dispute

Any dispute that arises between parties will be referred to the Sole Arbitrator appointed by the Employer and the same is governed by the Arbitration and conciliation Act 1996. Any dispute between us and employee will be handled in Chennai courts only.

Upon joining you will be expected to follow the 'Employment terms and conditions' document with us which will outline the basic expectations from employees.

Kindly sign the copy of this letter as a token of your acceptance and return it to the undersigned on or before 25th July 2021

Sincerely,

Anthea Vicky

Human Resources

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**

<u>Compensation Break Up</u>		
Name	Mohamed Uvaiz N	
Designation	Trainee Engineer	
A – Base Component	Monthly (Rs.)	Annual (Rs.)
Basic	15000	180000
HRA	7500	90000
Total of A	22500	270000
B – Basket of Allowances		
Medical Allowances	1250	15000
LTA	1300	15600
Conveyance	1600	19200
Other Allowance	717	8600
Total of B	4867	58400
C- Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
Total (A+B+C)	29167	350000

For AVA SOFTWARE Pvt. Ltd.,

To AVA SOFTWARE Pvt. Ltd.,

S. Anthea Vicky

Mohamed Uvaiz N
Trainee Engineer

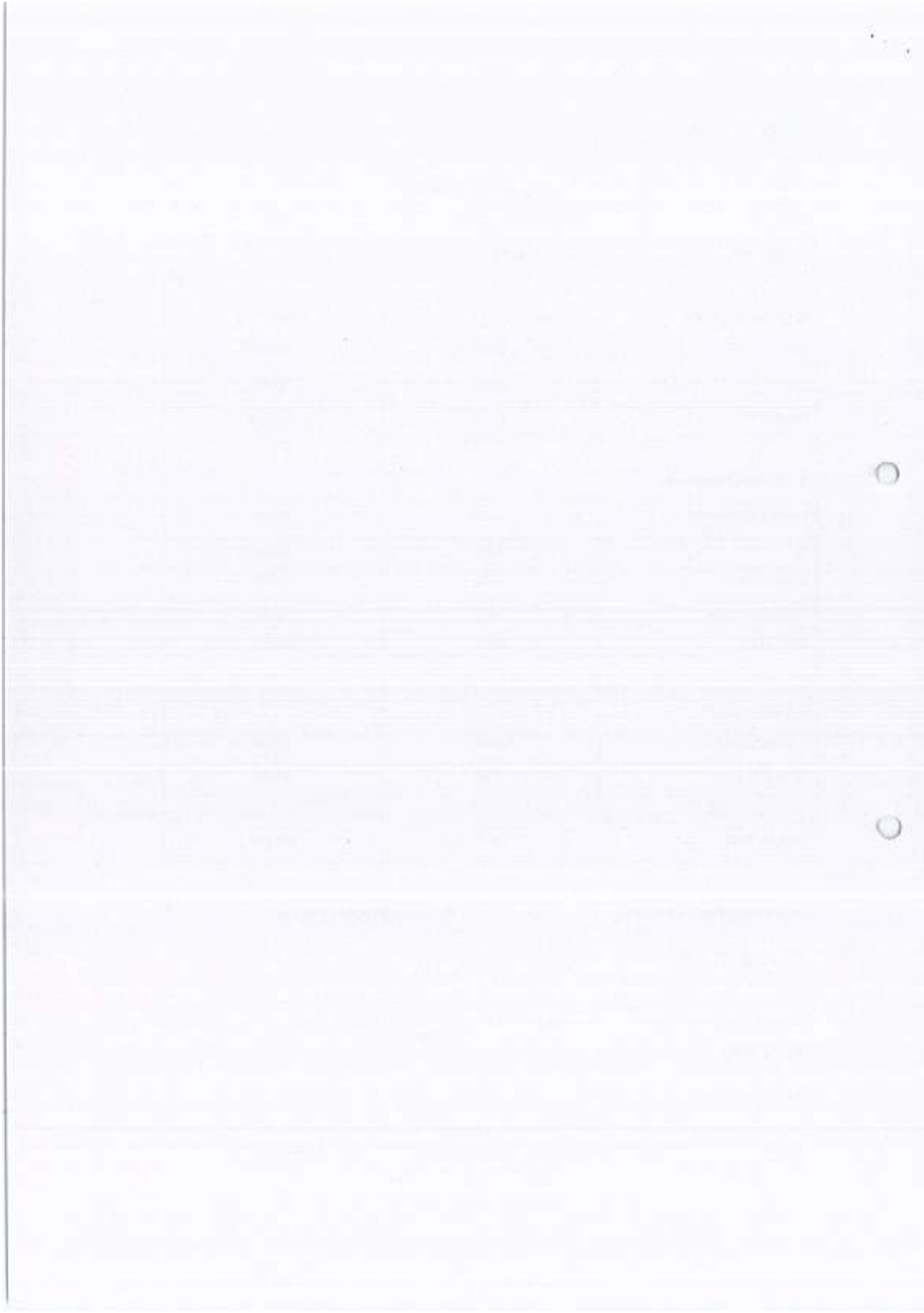
Anthea Vicky

Human Resources

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130

Website: <http://www.avasoft.com>

(Signature)
PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



12-04-2021

Ashick Ahamed M
Chennai

Subject: LETTER OF OFFER

Dear Ashick 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 **14-07-2021**

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

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Ashick Ahamed M	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-07-2021	
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 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: 20-March-2021

Dear Mohamed Asar Deen (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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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- 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, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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Second main paragraph of faint text.

Third main paragraph of faint text.

Fourth main paragraph of faint text.

Fifth main paragraph of faint text.

Faint footer text.



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date:25-April-2021

Dear Mohamed Yousuf (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

THE UNIVERSITY OF CHICAGO
DEPARTMENT OF CHEMISTRY

REPORT OF THE
COMMISSIONERS OF THE BOARD OF EDUCATION

FOR THE YEAR ENDING
JUNE 30, 1900

CHICAGO, ILLINOIS
PUBLISHED BY THE BOARD OF EDUCATION

1900

CHICAGO, ILLINOIS
PUBLISHED BY THE BOARD OF EDUCATION

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CHICAGO, ILLINOIS
PUBLISHED BY THE BOARD OF EDUCATION

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CHICAGO, ILLINOIS
PUBLISHED BY THE BOARD OF EDUCATION

1900



Date: January 5, 2022

Dear Mr/Ms, Mohammed Atheefali S

This letter is to confirm our discussions and to appoint you a position on the professional staff of Exnovations Digital Services LLP. ("Company"). We are pleased that you can join us as Software Trainee on January 5, 2022. The details of our appointment are based on this letter and the Standard Terms and Conditions of Employment, which are attached as Annexure B hereto. Please read and retain them for your records.

1 COMMENCEMENT OF EMPLOYMENT

You have been appointed as Software Trainee with effect January 5, 2022. You will be on the probation for 12 months. After 12 months based on your performance, you will be employed by the Company on permanent rolls. Your job description and general responsibilities are described in Annexure "B" and such further duties and responsibilities as the Company may delegate to you from time to time. You will report directly to one of the senior employee of the Company or one of his/her designate(s), as applicable.

2 SALARY

During Probation, you will receive a stipend of Rs. 21500/- per month, including taxable and non-taxable allowances. After successful completion of probation, you will be entitled to various benefits, perquisites, reimbursements and other statutory payments, as set out in Annexure "A" to this letter ("Compensation Package"). The Compensation Package will be subject to the usual deductions for tax and social security contribution normally to be with held by an employer in India. All reasonable business expenses incurred by you in carrying out your duties shall upon submission to the Company of written evidence of such expenses to the satisfaction of the Company be paid or reimbursed by the Company to you on a monthly basis.

3 TERMINATION

Your employment with the company may be terminated at any time by the Company in accordance with the provisions of clause 14 and 15 of the Annexure "B" hereto.

4 HOLIDAYS

During the probation period:

First 12 months i.e. from the date of joining the company, you shall be entitled to take 1 day leave per month and leave if any availed in excess would be leave without pay. No advance leave is permitted during this tenure.

After Probation Period:

Leave per Annum (On Pro-rated Basis) after Probation Period:
Paid Leave - 12 days; Casual Leave - 6 days; Sick Leave - 5 days

S. M. Kithi

Exnovation **PRINCIPAL**
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

2nd Floor, Power Building, Aalim Muhammed Salegh College of Engineering, 100 Feet Road, SFC, Ganga Colony, Hyderabad - 500075. Phone: +91 9849332025
www.exnovations.com

5 PROBATION

You will initially be on probation for a period of Twelve months effective from January 5, 2022 and will continue to be so unless and until you are expressly confirmed in the regular service of the Company. During the probationary period your services are liable to be terminated with at any time, without any notice or commission or assigning of any reasons thereof and at the sole discretion of the Company. During the probationary period your performance and other antecedents will be thoroughly assessed and evaluated by your superiors and only on satisfactory completion of your initial or extended probationary period you will be confirmed in the regular service of the Company.

6 SERVICES AND COMPENSATION

After Completion of probation, company will reserve the right to offer you the job based on your performance. If your performance is not upto the mark during the probation, company will inform you two weeks prior to completion of probation about their inability to offer the Employment. Else you will be eligible for the employment automatically at the end of the probation. Innovations has the discretion to transfer your employment to its sister concern (i.e. Intel sign Engineering Services Pvt. Ltd.) at any point of time, with the continuity of your service.

7 TERMS AND CONDITIONS OF EMPLOYMENT ANNEXURE "B"

In addition to the terms of this appointment letter, the Terms and Conditions of Employment as set out in Annexure "B" will govern your employment with the Company hereto. Please review the Terms and Conditions of Employment carefully since your acceptance of this appointment is your sole and irrevocable acceptance of the Terms and Conditions of Employment.

8 ACCEPTANCE OF OUR APPOINTMENT

Please confirm your acceptance of our appointment by signing and returning the duplicate copy of this letter for my attention. This letter is valid for a period of three (3) days following the date of this letter. If we do not receive the signed letter from you confirming your acceptance of this appointment within 3 days from the date of this letter, this offer stands withdrawn and should not thereafter be considered as binding on the Company.

9 CONCLUSION

We hope you find this offer to be a satisfactory basis for joining the Company. We are greatly impressed by your caliber and special skills. We have great hopes of your ability to help us build a successful enterprise, while developing an excellent career for yourself. We look forward to receiving your acceptance and to working with you in the

Innovations Digital Services LLP


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

development of the Company and seeking ways for you to secure the necessary stimulation and advancement.

If you have any questions, please do not hesitate to call me.

Sincerely,



Raghman Begum,
DGM, Human Resources



**ANNEXURE "A" TO THE APPOINTMENT LETTER
EMPLOYEE COMPENSATION PACKAGE**

Name : Mohammed Atheefali S
Designation : Software Trainee



1. During the period of training and Probation, you will receive a stipend of Rs.21500/- per month, including taxable and non-taxable allowances.
2. **Leave Policy:**
During the probation period:
First 12 months i.e. from the date of joining the company, you are entitled 1-day leave per month and leave availed in excess will be leave without pay. No advance leave is permitted during this tenure.
After Probation Period:
Leave per Annum (On Pro-Rated Basis) after Probation Period.
Paid Leave - 12 days; Casual Leave - 6 days; Sick Leave - 5 days.
3. **Gratuity:** In the event of termination of your employment with the Company, after the 5th year of continuous service with the Company, you will be entitled to receive a gratuity payment from the Company at the rate of 15 days basic salary for every completed year of service.
4. **Performance Incentive (Bonus):** The Company may at its discretion pay you an additional sum by way of performance incentive, which shall be based on your


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING
Exnovations Digital Services LLP

S. Mohan

performance. The Company reserves the right, in its absolute discretion, to terminate or amend this or any other performance incentive scheme without notice at any time. This clause shall not establish a contractual right to receive any such payment in future

Sincerely,




Raghman Begum,
DGM, Human Resources

ACCEPTANCE OF EMPLOYEE

I, Mohammed Atheefali S, have read and understood the above Compensation package relating to my services and employment with the Company and the same is acceptable to me

Place: Chennai

Signed by the Employee: S. Muhammed
Date: 05/01/2022



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



03-05-2021
Chennai 600 100

Mr. Mohammed Fazil J
Aalim Muhammed Salegh College of Engineering

Dear Mohammed Fazil J,

We refer to the discussion had with us and have pleasure in offering you the position of **Assistant Systems Engineer** in our organization on the following terms & conditions.

1. This offer is based on your profile and performance in the selection process.
2. Date of joining will be by **19 August 2021**. Your total compensation of **Rs.3,75,000/ (Rupees Three lakhs and seventy five thousand only)** consists of total fixed pay component & Variable pay. Actual amount of variable pay will be paid based on review conducted half yearly. Please refer details in Annexure - A
3. Kindly confirm your acceptance of this offer through mail. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.
4. A detailed Appointment letter shall be drawn up and signed after you join our organization.
5. You will be governed by the rules and regulations as applicable to your category of employees.
6. Your employment will be governed by the service rules of the company in force from time to time. you will abide by the rules and regulation of the company, which can be altered by the management as required.
7. You shall maintain confidentiality in terms of salary offered and requested not to disclose nor seek salary details of any employee of the company. If it comes to our notice of any breach of confidentiality, the offer will be withdrawn.
8. If in any case of resigning the job you have to give a prior notice to the organization before 3 months. Details on Notice period will be provided in your appointment letter.

Regd & Admin Office : Plot No.119, Survey No. 56/2C/2, Velachery Tambaram Road, Pallikaranal, Chennai - 600 100.
Tel : 91 - 44 - 6666 9600 / 6604 9600 | Web : www.jasmin-infotech.com

GST No. : 33AAACJ7415K1ZM

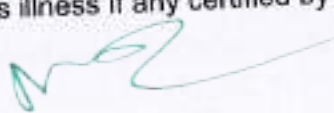
PAN No. : AAACJ7415K

CIN No. : U72300TN1998PTC040985

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

9. Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 65% or above in each of your Standard Xth, Standard XIIth, Diploma (if applicable). Graduation and Post-Graduation examination which includes successful completion of your final semester/year without any pending arrears/back logs during the entire course duration.
10. As per our eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.
11. As communicated to you during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University.
12. 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.
13. Your association with us will be subject to a background check in line with our Back ground verification 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 service without notice.
14. You will be required to promote a safe and healthy workplace. You will undergo medical examination in the first month of joining in any of the labs/hospitals company has recommended and as per business requirements at any time during your tenure with the company. You are requested to disclose serious illness if any certified by a doctor.


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COLLEGE OF ENGINEERING

Regd & Admin Office : Plot No.119, Survey No. 56/2C/2, Velachery Tambaram Road, Pallikaranai, Chennai - 600 100.
Tel : 91 - 44 - 6666 9600 / 6604 9600 | Web : www.jasmin-infotech.com

GST No. : 33AAACJ7415K1ZM

PAN No. : AAACJ7415K

CIN No. : U72300TN1998PTC040985



15. At the time of your joining, photocopy of the following documents should be submitted.

Please carry the original copies for verification.

- Standard X and XII mark sheets
- Aadhar Card
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate/Proof of Age
- Passport [If available or proof of having applied]
- 6 photographs

The original documents listed above will be returned to you after verification.

We welcome you to our organization and hope that your career with us will be mutually beneficial.

As an employee of Jasmin Infotech, you will demonstrate outstanding qualities and results that exceeds our clients' expectations. In addition, we are also committed to providing you with opportunities to learn, grow and stretch to the highest level of your ability and potential.

For Jasmin Infotech Pvt. Ltd.,

Sivasankara Prasad Thupalli
CEO.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Regd & Admin Office : Plot No.119, Survey No. 56/2C/2, Velachery Tambaram Road, Palikarana, Chennai - 600 100.
Tel : 91 - 44 - 6666 9600 / 6604 9600 | Web : www.jasmin-infotech.com

GST No. : 33AAACJ7415K12M

PAN No. : AAACJ7415K

CIN No. : U72300TN1998PTC040985



ANNEXURE - A

Name : Mohammed Fazil J
Designation : Assistant Systems Engineer

	Per Month	Per annum
FIXED COMPENSATION		
BASIC SALARY	15000	180000
HRA	7500	90000
Special Component	4084	49008
Employer's PF Contribution	1800	21600
Gratuity	722	8658
Group Mediclaim Insurance & PA	895	10740
Fixed pay	30001	360006
Variable Pay	1250	15000
CTC	31251	375006

TOTAL COMPENSATION	Per Annum
(Rupees Three lakhs and seventy five thousand only)	375000

For Jasmin Infotech Pvt. Ltd.,

S. Sivasankara Prasad

Sivasankara Prasad Thupalli
CEO.

Note:

Your total compensation consists of total fixed pay component & variable pay. Actual amount of variable pay will be paid based on review conducted.

Please note that employee should be active on rolls of organization/should not be serving notice period during the time of payout of variable pay.

Regd & Admin Office : Plot No.119, Survey No. 56/2C/2, Velachery Tambaram Road, Pallikaranai, Chennai - 600 100.
Tel : 91 - 44 - 6666 9600 / 6604 9600 | Web : www.jasmin-infotech.com

GST No. : 33AAACJ7415K1ZM

PAN No. : AAACJ7415K

CIN No. : U72300TN1998PTC040985

[Signature]
PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



**AVALON
TECHNOLOGIES
PRIVATE LIMITED**

Your global manufacturing partner.

CONFIDENTIAL

To

Date: 19.07.2021

Name : MOHAMMED ITHNAN AU

Reg No : 110117106038

College : Aalim Muhammed Salegh College of Engineering

Dear Mohammed Ithnan A.U

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successful completion of Graduation) under GET Scheme at Avalon Group which spans through a period of 3 years. Please find below the Salary details.

Year (Beginning)	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)



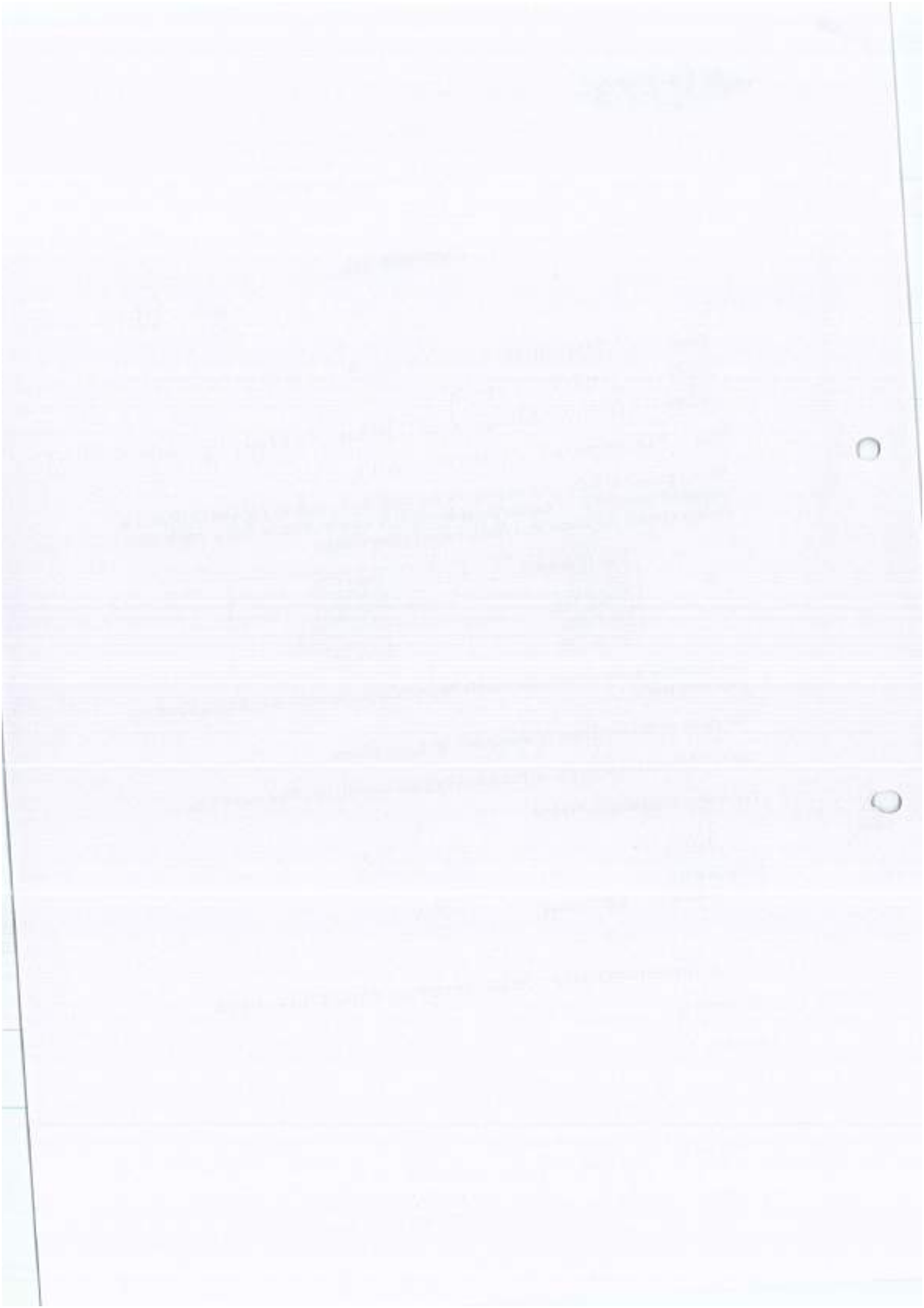
ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

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 : U30007TN1999PT6043479
Tel : 91-44-4222 0400 Fax : 91-44-2262 0097 E-mail : info@avalontec.com Company Website : www.avalontec.com





Date: November 25, 2021

Dear Mr/Ms. Mushtaq Mohammed Raghadan

This letter is to confirm our discussions and to appoint you a position on the professional staff of EXNOVATIONS Digital Services LLP. (Company). We are pleased that you can join us as Software Trainee on November 25, 2021. The details of our appointment are based in this letter and the Standard Terms and Conditions of Employment, which are attached as Annexure B hereto. Please read and retain them for your records.

1 COMMENCEMENT OF EMPLOYMENT

You have been appointed as Software Trainee with effect November 25, 2021. You will be on the probation for 12 months. After 12 months based on your performance, you will be employed by the Company on permanent rolls. Your job description and general responsibilities are described in Annexure "B" and such further duties and responsibilities as the Company may delegate to you from time to time. You will report directly to one of the senior employee of the Company or one of his/her designate(s), as applicable.

2 SALARY

During Probation, you will receive a stipend of Rs. 21500/- per month, including taxable and non-taxable allowances. After successful completion of probation, you will be entitled to various benefits, perquisites, reimbursements and other statutory payments, as set out in Annexure "A" to this letter ("Compensation Package"). The Compensation Package will be subject to the usual deductions for tax and social security contribution normally to be with held by an employer in India. All reasonable business expenses incurred by you in carrying out your duties shall upon submission to the Company of written evidence of such expenses to the satisfaction of the Company be paid or reimbursed by the Company to you on a monthly basis.

3 TERMINATION

Your employment with the company may be terminated at any time by the Company in accordance with the provisions of clause 14 and 15 of the Annexure "B" hereto.

4 HOLIDAYS

During the probation period:

First 12 months i.e. from the date of joining the company, you shall be entitled to take 1 day leave per month and leave if any availed in excess would be leave without pay. No advance leave is permitted during this tenure.

After Probation Period:

Leave per Annum (On Pro-rated Basis) after Probation Period.
Paid Leave - 12 days; Casual Leave - 6 days; Sick Leave - 5 days

EXNOVATIONS DIGITAL SERVICES LLP

#9, Second Floor, Murrays Gate Road, Alwarpet, Chennai - 600 018, India

No- 152-4/2A, 4th Floor, Behind Krishna Petrol Pump, Near Kojewadi Hospital, Kojewadi, Pune-411 007, India, Board: 401 20 65219875

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Raghadan





5 PROBATION

You will initially be on probation for a period of Twelve months effective from November 25, 2021 and will continue to be so unless and until you are expressly confirmed in the regular service of the Company. During the probationary period your services are liable to be terminated with at any time, without any notice or commission or assigning of any reasons thereof and at the sole discretion of the Company. During the probationary period your performance and other antecedents will be thoroughly assessed and evaluated by your superiors and only on satisfactory completion of your initial or extended probationary period you will be confirmed in the regular service of the Company.

6 SERVICES AND COMPENSATION

After Completion of probation, company will reserve the right to offer you the job based on your performance. If your performance is not upto the mark during the probation, company will inform you two weeks prior to completion of probation about their inability to offer the Employment. Else you will be eligible for the employment automatically at the end of the probation. Exnovations has the discretion to transfer your employment to its sister concern (i.e. Intelzign Engineering Services Pvt. Ltd.) at any point of time, with the continuity of your service.

7 TERMS AND CONDITIONS OF EMPLOYMENT - ANNEXURE "B"

In addition to the terms of this appointment letter, the Terms and Conditions of Employment as set out in Annexure "B" will govern your employment with the Company hereto. Please review the Terms and Conditions of Employment carefully, since your acceptance of this appointment by the Company would be deemed acceptance of the Terms and Conditions of Employment.

8 ACCEPTANCE OF OUR APPOINTMENT

Please confirm your acceptance of our appointment by signing and returning the duplicate copy of this letter for my attention. This letter is valid for a period of three (3) days following the date of this letter. If we do not receive the signed letter from you confirming your acceptance of this appointment within 3 days from the date of this letter, this offer stands withdrawn and should not thereafter be considered as binding on the Company.

9 CONCLUSION

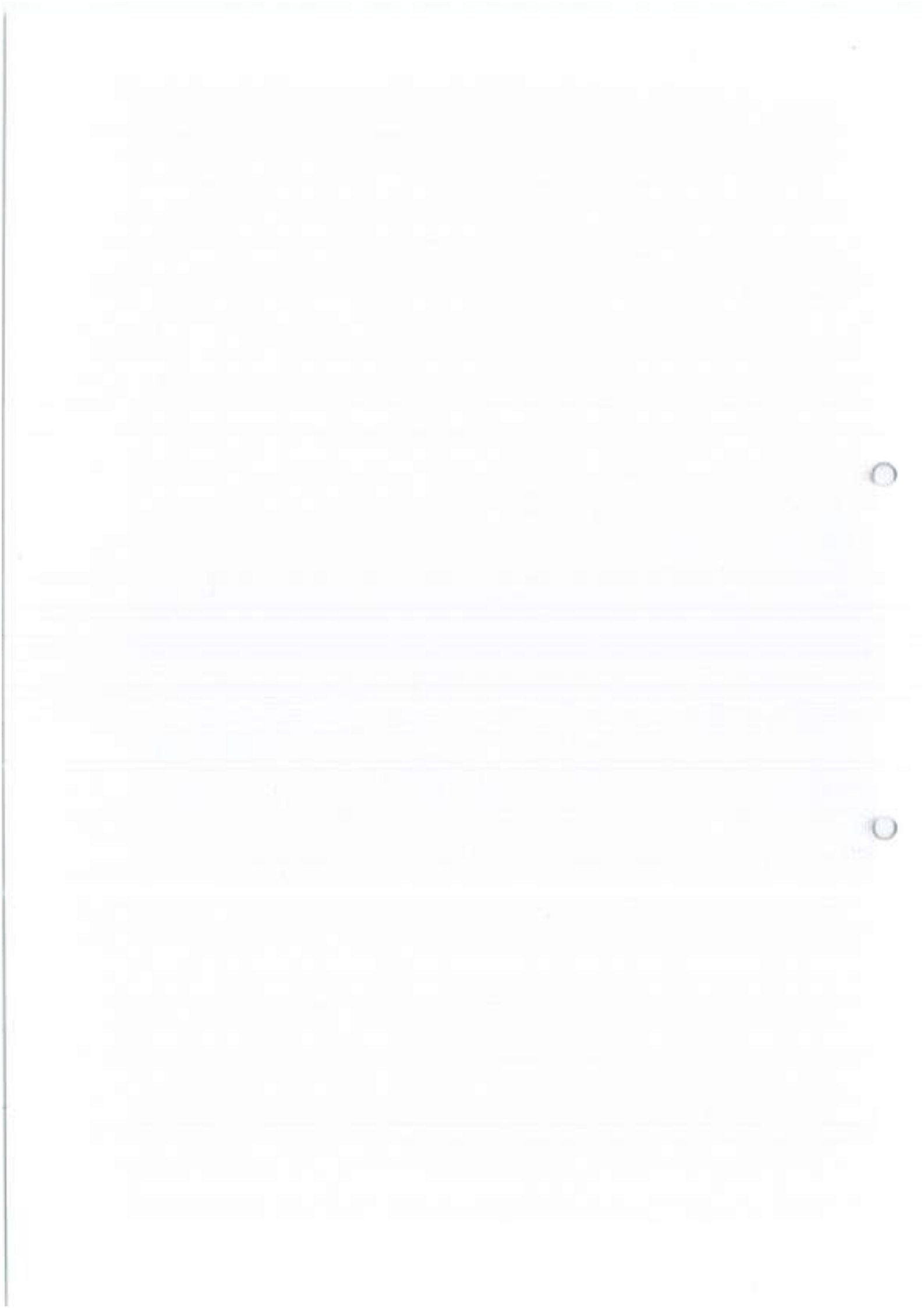
We hope you find this offer to be a satisfactory basis for joining the Company. We are greatly impressed by your caliber and special skills. We have great hopes of your ability to help us build a successful enterprise, while developing an excellent career for yourself. We look forward to receiving your acceptance and to working with you in the

EXNOVATIONS DIGITAL SERVICES LLP

49, Sector 14, Market Side Road, Gurgaon, Haryana - 122018, India.

Reg. No. 502-AY21, 67, Road, Bellary Krishna Petrol Pump, Bellary Hospital, Bangalore, Pune-411 057, India. Board: +91 20 65215875

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





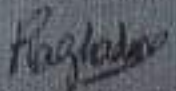
4. **Performance Incentive (Bonus)** - The Company may, at its discretion, pay you an additional sum by way of performance incentive, which shall be based on your performance. The Company reserves the right, at its absolute discretion, to terminate or amend this or any other performance incentive schemes without notice at any time. This clause shall not establish a contractual right to receive any such payment in future.

Sincerely,


 Raghman Begtes
 DGM, Human Resources

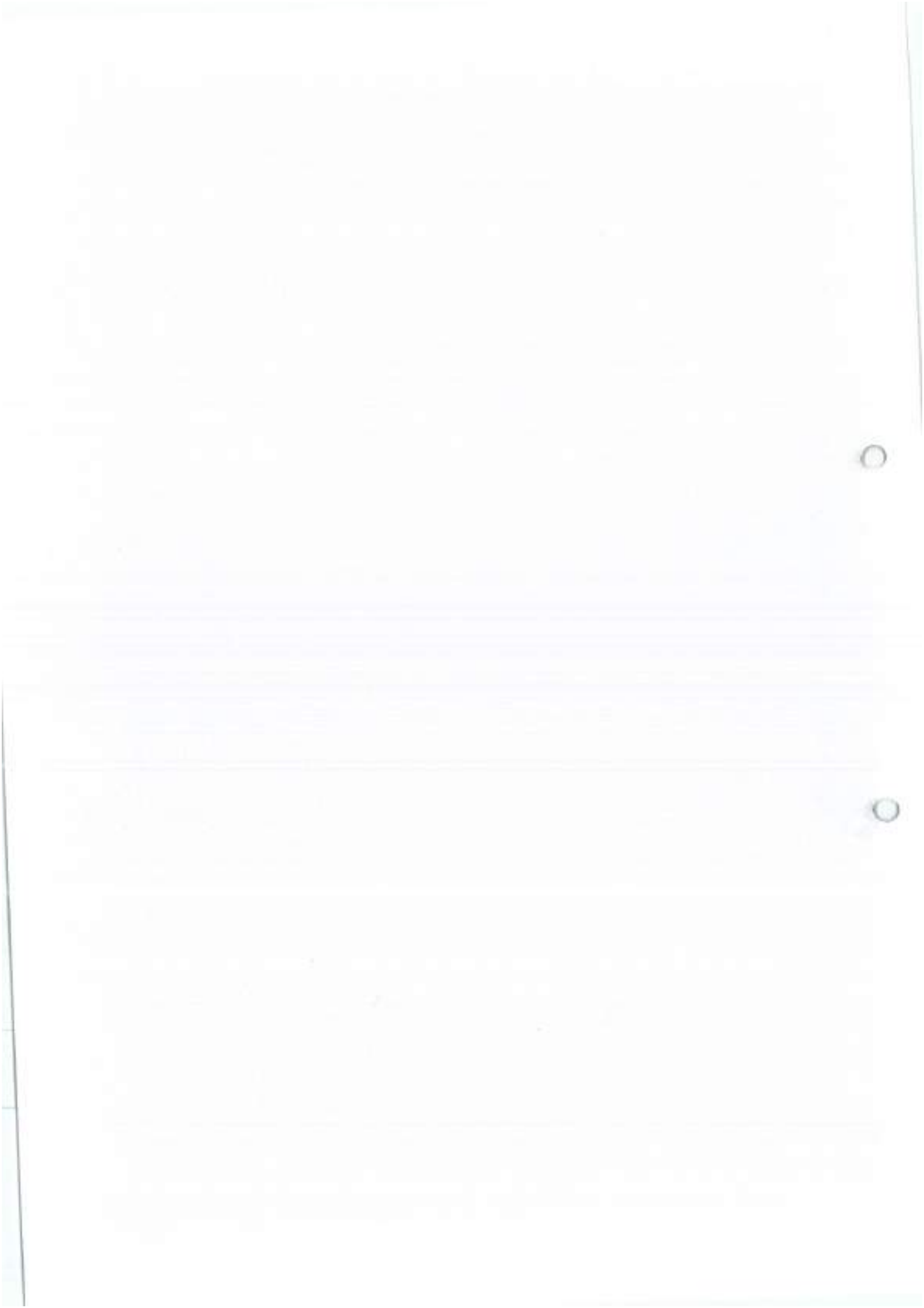
ACCEPTANCE OF EMPLOYEE

I, **Mushtaq Mohammed Raghadan**, have read and understood the above Compensation package relating to my services and employment with the Company and the same is acceptable to me.

Place: **Chennai**

 Signed by the Employee:
 Date: **25/4/2024**


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING







development of the Company and seeking ways for you to secure the necessary stimulation and advancement.

If you have any questions, please do not hesitate to call me.

Sincerely,



Raghman Begum,
DGM, Human Resources

**ANNEXURE "A" TO THE APPOINTMENT LETTER
EMPLOYEE COMPENSATION PACKAGE**

Name : Mushtaq Mohammed Raghadan
Designation : Software Trainee

1. During the period of training and Probation, you will receive a stipend of Rs.21500/- per month, including taxable and non-taxable allowances.

2. Leave Policy:

During the probation period:

First 12 months i.e. from the date of joining the company, you are entitled 1-day leave per month and leave availed in excess will be leave without pay. No advance leave is permitted during this tenure.

After Probation Period:

Leave per Annum (On Pro- Rated Basis) after Probation Period:
Paid Leave - 12 days; Casual Leave - 6 days; Sick Leave - 5 days

3. **Gratuity:** In the event of termination of your employment with the Company, after the 5th year of continuous service with the Company, you will be entitled to receive a gratuity payment from the Company at the rate of 15 days basic salary for every completed year of service.

EXNOVATIONS DIGITAL SERVICES LLP

9B, Second Floor, Marry's Gate Road, Aundh, Pune - 411 005, India.
No. 152-4/1A, 4th Floor, Behind Krishna Vastu Pump, Near Shivajinagar, Hinjawadi, Pune-411 037, India. Board: 491 2065219875

**PRINCIPAL
AALIM MUHAMMAD SALEGH
COLLEGE OF ENGINEERING**

The first part of the document discusses the importance of maintaining accurate records. It emphasizes that proper record-keeping is essential for ensuring the integrity and reliability of the data collected. This section also outlines the various methods used to collect and analyze the data, highlighting the challenges faced during the process.

The second part of the document focuses on the results of the study. It presents a detailed analysis of the data, showing the trends and patterns observed. The findings indicate that there is a significant correlation between the variables studied, which supports the hypothesis of the research.

The final part of the document discusses the implications of the study and provides recommendations for future research. It suggests that further investigation is needed to explore the underlying mechanisms of the observed phenomena and to validate the findings in a larger sample size.



The following table summarizes the key findings of the study. It shows the relationship between the independent and dependent variables, along with the statistical significance of the results. The data indicates that the independent variable has a positive and significant effect on the dependent variable.

Variable	Mean	Standard Deviation	Significance
Independent Variable	15.2	3.5	p < 0.05
Dependent Variable	22.8	4.2	p < 0.01



The results of the study have important implications for the field of research. They provide valuable insights into the relationship between the variables and can be used to inform policy and practice. The findings suggest that there is a need for further research to explore the underlying mechanisms of the observed phenomena and to validate the findings in a larger sample size.

In conclusion, the study has shown that there is a significant correlation between the variables studied. The findings indicate that the independent variable has a positive and significant effect on the dependent variable. This suggests that there is a need for further research to explore the underlying mechanisms of the observed phenomena and to validate the findings in a larger sample size.



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 20-March-2021

Dear Mohammed Sirajudeen 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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, 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

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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CONFIDENTIAL



July-2021

Mr.Mohammed Suhail R
No. 8, Mahilvannapuram Stret,
Tirunelveli - Town

Dear Mohammed Suhail R,

Thank you for your interest in AVA SOFTWARE Pvt. Ltd. Subsequent to our discussion with you, we are delighted to extend you an offer to join AVASOFT. We believe you can play an important role in our rapid growth and success and look forward to welcoming you to the AVASOFT family.

Position


You will be undergoing an internship with AVASOFT for a period of 6 months and you will be designated as Trainee Engineer and will be paid a stipend of Rs.10,000/- per month subject to PF & ESI from the date of joining. After successful completion of your internship, you will be designated as Software Engineer and your CTC would be Rs. 3.5/- Lakhs per annum (Rupees Three Lakhs and Fifty Thousand only) is inclusive of basic salary, HRA, medical and regular conveyance which is effective from the date of employment.

Probation

You will be on probation from your date of joining for a period of twelve months as Software Engineer. You will continue to do so until the company confirms your services in writing, based on your conduct and performance during this period meeting the standards of the company.

Compensation

Your total cost to AVASOFT will be Rs. 3.5/- Lakhs per annum (Rupees Three Lakhs and Fifty Thousand only) subject to Tax deduction. Further details are furnished in Annexure-1



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Confidentiality and Non-Disclosure

You are expected to maintain utmost secrecy in regard to the affairs of the company and shall keep confidential all information, instruments, documents, etc. relating to the company that may come to your professional knowledge during your assignment with the company.

Conflict of interest Guidelines.

You shall diligently adhere to the following guidelines and policy of the company and to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly, you must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the company

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors, and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours (discussed during the interview) as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.

A handwritten signature in blue ink, appearing to be "AALIM MUHAMMED SALEGH", is written over the printed name.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leave Eligibility:

You are entitled to Leave benefits during your employment with the company. Annual Eligibility of Earned Leave will depend on the length of service of the associate. Associates are also entitled to sick leave and any associate shall be entitled to maternity/paternity leave and benefits specific to gender. Detailed terms and conditions relating to leave eligibility is provided as relevant policies on the intranet. All these policies are subject to change and you shall abide by the updated policies.

Health Insurance

The Company will insure you, your spouse, and a maximum of 2 Children as dependents for Hospitalization as per the policy for an amount of Rs.2,00,000/-per annum per individual. Details would be made available on joining.

Termination & Recovery

- (i) The Company may terminate this contract and the Employee's employment at any time.
- (ii) Upon termination of employment with the company, the Employee shall forthwith return to the company all the assets and property of the company i.e., documents, files, books paper, memos, or any other property of the company in your possession or under Employee control.
- (iii) The employee shall commit to be in the employment of the company at least for a period of 24 months, considering the substantial expenditure incurred by the Employer Company in India and Overseas towards training/certification on Employee's account. In case if any employee decides to resign any time after the 1st month of internship/training Period without serving the 24 months service with us as a full-term employee after completing 6 months internship, the Employee shall be liable to compensate the Employer a sum of Rs. 1,50,000/- (Rupees One Lakh and Fifty thousand Only) to cover the loss incurred by the Employer in recruiting/training Employee and for similar expenses to be incurred by the Employer on another person to be inducted as successor in the office and considering disruption in continuity in the office, failing which will lead to legal action.



(iv) Employee undertakes that he/she will not take up any other employment while he/she is under the contract and further undertakes to obtain prior consent from the Company before taking up any other employment.

(v) In case wherein the employee resigns within a period of 24 months from the date of Joining, the entire amount of expenses reimbursed/buy out cost/Joining Bonus/relocation expense/Certification cost paid to him/her will be recovered as part of the full and final settlement.

Non – Competition

(a) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not hire or attempt to hire any current employees of Company.

(b) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not solicit business from current clients or clients who have retained the Company in the 2 years period immediately preceding the employee's termination.

Notice Period

The employee may terminate the contract of employment by giving 3 months written notice to the Company. The waiver of notice period fully or partially is at the Company's sole discretion. However, Company will also be entitled to terminate the contract of employment without assigning any reasons thereof.

Pre-Employment Screening:

The employment offer is contingent upon the satisfactory outcome of the pre-employment screening activities (including background checks, reference check of former employment/s or such other checks as may be deemed right by the company). Please be advised that company's policy provides that misrepresentation of an individual's qualifications, credentials etc. in securing employment at the company may be grounds of dismissal with immediate effect.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Professional Ethics:

As an organization which believes in professionalism and performance every employee will be expected to uphold professional ethics when dealing with company's money, material, documents and assets, and violation of the Company's code or leakage of the Company's trade/business secrets that is directly or indirectly attributable to the concerned person. If you are found guilty, at any point of time, of moral turpitude or dishonesty in dealing with the Company's money, material, or documents or of theft of misappropriation regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this letter. Also, you would be liable to pay the damage quantified by the Company for breach of any terms and conditions mentioned in this letter. You shall not divulge, communicate, or pass on any information, secrets which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. Company information on devices, media, social media, e-mail, fax, printout or photos need to be handled with strict confidentiality. You shall not communicate, in any manner, any information regarding your remuneration/terms of employment to any other employee of the company except your immediate superior. Indulgence in such activities or any violation of this norm shall lead to termination of your service immediately and will be taken proper legal actions.

A handwritten signature in blue ink, appearing to be "Aalim Muhammed Salegh", is written over a faint, larger version of the same signature.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Dispute

Any dispute that arises between parties will be referred to the Sole Arbitrator appointed by the Employer and the same is governed by the Arbitration and conciliation Act 1996. Any dispute between us and employee will be handled in Chennai courts only.

Upon joining you will be expected to follow the 'Employment terms and conditions' document with us which will outline the basic expectations from employees.

Kindly sign the copy of this letter as a token of your acceptance and return it to the undersigned on or before 25th July 2021

Sincerely,

Anthea Vicky

Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Compensation Break Up		
Name	Mohammed Suhail R	
Designation	Trainee Engineer	
A – Base Component		
	Monthly (Rs.)	Annual (Rs.)
Basic	15000	180000
HRA	7500	90000
Total of A	22500	270000
B – Basket of Allowances		
Medical Allowances	1250	15000
LTA	1300	15600
Conveyance	1600	19200
Other Allowance	717	8600
Total of B	4867	58400
C- Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
Total (A+B+C)	29167	350000

For AVA SOFTWARE Pvt. Ltd.,

To AVA SOFTWARE Pvt. Ltd.,

S. Anthea Vicky

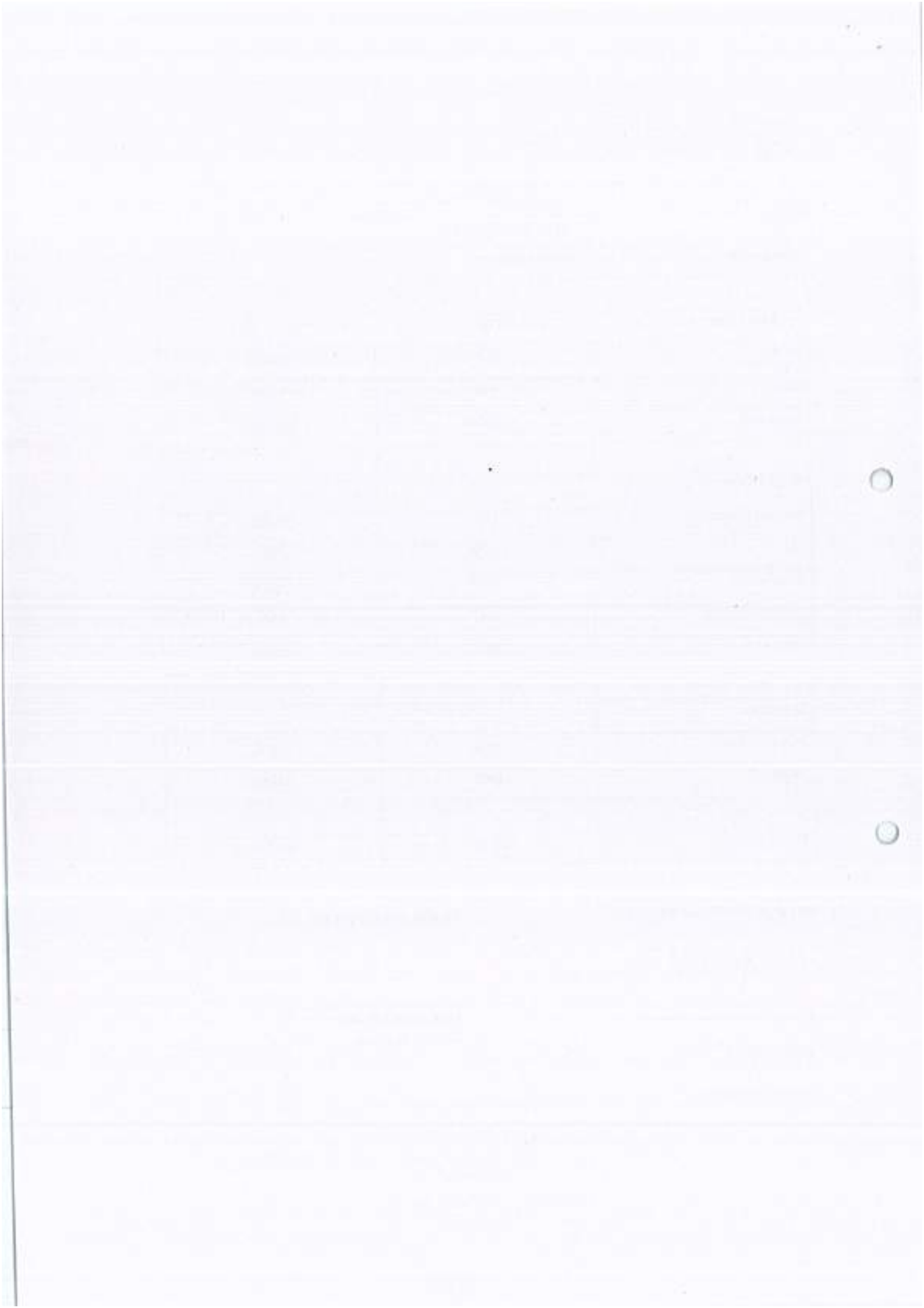
Mohamed Suhail R
Trainee Engineer

Anthea Vicky

Human Resources

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130
Website: <http://www.avasoft.com>

[Signature]
PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date:25-April-2021

Dear Mohammed Wasim 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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 8th floor, Chennai, Tamil Nadu, PIN 600063

MEMORANDUM

TO : [Illegible]

FROM : [Illegible]

SUBJECT : [Illegible]

DATE : [Illegible]

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[Illegible body text paragraph]

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[Illegible body text paragraph]

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12-04-2021

Musthaq N K
Chennai

Subject: LETTER OF OFFER

Dear Mohammed Musthaq N 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 **14-07-2021**

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

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Musthaq N K	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-07-2021	
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

[Signature]

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



SUTHERLAND®

PROVISIONAL OFFER LETTER

**College Name: Aalim Muhammed Salegh College of Engineering
Date:25-April-2021**

Dear Nandhini Ravi (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**

MEMORANDUM

TO : [Illegible]

FROM : [Illegible]

[Illegible text block]

[Illegible text block]

[Illegible text block]

[Illegible text block]

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[Illegible text block]

[Illegible text block]



AVALON
TECHNOLOGIES
PRIVATE LIMITED

Your global manufacturing partner.

CONFIDENTIAL

Date: 19.07.2021

To

Name : NOORULLAH . I

Reg No : 110117106046

College : Aalim Muhammed Salegh College of Engineering

Dear Noorullah . I

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successful completion of Graduation) under GET Scheme at Avalon Group which spans through a period of 3 years. Please find below the Salary details.


Year (Beginning)	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

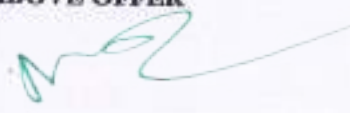

Michael Raj A
General Manager - HR (Group)



ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

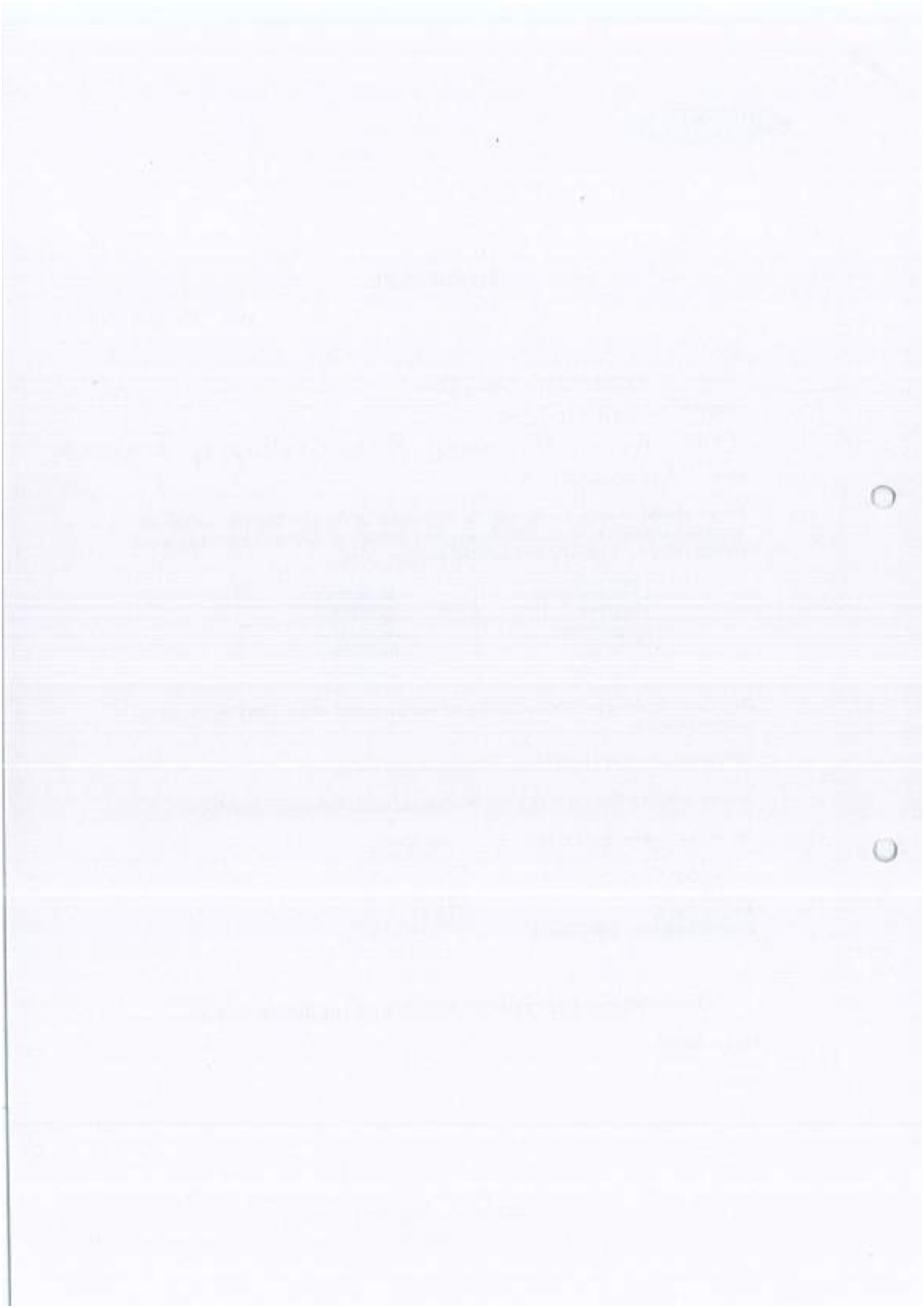
Signature:


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Reg. Office : "TPI BLOCK" 87, First Main Road, MEPZ-SEZ, Tambaram, Chennai - 600 045.

Corporate Identification Number : U30007TN1999PTED43479

Tel : 91-44-4222 0400 Fax : 91-44-2262 0097 E-mail : info@avalontec.com Company Website : www.avalontec.com





Date: 04.02.21

Dear Ragavendran 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 this 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 have received.

Name: Mr. Ragavendran M

Signature:

Date of Signature:

A handwritten signature in green ink, appearing to be 'Aalim Muhammed Salegh'.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Employment Agreement

1. Employment-Related Particulars

You are designated as **AI Prompt Engineer** and your employment will commence on **07.06.2021 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, Emerald G.K.S Towers, Poonamallee High Road, Purasaiwakkam Chennai TN - 600084.

2. Working hours

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 meet client requirement you may 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 pay you for carrying out 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 3 months 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. Any changes 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 this purpose.

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 created 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.


- Bachelor's Certificate (Original)
- Master's Certificate (Original)
- Aadhar Card (copy)
- Pan Card & Bank account details
- 1 Passport size Photo
- Pay Slip from previous employer.

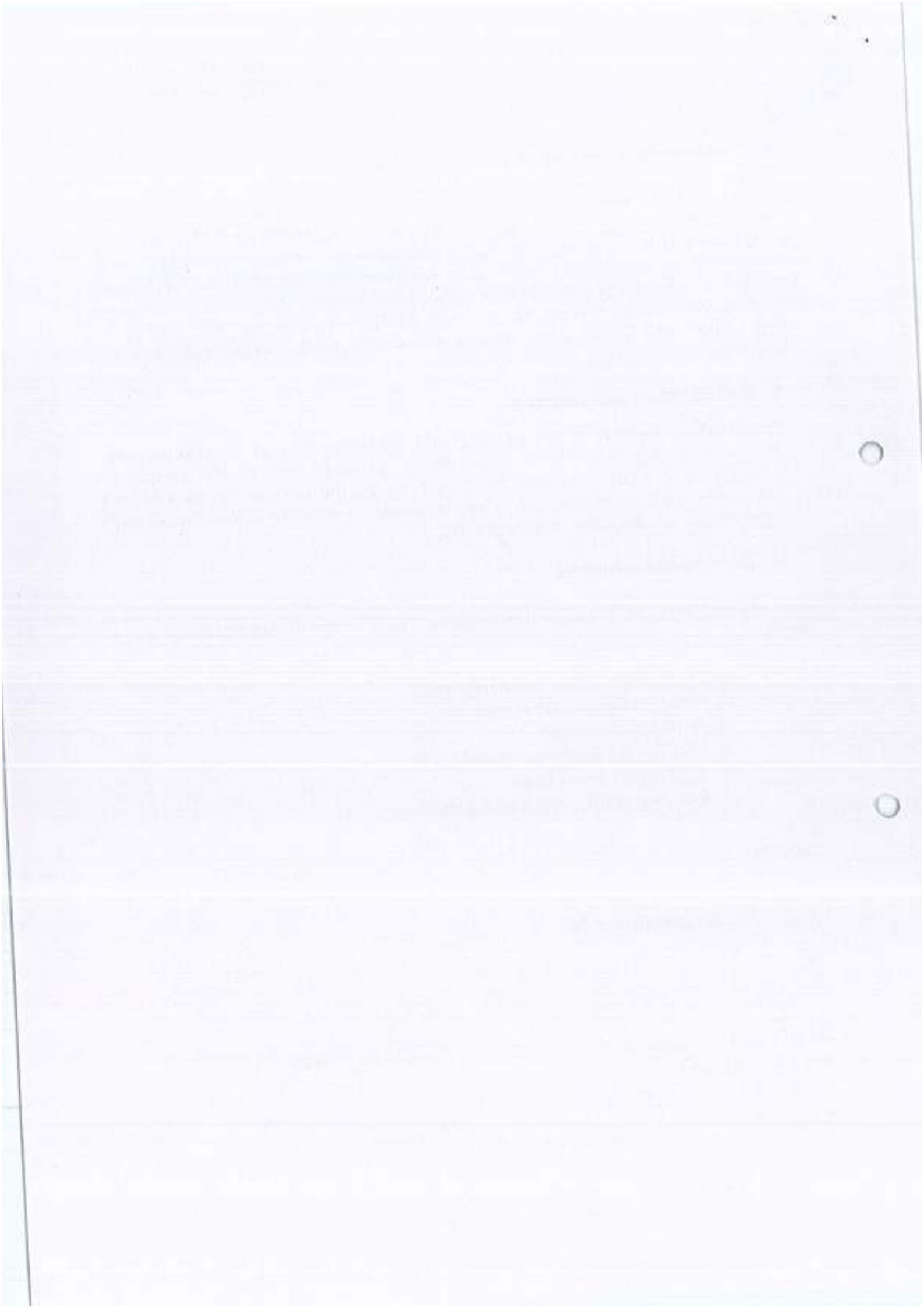
Accepted,
Signature:

Name **Mr. Ragavendran M**
Date of Signature:

Authorized Signatory,

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


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



12-04-2021

Rasheed Thariq M
Chennai

Subject: **LETTER OF OFFER**

Dear Rasheed Thariq 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 **14-07-2021**

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

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Rasheed Thariq M	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-07-2021	
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 Singh

Regional Head - Human Resources



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



July-2021

Mr. Riyaz Mohammed M
No.12, Vigneshwara Nagar,
Goudle Church back side
Tiruvallur

Dear Riyaz Mohammed M,

Thank you for your interest in AVA SOFTWARE Pvt. Ltd. Subsequent to our discussion with you, we are delighted to extend you an offer to join AVASOFT. We believe you can play an important role in our rapid growth and success and look forward to welcoming you to the AVASOFT family.

Position

You will be undergoing an internship with AVASOFT for a period of 6 months and you will be designated as Trainee Engineer and will be paid a stipend of Rs.10,000/- per month subject to PF & ESI from the date of joining. After successful completion of your internship, you will be designated as Software Engineer and your CTC would be Rs. 3.5/- Lakhs per annum (Rupees Three Lakhs and Fifty Thousand only) is inclusive of basic salary, HRA, medical and regular conveyance which is effective from the date of employment.

Probation

You will be on probation from your date of joining for a period of twelve months as Software Engineer. You will continue to do so until the company confirms your services in writing, based on your conduct and performance during this period meeting the standards of the company.

Compensation

Your total cost to AVASOFT will be **Rs. 3.5/- Lakhs per annum** (Rupees Three Lakhs and Fifty Thousand only) subject to Tax deduction. Further details are furnished in Annexure-1

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130
Website: <http://www.avasoft.com>



Confidentiality and Non-Disclosure

You are expected to maintain utmost secrecy in regard to the affairs of the company and shall keep confidential all information, instruments, documents, etc. relating to the company that may come to your professional knowledge during your assignment with the company.

Conflict of Interest Guidelines.

You shall diligently adhere to the following guidelines and policy of the company and to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly, you must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the company

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors, and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours (discussed during the interview) as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.

A handwritten signature in blue ink, appearing to be "AALIM MUHAMMED SALEGH", is written over the printed name.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leave Eligibility:

You are entitled to Leave benefits during your employment with the company. Annual Eligibility of Earned Leave will depend on the length of service of the associate. Associates are also entitled to sick leave and any associate shall be entitled to maternity/paternity leave and benefits specific to gender. Detailed terms and conditions relating to leave eligibility is provided as relevant policies on the intranet. All these policies are subject to change and you shall abide by the updated policies.

Health Insurance

The Company will insure you, your spouse, and a maximum of 2 Children as dependents for Hospitalization as per the policy for an amount of Rs.2,00,000/-per annum per individual. Details would be made available on joining.

Termination & Recovery

- (i) The Company may terminate this contract and the Employee's employment at any time.
- (ii) Upon termination of employment with the company, the Employee shall forthwith return to the company all the assets and property of the company i.e., documents, files, books paper, memos, or any other property of the company in your possession or under Employee control.
- (iii) The employee shall commit to be in the employment of the company at least for a period of 24 months, considering the substantial expenditure incurred by the Employer Company in India and Overseas towards training/certification on Employee's account. In case if any employee decides to resign any time after the 1st month of internship/training Period without serving the 24 months service with us as a full-term employee after completing 6 months internship, the Employee shall be liable to compensate the Employer a sum of Rs. 1,50,000/- (Rupees One Lakh and Fifty thousand Only) to cover the loss incurred by the Employer in recruiting/training Employee and for similar expenses to be incurred by the Employer on another person to be inducted as successor in the office and considering disruption in continuity in the office, failing which will lead to legal action.



(iv) Employee undertakes that he/she will not take up any other employment while he/she is under the contract and further undertakes to obtain prior consent from the Company before taking up any other employment.

(v) In case wherein the employee resigns within a period of 24 months from the date of Joining, the entire amount of expenses reimbursed/buy out cost/Joining Bonus/relocation expense/Certification cost paid to him/her will be recovered as part of the full and final settlement.

Non – Competition

(a) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not hire or attempt to hire any current employees of Company.

(b) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not solicit business from current clients or clients who have retained the Company in the 2 years period immediately preceding the employee's termination.

Notice Period

The employee may terminate the contract of employment by giving 3 months written notice to the Company. The waiver of notice period fully or partially is at the Company's sole discretion. However, Company will also be entitled to terminate the contract of employment without assigning any reasons thereof.

Pre-Employment Screening:

The employment offer is contingent upon the satisfactory outcome of the pre-employment screening activities (including background checks, reference check of former employment/s or such other checks as may be deemed right by the company). Please be advised that company's policy provides that misrepresentation of an individual's qualifications, credentials etc. in securing employment at the company may be grounds of dismissal with immediate effect.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Professional Ethics:

As an organization which believes in professionalism and performance every employee will be expected to uphold professional ethics when dealing with company's money, material, documents and assets, and violation of the Company's code or leakage of the Company's trade/business secrets that is directly or indirectly attributable to the concerned person. If you are found guilty, at any point of time, of moral turpitude or dishonesty in dealing with the Company's money, material, or documents or of theft of misappropriation regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this letter. Also, you would be liable to pay the damage quantified by the Company for breach of any terms and conditions mentioned in this letter. You shall not divulge, communicate, or pass on any information, secrets which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. Company information on devices, media, social media, e-mail, fax, printout or photos need to be handled with strict confidentiality. You shall not communicate, in any manner, any information regarding your remuneration/terms of employment to any other employee of the company except your immediate superior. Indulgence in such activities or any violation of this norm shall lead to termination of your service immediately and will be taken proper legal actions.

A handwritten signature in blue ink, appearing to be "AALIM MUHAMMED SALEGH", is written over the printed name.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Dispute

Any dispute that arises between parties will be referred to the Sole Arbitrator appointed by the Employer and the same is governed by the Arbitration and conciliation Act 1996. Any dispute between us and employee will be handled in Chennai courts only.

Upon joining you will be expected to follow the 'Employment terms and conditions' document with us which will outline the basic expectations from employees.

Kindly sign the copy of this letter as a token of your acceptance and return it to the undersigned on or before 25th July 2021

Sincerely,

Anthea Vicky

Human Resources

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**

Compensation Break Up		
Name	Riyaz Mohammed M	
Designation	Trainee Engineer	
A – Base Component	Monthly (Rs.)	Annual (Rs.)
Basic	15000	180000
HRA	7500	90000
Total of A	22500	270000
B – Basket of Allowances		
Medical Allowances	1250	15000
LTA	1300	15600
Conveyance	1600	19200
Other Allowance	717	8600
Total of B	4867	58400
C- Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
Total (A+B+C)	29167	350000

For AVA SOFTWARE Pvt. Ltd.,

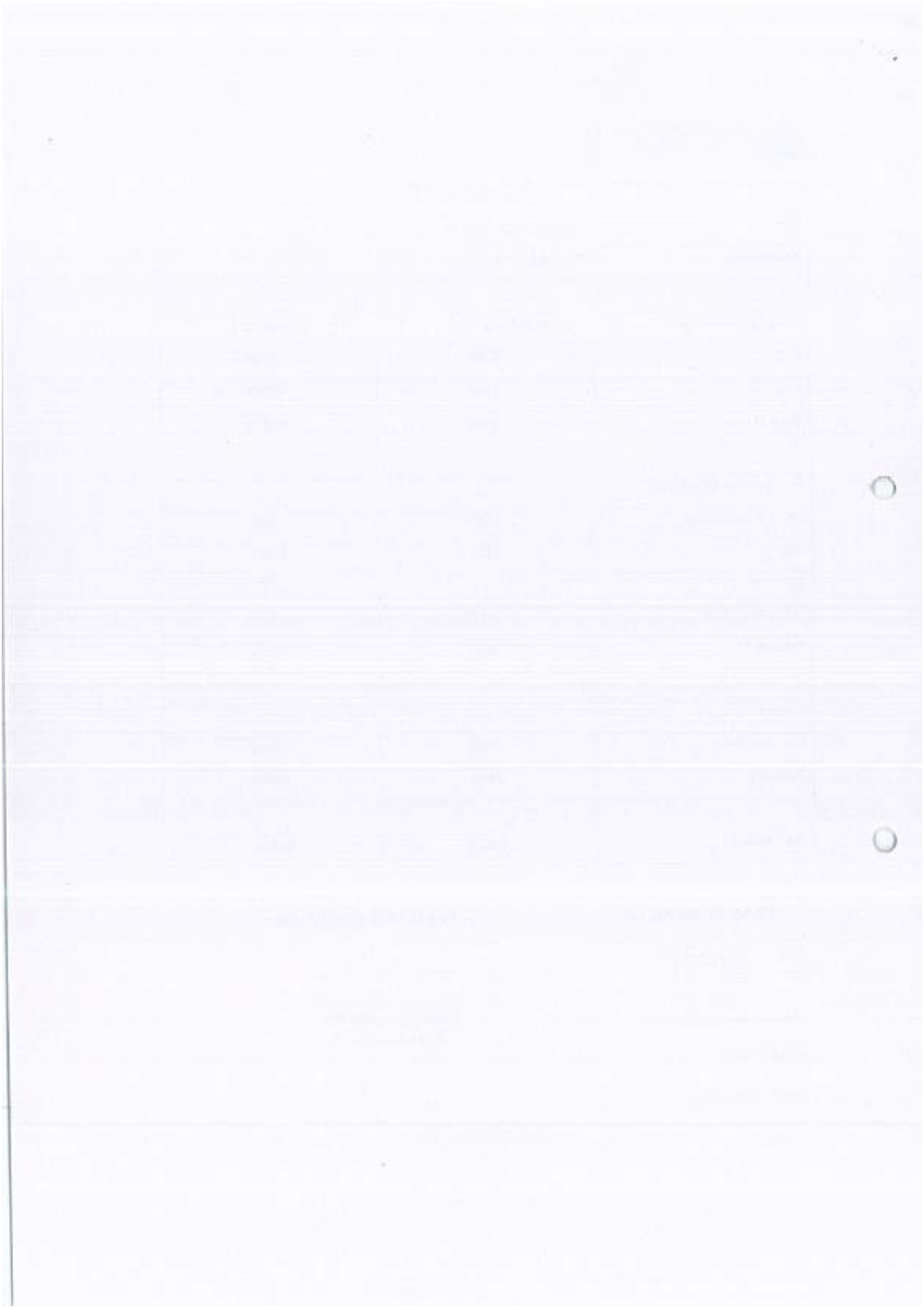
S. Anthea Vicky

Anthea Vicky

Human Resources

To AVA SOFTWARE Pvt. Ltd.,

Riyaz Mohammed M
Trainee Engineer



12-04-2021

Sabiha Tabassum S
Chennai

Subject: **LETTER OF OFFER**

Dear Sabiha Tabassum 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 **14-07-2021**

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

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Sabiha Tabassum S	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-07-2021	
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 Singh

Regional Head - Human Resources



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

12-04-2021

Shahid Hussain N
Chennai

Subject: LETTER OF OFFER

Dear Shahid Hussain 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 **14-07-2021**

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

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Shahid Hussain N	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-07-2021	
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
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Employer PF Contribution	1230	1230
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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 Singh

Regional Head - Human Resources



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



AVALON
TECHNOLOGIES
PRIVATE LIMITED

Your global manufacturing partner .

CONFIDENTIAL

Date: 19.07.2021

To

Name : SHAIF MOHAMMED ISHOQ S

Reg No : 110117106052

College : Aalim Muhammed Salegh college of Engineering

Dear Shaif Mohammed Ishoq. S

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successful 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:

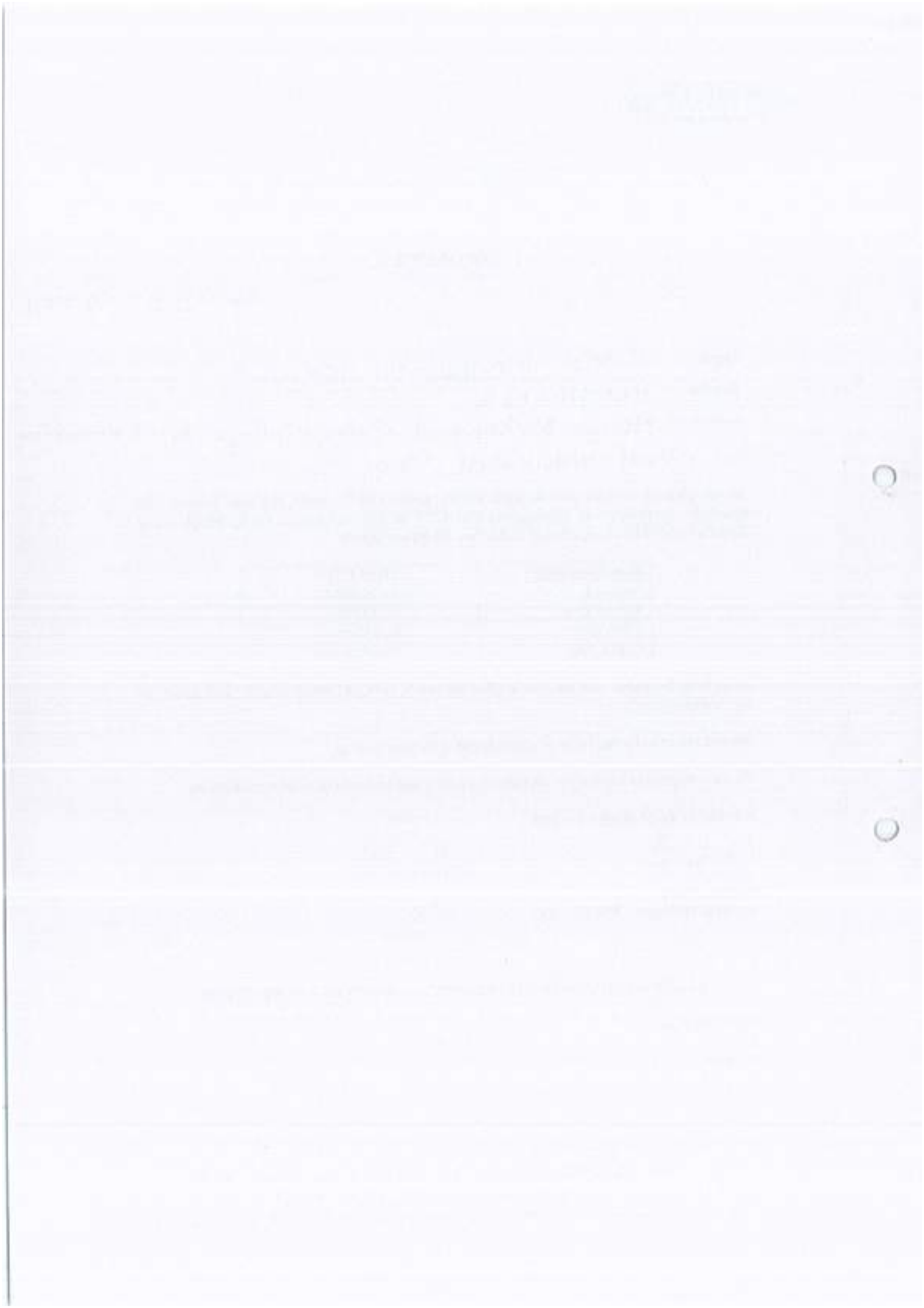
Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Reg. Office : "TPI BLOCK" B7, First Main Road, MEPZ-SEZ, Tambaram, Chennai - 600 045.

Corporate Identification Number : U30007TN1999PT6043479

Tel : 91-44-4222 0400 Fax : 91-44-2262 0097 E-mail : info@avalontec.com Company Website : www.avalontec.com





PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 20-March-2021

Dear Shiek Mohamed Riyaz (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, 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, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**

The first part of the document discusses the importance of maintaining accurate records. It emphasizes that proper documentation is essential for ensuring the integrity and reliability of the data collected. This section also outlines the various methods used to gather information, including direct observation and interviews.

In the second section, the author details the specific procedures followed during the study. This includes a description of the sample selection process, which aimed to represent the target population as accurately as possible. The data collection phase is also described, highlighting the challenges faced and the strategies employed to overcome them.

The final part of the document presents the results of the study. The findings are analyzed and compared against existing literature to identify any new insights or confirm previous theories. The author concludes by discussing the implications of the research and suggesting areas for future study.

8

The following table summarizes the key findings of the study. It shows a clear trend in the data, which supports the hypothesis that was tested. The results indicate that there is a significant relationship between the variables being studied, and this relationship appears to be consistent across different contexts.

The data also reveals some interesting patterns that were not initially expected. For example, the impact of certain factors was found to be more pronounced than anticipated. These findings have important implications for both theory and practice, and they provide a solid foundation for further research in this area.

Overall, the study has provided valuable insights into the phenomenon being investigated. The findings suggest that there are several key factors that influence the outcome, and these factors interact in a complex way. The results are both statistically significant and practically relevant, and they offer a clear path forward for future research.

8



July-2021

Mr. Shoaib Akthar Shariff A
No.19, Abdul Kareem Street,
Triplicane
Chennai-600005

Dear Shoaib Akthar Shariff A,

Thank you for your interest in AVA SOFTWARE Pvt. Ltd. Subsequent to our discussion with you, we are delighted to extend you an offer to join AVASOFT. We believe you can play an important role in our rapid growth and success and look forward to welcoming you to the AVASOFT family.

Position

You will be undergoing an internship with AVASOFT for a period of 6 months and you will be designated as Trainee Engineer and will be paid a stipend of Rs.10,000/- per month subject to PF & ESI from the date of joining. After successful completion of your internship, you will be designated as Software Engineer and your CTC would be Rs. 3.5/- Lakhs per annum (Rupees Three Lakhs and Fifty Thousand only) is inclusive of basic salary, HRA, medical and regular conveyance which is effective from the date of employment.

Probation

You will be on probation from your date of joining for a period of twelve months as Software Engineer. You will continue to do so until the company confirms your services in writing, based on your conduct and performance during this period meeting the standards of the company.

Compensation

Your total cost to AVASOFT will be Rs. 3.5/- Lakhs per annum (Rupees Three Lakhs and Fifty Thousand only) subject to Tax deduction. Further details are furnished in Annexure-1

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130
Website: <http://www.avasoft.com>

Confidentiality and Non-Disclosure

You are expected to maintain utmost secrecy in regard to the affairs of the company and shall keep confidential all information, instruments, documents, etc. relating to the company that may come to your professional knowledge during your assignment with the company.

Conflict of interest Guidelines.

You shall diligently adhere to the following guidelines and policy of the company and to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly, you must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the company

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors, and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours (discussed during the interview) as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leave Eligibility:

You are entitled to Leave benefits during your employment with the company. Annual Eligibility of Earned Leave will depend on the length of service of the associate. Associates are also entitled to sick leave and any associate shall be entitled to maternity/paternity leave and benefits specific to gender. Detailed terms and conditions relating to leave eligibility is provided as relevant policies on the intranet. All these policies are subject to change and you shall abide by the updated policies.

Health Insurance

The Company will insure you, your spouse, and a maximum of 2 Children as dependents for Hospitalization as per the policy for an amount of Rs.2,00,000/-per annum per individual. Details would be made available on joining.

Termination & Recovery

- (i) The Company may terminate this contract and the Employee's employment at any time.
- (ii) Upon termination of employment with the company, the Employee shall forthwith return to the company all the assets and property of the company i.e., documents, files, books paper, memos, or any other property of the company in your possession or under Employee control.
- (iii) The employee shall commit to be in the employment of the company at least for a period of 24 months, considering the substantial expenditure incurred by the Employer Company in India and Overseas towards training/certification on Employee's account. In case if any employee decides to resign any time after the 1st month of internship/training Period without serving the 24 months service with us as a full-term employee after completing 6 months internship, the Employee shall be liable to compensate the Employer a sum of Rs. 1,50,000/- (Rupees One Lakh and Fifty thousand Only) to cover the loss incurred by the Employer in recruiting/training Employee and for similar expenses to be incurred by the Employer on another person to be inducted as successor in the office and considering disruption in continuity in the office, failing which will lead to legal action.



- (iv) Employee undertakes that he/she will not take up any other employment while he/she is under the contract and further undertakes to obtain prior consent from the Company before taking up any other employment.
- (v) In case wherein the employee resigns within a period of 24 months from the date of Joining, the entire amount of expenses reimbursed/buy out cost/Joining Bonus/relocation expense/Certification cost paid to him/her will be recovered as part of the full and final settlement.

Non - Competition


- (a) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not hire or attempt to hire any current employees of Company.
- (b) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not solicit business from current clients or clients who have retained the Company in the 2 years period immediately preceding the employee's termination.

Notice Period

The employee may terminate the contract of employment by giving 3 months written notice to the Company. The waiver of notice period fully or partially is at the Company's sole discretion. However, Company will also be entitled to terminate the contract of employment without assigning any reasons thereof.

Pre-Employment Screening:

The employment offer is contingent upon the satisfactory outcome of the pre-employment screening activities (including background checks, reference check of former employment/s or such other checks as may be deemed right by the company). Please be advised that company's policy provides that misrepresentation of an individual's qualifications, credentials etc. in securing employment at the company may be grounds of dismissal with immediate effect.


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130
Website: <http://www.avasoft.com>

Professional Ethics:

As an organization which believes in professionalism and performance every employee will be expected to uphold professional ethics when dealing with company's money, material, documents and assets, and violation of the Company's code or leakage of the Company's trade/business secrets that is directly or indirectly attributable to the concerned person. If you are found guilty, at any point of time, of moral turpitude or dishonesty in dealing with the Company's money, material, or documents or of theft of misappropriation regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this letter. Also, you would be liable to pay the damage quantified by the Company for breach of any terms and conditions mentioned in this letter. You shall not divulge, communicate, or pass on any information, secrets which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. Company information on devices, media, social media, e-mail, fax, printout or photos need to be handled with strict confidentiality. You shall not communicate, in any manner, any information regarding your remuneration/terms of employment to any other employee of the company except your immediate superior. Indulgence in such activities or any violation of this norm shall lead to termination of your service immediately and will be taken proper legal actions.



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Dispute

Any dispute that arises between parties will be referred to the Sole Arbitrator appointed by the Employer and the same is governed by the Arbitration and conciliation Act 1996. Any dispute between us and employee will be handled in Chennai courts only.

Upon joining you will be expected to follow the 'Employment terms and conditions' document with us which will outline the basic expectations from employees.

Kindly sign the copy of this letter as a token of your acceptance and return it to the undersigned on or before 25th July 2021

Sincerely,

Anthea Vicky

Human Resources

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

<u>Compensation Break Up</u>		
Name	Shoalb Akthar Shariff A	
Designation	Trainee Engineer	
A – Base Component	Monthly (Rs.)	Annual (Rs.)
Basic	15000	180000
HRA	7500	90000
Total of A	22500	270000
B – Basket of Allowances		
Medical Allowances	1250	15000
LTA	1300	15600
Conveyance	1600	19200
Other Allowance	717	8600
Total of B	4867	58400
C- Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
Total (A+B+C)	29167	350000

For AVA SOFTWARE Pvt. Ltd.,

S. J. Lakshmi

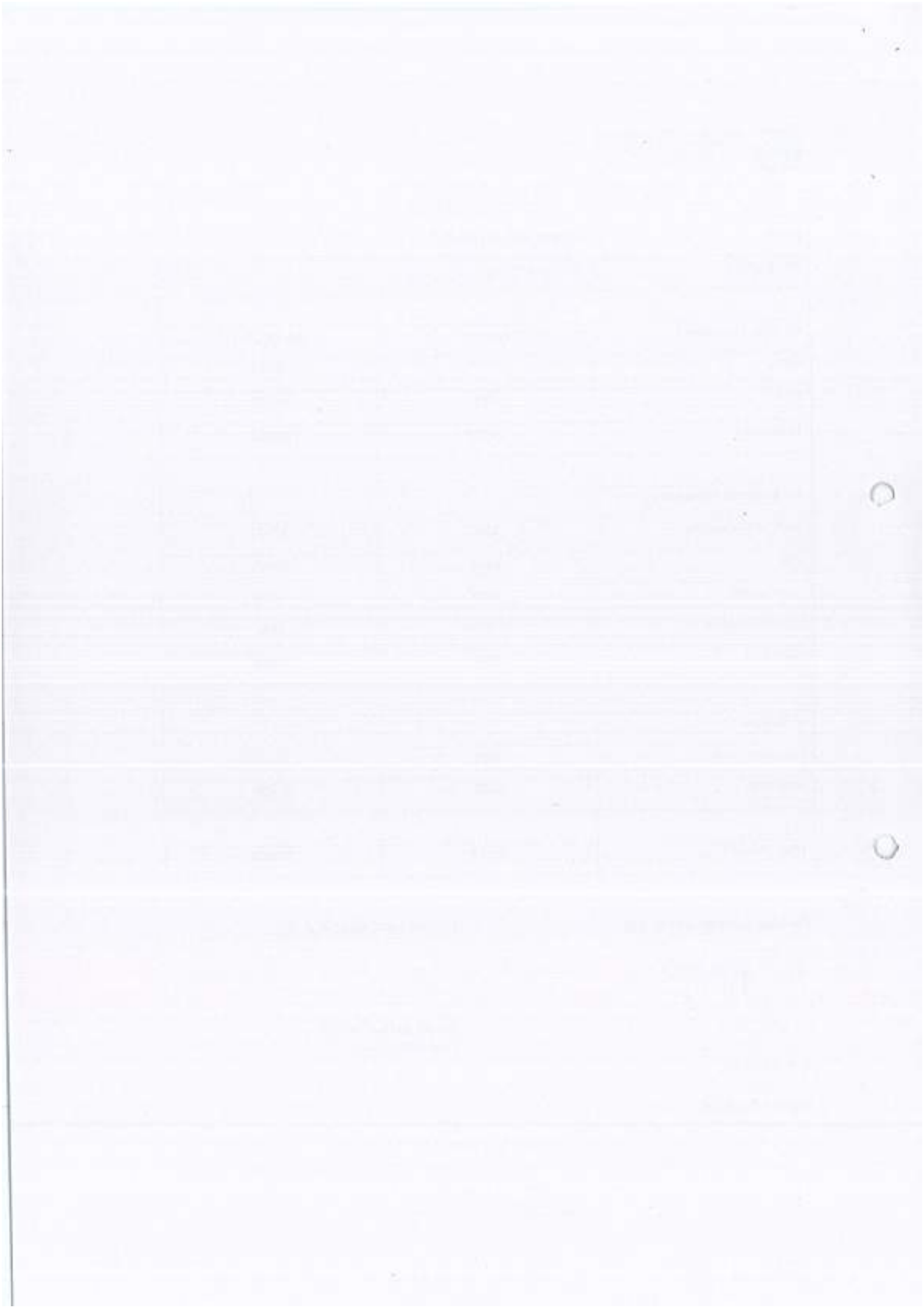
Anthea Vicky

Human Resources

To AVA SOFTWARE Pvt. Ltd.,

Shoalb Akthar Shariff A
Trainee Engineer

[Signature]
PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



12-04-2021

Sowmya R
ChennaiSubject: **LETTER OF OFFER**

Dear Sowmya 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 **14-07-2021**

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

Annexure:-

Annexure - Just Dial Ltd Compensation Structure

Employee Name	Sowmya R	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-07-2021	
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

[Signature]

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Offer: Computer Consultancy
Ref: TCSL/DT20207328020/Lucknow
Date: 14/01/2022

Mr. Suhail Ahmad Noor Abdul Wahid
No:355th Street,
Bismillah Nagar, Vettuvankeni,
Chennai-600115,
Tamil Nadu.
Tel# -

Dear Suhail Ahmad Noor Abdul Wahid,

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 ₹3,36,877/- per annum, as per the terms and conditions set out herein.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20207328020

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

1/1, Vibhuti Khand, Gomti Nagar, Lucknow 226 010 India

Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: www.tcs.com

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

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


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- 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 ₹5,914/- 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. 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.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

2

TCS Confidential
TCSL/DT20207328020

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

1/1, Vibhuti Khand, Gomti Nagar, Lucknow 226 010 India
Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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 TCS Xplore / Xperience 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.

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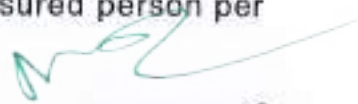
Tata Consultancy Services Limited

1/1, Vibhuti Khand, Gornti Nagar, Lucknow 226 010 India

Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: www.tcs.com

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

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


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ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

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

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

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

Maternity Leave

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

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 expenses towards professional membership as per TCSL's policy.

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RETIRALS

Provident Fund

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

Gratuity

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

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 (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) 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.

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. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve

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months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 3 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 TCS Xperience 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

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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 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. Work in SBWS mode

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

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. 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

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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.

13. 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.

14. 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.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

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

16. 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.

17. 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.

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18. 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.

19. 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.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- 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
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

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- *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 Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) 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.

22. 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.

23. 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.

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24. 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.

25. Data Privacy Clause:

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

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

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

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

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

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

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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

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

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GROSS SALARY SHEET

Annexure 1

Name	Suhail Ahmad Noor Abdul Wahid
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	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
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	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877

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

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

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

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

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752


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Annexure 2

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

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Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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

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2. Associate's Obligations

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

3. Intellectual Property Rights

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

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4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

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

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

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

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

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



10. Equitable Rights

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

11. General

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

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

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

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

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



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

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

A handwritten signature in blue ink, appearing to be 'Aalim Muhammed Salegh'.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



03-05-2021
Chennai 600 100

Ms. Sumiya Banu A
Aalim Muhammed Salegh College of Engineering

Dear Sumiya Banu A,

We refer to the discussion had with us and have pleasure in offering you the position of **Assistant Systems Engineer** in our organization on the following terms & conditions.

1. This offer is based on your profile and performance in the selection process.
2. Date of joining will be by **19 July 2021**. Your total compensation of **Rs.3,75,000/ (Rupees Three lakhs and seventy five thousand only)** consists of total fixed pay component & Variable pay. Actual amount of variable pay will be paid based on review conducted half yearly. Please refer details in Annexure - A
3. Kindly confirm your acceptance of this offer through mail. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.
4. A detailed Appointment letter shall be drawn up and signed after you join our organization.
5. You will be governed by the rules and regulations as applicable to your category of employees.
6. Your employment will be governed by the service rules of the company in force from time to time. you will abide by the rules and regulation of the company, which can be altered by the management as required.
7. You shall maintain confidentiality in terms of salary offered and requested not to disclose nor seek salary details of any employee of the company. If it comes to our notice of any breach of confidentiality, the offer will be withdrawn.
8. If in any case of resigning the job you have to give a prior notice to the organization before 3 months. Details on Notice period will be provided in your appointment letter.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Regd & Admin Office : Plot No.119, Survey No. 56/2C/2, Velachery Tambaram Road, Pallikaranai, Chennai - 600 100.

Tel : 91 - 44 - 6666 9600 / 6604 9600 | Web : www.jasmin-infotech.com

GST No. : 33AAACJ7415K12M

PAN No. : AAACJ7415K

CIN No. : U72300TN1998PTC040985



-2-

9. Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 65% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable). Graduation and Post-Graduation examination which includes successful completion of your final semester/year without any pending arrears/back logs during the entire course duration.
10. As per our eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.
11. As communicated to you during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University.
12. 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.
13. Your association with us will be subject to a background check in line with our Back ground verification 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 service without notice.

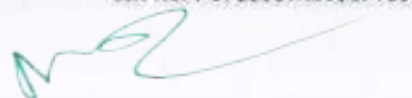
14. You will be required to promote a safe and healthy workplace. You will undergo medical examination in the first month of joining in any of the labs/hospitals company has recommended and as per business requirements at any time during your tenure with the company. You are requested to disclose serious illness if any certified by a doctor.

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GST No. : 33AAACJ7415K12H

PAN No. : AAACJ7415K

CIN No. : U72300TN1998PTC040985



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



-3-

15. At the time of your joining, photocopy of the following documents should be submitted.

Please carry the original copies for verification.

- Standard X and XII mark sheets
- Aadhar Card
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate/Proof of Age
- Passport [If available or proof of having applied]
- 6 photographs

The original documents listed above will be returned to you after verification.

We welcome you to our organization and hope that your career with us will be mutually beneficial.

As an employee of Jasmin Infotech, you will demonstrate outstanding qualities and results that exceeds our clients' expectations. In addition, we are also committed to providing you with opportunities to learn, grow and stretch to the highest level of your ability and potential.

For Jasmin Infotech Pvt. Ltd.,

Sivasankara Prasad Thupalli
CEO.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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GST No. : 33AAACJ7415K12M

PAN No. : AAACJ7415K

CIN No. : U72300TN1998PTC040985



ANNEXURE - A

Name : Sumiya Banu A
Designation : Assistant Systems Engineer

FIXED COMPENSATION	Per Month	Per annum
BASIC SALARY	15000	180000
HRA	7500	90000
Special Component	4084	49008
Employer's PF Contribution	1800	21600
Gratuity	722	8658
Group Medclaim Insurance & PA	895	10740
Fixed pay	30001	360006
Variable Pay	1250	15000
CTC	31251	375006

TOTAL COMPENSATION	Per Annum
(Rupees Three lakhs and seventy five thousand only)	375000

For Jasmin Infotech Pvt. Ltd.,

Sivasankara Prasad Thupalli
CEO.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Note:

Your total compensation consists of total fixed pay component & variable pay. Actual amount of variable pay will be paid based on review conducted.

Please note that employee should be active on rolls of organization/should not be serving notice period during the time of payout of variable pay.

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GST No. : 33AAACJ7415K12M

PAN No. : AAACJ7415K

CIN No. : U72300TN1998PTC040985



AVALON
TECHNOLOGIES
PRIVATE LIMITED

Your global manufacturing partner .

CONFIDENTIAL

Date: 19.07.2021

To

Name : TAMEEM MUJAHID N

Reg No : 110117106060

College : Aalim Muhammed Salegh college of Engineering

Dear Tameem Mujahid N

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successful completion of Graduation) under GET Scheme at Avalon Group which spans through a period of 3 years. Please find below the Salary details.

Year (Beginning)	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:

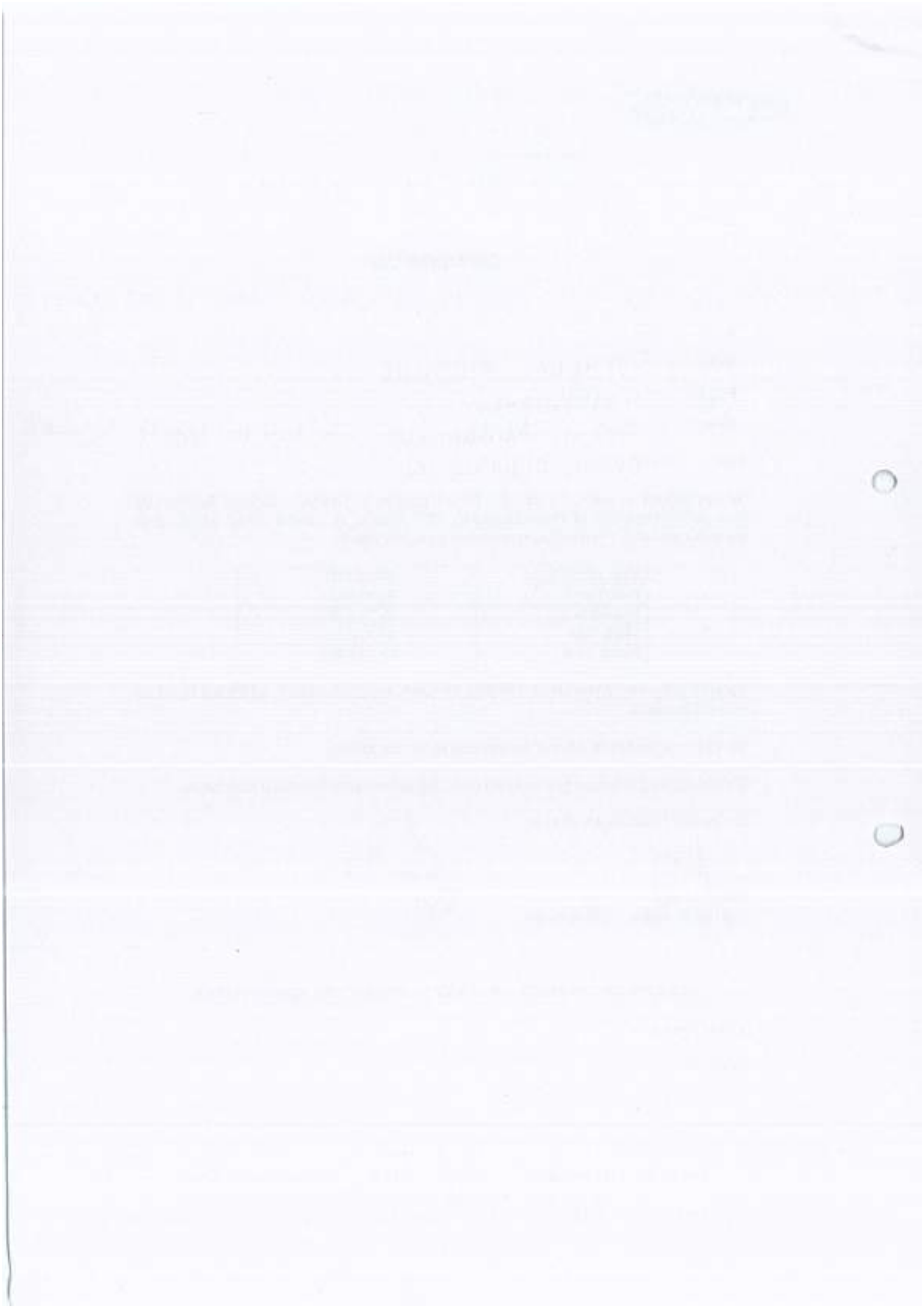
Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Reg. Office : "TPI BLOCK" 87, First Main Road, MEPZ-SEZ, Tambaram, Chennai - 600 045.

Corporate Identification Number : U30007TN1999PT6043479

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: 20-March-2021

Dear Tasneem Fathima K (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, 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

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



CR

CR



AVALON
TECHNOLOGIES
PRIVATE LIMITED

Your global manufacturing partner .

CONFIDENTIAL

Date: 19.07.2021

To

Name : THOWFIC AHAMED M

Reg No : 110117106062

College : Aalim Muhammed Salegh college of Engineering

Dear Thowfic Ahamed M

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successful completion of Graduation) under GET Scheme at Avalon Group which spans through a period of 3 years. Please find below the Salary details.

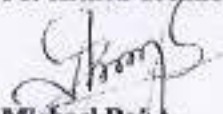
Year (Beginning)	Fixed CTC
First Year	Rs 25,000 /-
Second Year	Rs 29,000 /-
Third Year	Rs 33,000 /-
Fourth Year	Rs 40,000 /-

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:

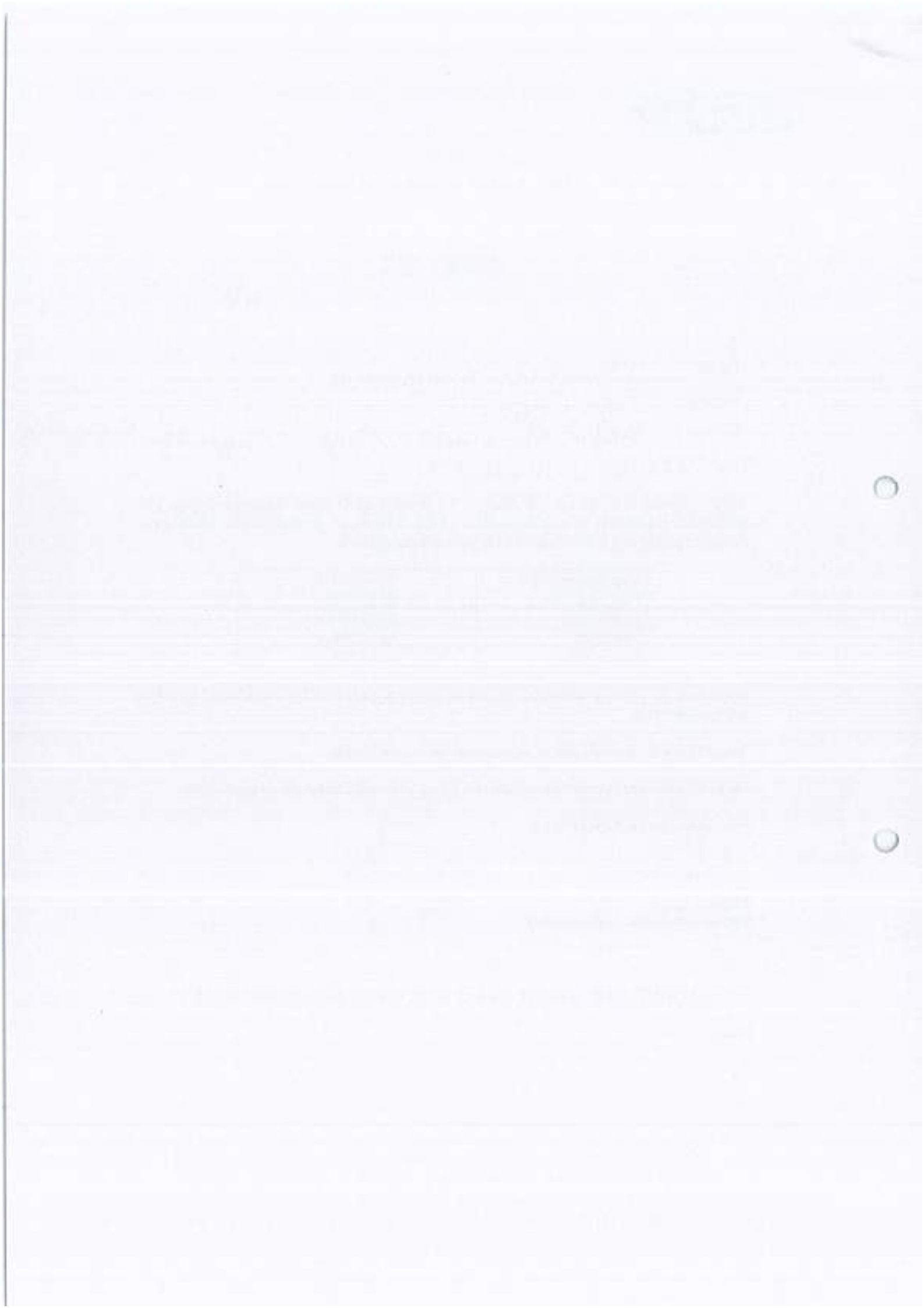
Signature:


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Reg. Office : "TPI BLOCK" 87, First Main Road, MEPZ-SEZ, Tambaram, Chennai - 600 045.

Corporate Identification Number : U30007TN1999PT6043479

Tel : 91-44-4222 0400 Fax : 91-44-2262 0097 E-mail : info@avalontec.com Company Website : www.avalontec.com





Ms. Yaasmeen I
Anna university

Dear Yaasmeen I,

We refer to the discussion had with us and have pleasure in offering you the position of **Assistant Systems Engineer** in our organization on the following terms & conditions.

1. This offer is based on your profile and performance in the selection process.
2. Date of joining will be by **19 August 2021**. Your total compensation of **Rs.3,75,000/ (Rupees Three lakhs and seventy five thousand only)** consists of total fixed pay component & Variable pay. Actual amount of variable pay will be paid based on review conducted half yearly. Please refer details in Annexure - A
3. Kindly confirm your acceptance of this offer through mail. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.
4. A detailed Appointment letter shall be drawn up and signed after you join our organization.
5. You will be governed by the rules and regulations as applicable to your category of employees.
6. Your employment will be governed by the service rules of the company in force from time to time. you will abide by the rules and regulation of the company, which can be altered by the management as required.
7. You shall maintain confidentiality in terms of salary offered and requested not to disclose nor seek salary details of any employee of the company. If it comes to our notice of any breach of confidentiality, the offer will be withdrawn.
8. If in any case of resigning the job you have to give a prior notice to the organization before 3 months. Details on Notice period will be provided in your appointment letter.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



9. Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 65% or above ~~in the first attempt~~ in each of your Standard Xth, Standard XIIth, Diploma (if applicable). Graduation and Post-Graduation examination which includes successful completion of your final semester/year without any pending arrears/back logs during the entire course duration.
10. As per our eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.
11. As communicated to you during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University.
12. 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.
13. Your association with us will be subject to a background check in line with our Back ground verification 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 service without notice.
14. You will be required to promote a safe and healthy workplace. You will undergo medical examination in the first month of joining in any of the labs/hospitals company has recommended and as per business requirements at any time during your tenure with the company. You are requested to disclose serious illness if any certified by a doctor.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



15. At the time of your joining, photocopy of the following documents should be submitted.

Please carry the original copies for verification.

- Standard X and XII mark sheets
- Aadhar Card
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate/Proof of Age
- Passport [If available or proof of having applied]
- 6 photographs

The original documents listed above will be returned to you after verification.

We welcome you to our organization and hope that your career with us will be mutually beneficial.

As an employee of Jasmin Infotech, you will demonstrate outstanding qualities and results that exceeds our clients' expectations. In addition, we are also committed to providing you with opportunities to learn, grow and stretch to the highest level of your ability and potential.

For Jasmin Infotech Pvt. Ltd.,

Sivasankara Prasad Thupalli
CEO.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Jasmin Infotech Pvt. Ltd.



ANNEXURE - A

Name : Yaasmeen I
Designation : Assistant Systems Engineer

FIXED COMPENSATION	Per Month	Per annum
BASIC SALARY	15000	180000
HRA	7500	90000
Special Component	4084	49008
Employer's PF Contribution	1800	21600
Gratuity	722	8658
Group Mediclaim Insurance & PA	895	10740
Fixed pay	30001	360006
Variable Pay	1250	15000
CTC	31251	375006

TOTAL COMPENSATION	Per Annum
(Rupees Three lakhs and seventy five thousand only)	375000

For Jasmin Infotech Pvt. Ltd.,

Sivasankara Prasad Thupalli
CEO.

Note:

Your total compensation consists of total fixed pay component & variable pay. Actual amount of variable pay will be paid based on review conducted.

Please note that employee should be active on rolls of organization/should not be serving notice period during the time of payout of variable pay.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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Tel : 91 - 44 - 6666 9600 / 6604 9600 | Web : www.jasmin-infotech.com

GST No. : 33AAACJ7415K12M

PAN No. : AAACJ7415K

CIN No. : U72300TN1998PTC040985



03-05-2021
Chennai 600 100

Ms. Yogeswari G
Aalim Muhammed Salegh College of Engineering

Dear Yogeswari G,

We refer to the discussion had with us and have pleasure in offering you the position of **Assistant Systems Engineer** in our organization on the following terms & conditions.

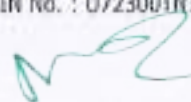
1. This offer is based on your profile and performance in the selection process.
2. Date of joining will be **by 19 July 2021**. Your total compensation of **Rs.3,75,000/ (Rupees Three lakhs and seventy five thousand only)** consists of total fixed pay component & Variable pay. Actual amount of variable pay will be paid based on review conducted half yearly. Please refer details in Annexure - A
3. Kindly confirm your acceptance of this offer through mail. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.
4. A detailed Appointment letter shall be drawn up and signed after you join our organization.
5. You will be governed by the rules and regulations as applicable to your category of employees.
6. Your employment will be governed by the service rules of the company in force from time to time. you will abide by the rules and regulation of the company, which can be altered by the management as required.
7. You shall maintain confidentiality in terms of salary offered and requested not to disclose nor seek salary details of any employee of the company. If it comes to our notice of any breach of confidentiality, the offer will be withdrawn.
8. If in any case of resigning the job you have to give a prior notice to the organization before 3 months. Details on Notice period will be provided in your appointment letter.

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PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



-2-

9. Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 65% or above in each of your Standard Xth, Standard XIIth, Diploma (if applicable). Graduation and Post-Graduation examination which includes successful completion of your final semester/year without any pending arrears/back logs during the entire course duration.
10. As per our eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.
11. As communicated to you during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University.
12. 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.
13. Your association with us will be subject to a background check in line with our Back ground verification policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.

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AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



-3 -

15. At the time of your joining, photocopy of the following documents should be submitted.

Please carry the original copies for verification.

- Standard X and XII mark sheets
- Aadhar Card
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate/Proof of Age
- Passport [If available or proof of having applied]
- 6 photographs

The original documents listed above will be returned to you after verification.

We welcome you to our organization and hope that your career with us will be mutually beneficial.

As an employee of Jasmin Infotech, you will demonstrate outstanding qualities and results that exceeds our clients' expectations. In addition, we are also committed to providing you with opportunities to learn, grow and stretch to the highest level of your ability and potential.

For Jasmin Infotech Pvt. Ltd.,

Sivasankara Prasad Thupalli
CEO.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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GST No. : 33AAACJ7415K12M

PAN No. : AAACJ7415K

CIN No. : U72300TN1998PTC040985



ANNEXURE - A

Name : Yogeswari G
Designation : Assistant Systems Engineer

FIXED COMPENSATION	Per Month	Per annum
BASIC SALARY	15000	180000
HRA	7500	90000
Special Component	4084	49008
Employer's PF Contribution	1800	21600
Gratuity	722	8658
Group Mediclaim Insurance & PA	895	10740
Fixed pay	30001	360006
Variable Pay	1250	15000
CTC	31251	375006

TOTAL COMPENSATION	Per Annum
(Rupees Three lakhs and seventy five thousand only)	375000

For Jasmin Infotech Pvt. Ltd.,

Sivasankara Prasad Thupalli
CEO.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Note:

Your total compensation consists of total fixed pay component & variable pay. Actual amount of variable pay will be paid based on review conducted.

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PAN No. : AAACJ7415K

CIN No. : U72300TN1998PTC040985



.03-05-2021
Chennai 600 100

Mr. Munavar Basha M
Aalim Muhammed Salegh College of Engineering

Dear Munavar Basha M,

We refer to the discussion had with us and have pleasure in offering you the position of **Assistant Systems Engineer** in our organization on the following terms & conditions.

1. This offer is based on your profile and performance in the selection process.
2. Date of joining will be by **19 July 2021**. Your total compensation of **Rs.3,75,000/ (Rupees Three lakhs and seventy five thousand only)** consists of total fixed pay component & Variable pay. Actual amount of variable pay will be paid based on review conducted half yearly. Please refer details in Annexure - A
3. Kindly confirm your acceptance of this offer through mail. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.
4. A detailed Appointment letter shall be drawn up and signed after you join our organization.
5. You will be governed by the rules and regulations as applicable to your category of employees.
6. Your employment will be governed by the service rules of the company in force from time to time. you will abide by the rules and regulation of the company, which can be altered by the management as required.
7. You shall maintain confidentiality in terms of salary offered and requested not to disclose nor seek salary details of any employee of the company. If it comes to our notice of any breach of confidentiality, the offer will be withdrawn.
8. If in any case of resigning the job you have to give a prior notice to the organization before 3 months. Details on Notice period will be provided in your appointment letter.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Regd & Admin Office : Plot No.119, Survey No. 56/2C/2, Velachery Tambaram Road, Pallikaranai, Chennai - 600 100.
Tel : 91 - 44 - 6666 9600 / 6604 9600 | Web : www.jasmin-infotech.com

GST No. : 33AAACJ7415K12M

PAN No. : AAACJ7415K

CIN No. : U72300TN1998PTC040985



-2-

9. Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 65% or above in each of your Standard Xth, Standard XIIth, Diploma (if applicable). Graduation and Post-Graduation examination which includes successful completion of your final semester/year without any pending arrears/back logs during the entire course duration.
10. As per our eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.
11. As communicated to you during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University.
12. 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.
13. Your association with us will be subject to a background check in line with our Back ground verification 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 service without notice.
14. You will be required to promote a safe and healthy workplace. You will undergo medical examination in the first month of joining in any of the labs/hospitals company has recommended and as per business requirements at any time during your tenure with the company. You are requested to disclose serious illness if any certified by a doctor.

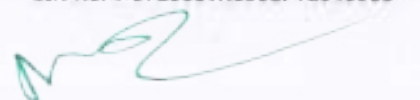
Regd & Admin Office : Plot No.119, Survey No. 56/2C/2, Velachery Tambaram Road, Pallikaranai, Chennai - 600 100.

Tel : 91 - 44 - 6666 9600 / 6604 9600 | Web : www.jasmin-infotech.com

GST No. : 33AAACJ7415K1ZM

PAN No. : AAACJ7415K

CIN No. : U72300TN1998PTC040985



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COLLEGE OF ENGINEERING



-3-

15. At the time of your joining, photocopy of the following documents should be submitted.

Please carry the original copies for verification.

- Standard X and XII mark sheets
- Aadhar Card
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate/Proof of Age
- Passport [If available or proof of having applied]
- 6 photographs

The original documents listed above will be returned to you after verification.

We welcome you to our organization and hope that your career with us will be mutually beneficial.

As an employee of Jasmin Infotech, you will demonstrate outstanding qualities and results that exceeds our clients' expectations. In addition, we are also committed to providing you with opportunities to learn, grow and stretch to the highest level of your ability and potential.

For Jasmin Infotech Pvt. Ltd.,

Sivasankara Prasad Thupalli
CEO.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Regd & Admin Office : Plot No.119, Survey No. 56/2C/2, Velachery Tambaram Road, Pallikaranai, Chennai - 600 100.
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GST No. : 33AAACJ7415K12M

PAN No. : AAACJ7415K

CIN No. : U72300TN1998PTCD40985



ANNEXURE – A

Name : Munavar Basha M
Designation : Assistant Systems Engineer

FIXED COMPENSATION	Per Month	Per annum
BASIC SALARY	15000	180000
HRA	7500	90000
Special Component	4084	49008
Employer's PF Contribution	1800	21600
Gratuity	722	8658
Group Mediclaim Insurance & PA	895	10740
Fixed pay	30001	360006
Variable Pay	1250	15000
CTC	31251	375006

TOTAL COMPENSATION	Per Annum
(Rupees Three lakhs and seventy five thousand only)	375000

For Jasmin Infotech Pvt. Ltd.,

Sivasankara Prasad Thupalli
CEO.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Note:

Your total compensation consists of total fixed pay component & variable pay. Actual amount of variable pay will be paid based on review conducted.

Please note that employee should be active on rolls of organization/should not be serving notice period during the time of payout of variable pay.

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Tel : 91 - 44 - 6666 9600 / 6604 9600 | Web : www.jasmin-infotech.com

GST No. : 33AAACJ7415K12M

PAN No. : AAACJ7415K

CIN No. : U72300TN1998PTC040985



SUTHERLAND®

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 25-April-2021

Dear Uma Devi 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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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

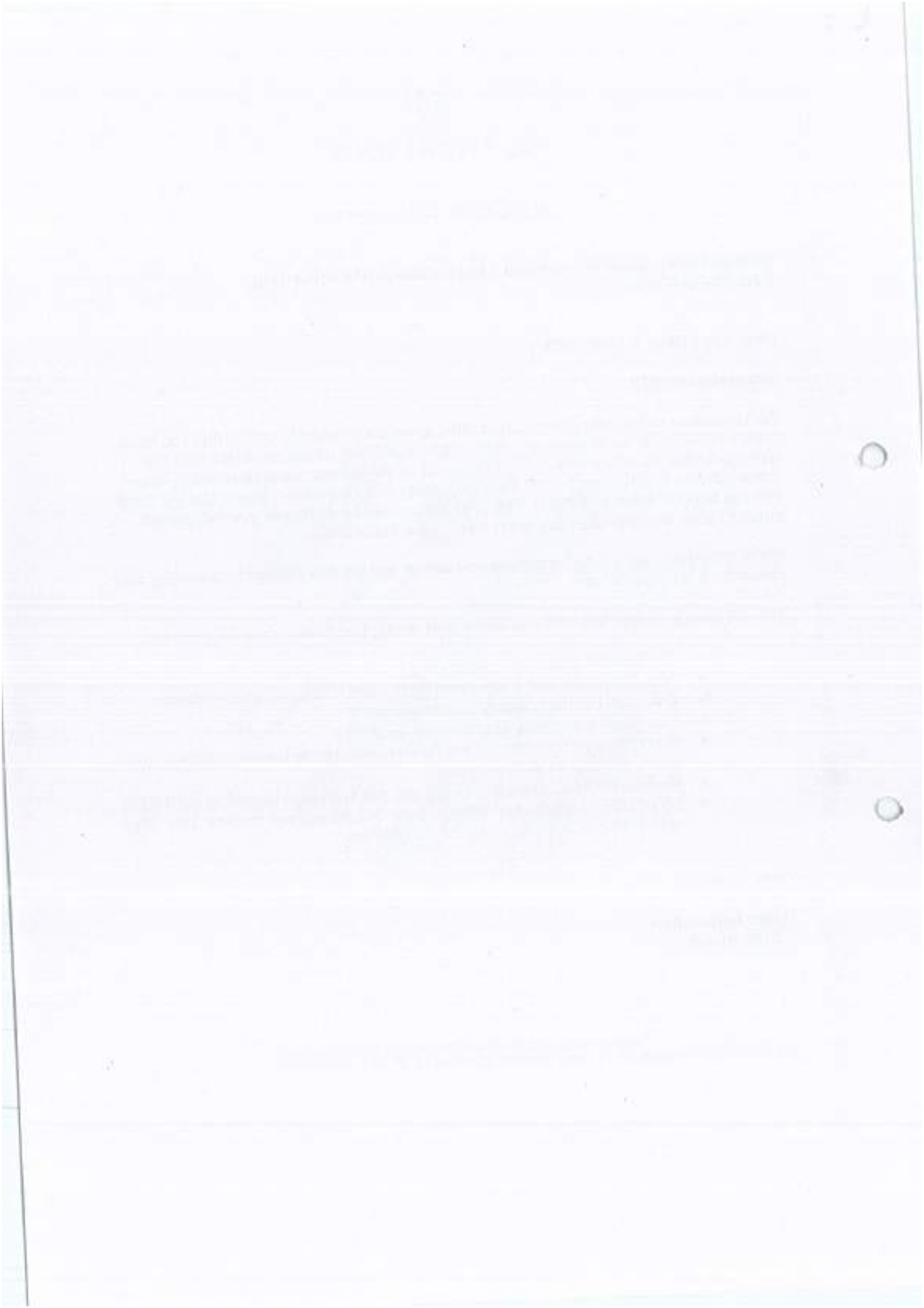
- 10 Passport size photographs
- 10th, 12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- 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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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



ELECTRICAL & ELECTRONICS ENGINEERING

MEMORANDUM

TO : SAC, NEW YORK

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OFFER LETTER

Date: September 24, 2021

To,

Mr./Mrs. Abdul Jasudeen N,

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 27, 2021** 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 27, 2021) 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. (October 01, 2022). 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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COLLEGE OF ENGINEERING



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 arising 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,

Ragman Begum K
DGM, Human Resources

Acceptance of candidate,

Signature -

Name:

Date:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

EXNOVATIONS DIGITAL SERVICES LLP

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



PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 25-April-2021

Dear Faizal 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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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

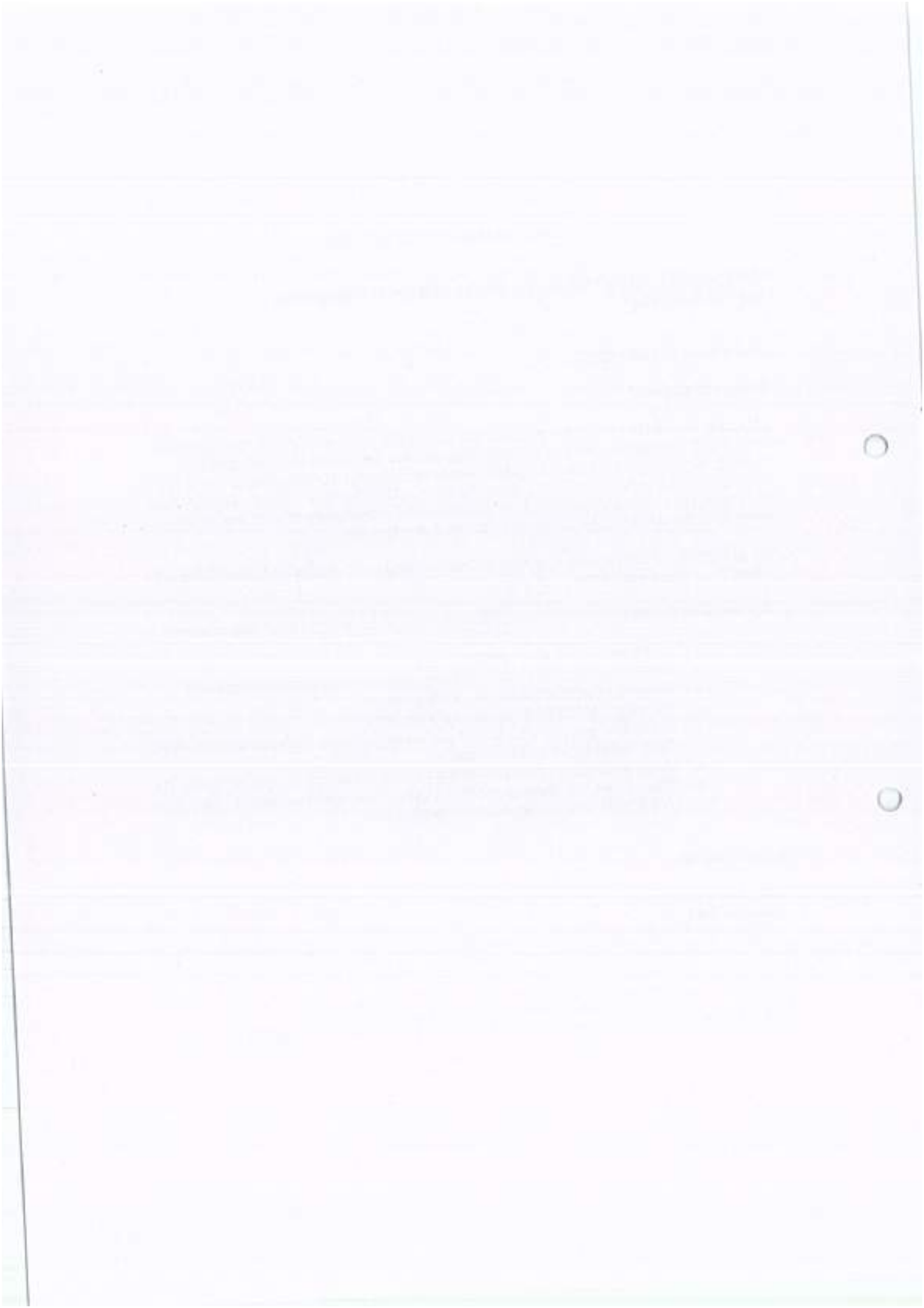
- 10 Passport size photographs
- 10th, 12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- 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
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PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 25-April-2021

Dear Hanif Adhithan N A (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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

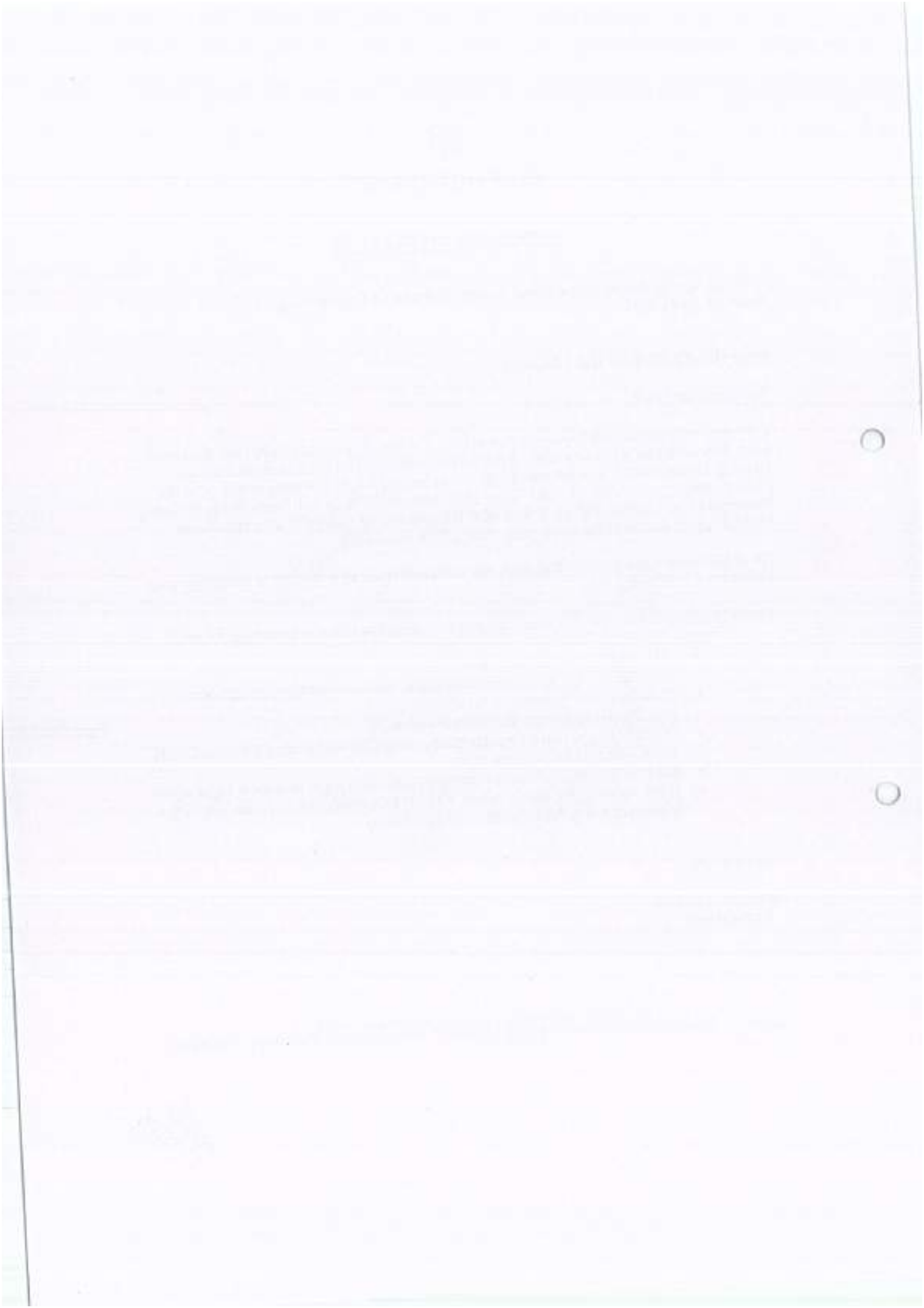
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- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, Pin 600063

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





Date: January 19, 2022

Dear Mr./Ms. Hassan Imran M

This letter is to confirm our discussions and to appoint you a position on the professional staff of **Exnovations Digital Services LLP**, ("Company"). We are pleased that you can join us as **Software Trainee** on **January 19, 2022**. The details of our appointment are based on this letter and the Standard Terms and Conditions of Employment, which are attached as Annexure B hereto. Please read and retain them for your records.

1 COMMENCEMENT OF EMPLOYMENT

You have been appointed as **Software Trainee** with effect **January 19, 2022**. You will be on the probation for 12 months. After 12 months based on your performance, you will be employed by the Company on permanent rolls. Your job description and general responsibilities are described in Annexure "B" and such further duties and responsibilities as the Company may delegate to you from time to time. You will report directly to one of the senior employee of the Company or one of his/her designate(s), as applicable.

2 SALARY

During Probation, you will receive a stipend of **Rs. 21500/- per month, including taxable and non-taxable allowances**. After successful completion of probation, you will be entitled to various benefits, perquisites, reimbursements and other statutory payments, as set out in Annexure "A" to this letter ("Compensation Package"). The Compensation Package will be subject to the usual deductions for tax and social security contribution normally to be with held by an employer in India. All reasonable business expenses incurred by you in carrying out your duties shall upon submission to the Company of written evidence of such expenses to the satisfaction of the Company be paid or reimbursed by the Company to you on a monthly basis.

3 TERMINATION

Your employment with the company may be terminated at any time by the Company in accordance with the provisions of clause 14 and 15 of the Annexure "B" hereto.

4 HOLIDAYS

During the probation period:

First 12 months i.e. from the date of joining the company, you shall be entitled to take 1 day leave per month and leave if any availed in excess would be leave without pay. No advance leave is permitted during this tenure.

After Probation Period:

Leave per Annum (On Pro- rated Basis) after Probation Period:

Paid Leave - 12 days; Casual Leave - 6 days; Sick Leave - 5 days

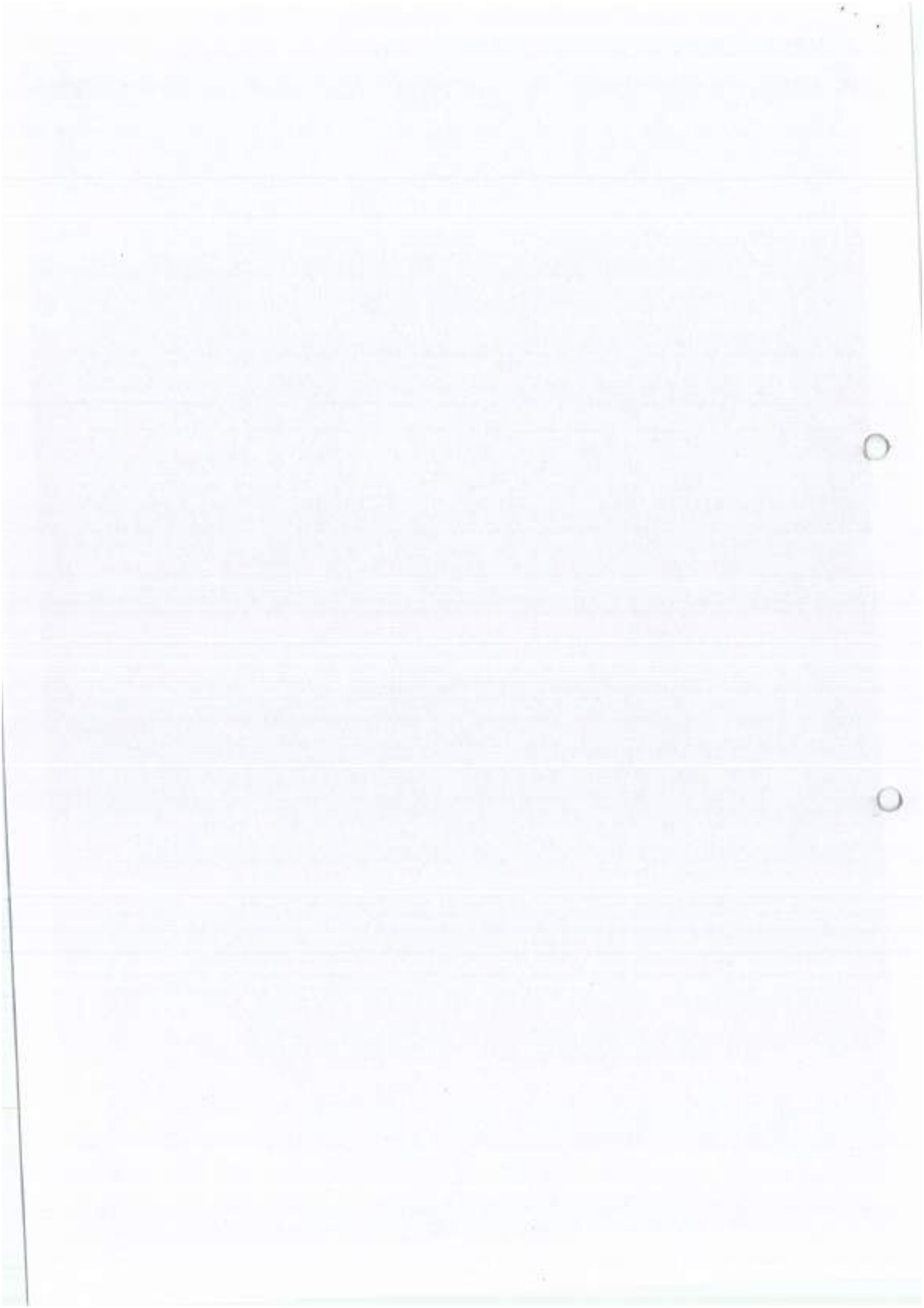
Exnovations Digital Services LLP

#9, 9th Street Floor, Mureya Garden, New Delhi, India. Phone: +91 11 26335201
 9th Floor, 3PC Park Centre, Haryana, India. Phone: +91 11 26335201
 www.exnovations.com

Principal

AALIM MUHAMMED SALEGH

GRADUATE IN COMPUTER ENGINEERING





exnovations

An INTELIZIGN Company

5 PROBATION

You will initially be on probation for a period of Twelve months effective from **January 19, 2022** and will continue to be so unless and until you are expressly confirmed in the regular service of the Company. During the probationary period your services are liable to be terminated with at any time, without any notice or commission or assigning of any reasons thereof and at the sole discretion of the Company. During the probationary period your performance and other antecedents will be thoroughly assessed and evaluated by your superiors and only on satisfactory completion of your initial or extended probationary period you will be confirmed in the regular service of the Company.

6 SERVICES AND COMPENSATION

After Completion of probation, company will reserve the right to offer you the job based on your performance. If your performance is not upto the mark during the probation, company will inform you two weeks prior to completion of probation about their inability to offer the Employment. Else you will be eligible for the employment automatically at the end of the probation. Exnovations 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.

7 TERMS AND CONDITIONS OF EMPLOYMENT - ANNEXURE "B"

In addition to the terms of this appointment letter, the Terms and Conditions of Employment as set out in Annexure "B" will govern your employment with the Company hereto. Please review the Terms and Conditions of Employment carefully, since your acceptance of this appointment by the Company would be deemed acceptance of the Terms and Conditions of Employment.

8 ACCEPTANCE OF OUR APPOINTMENT

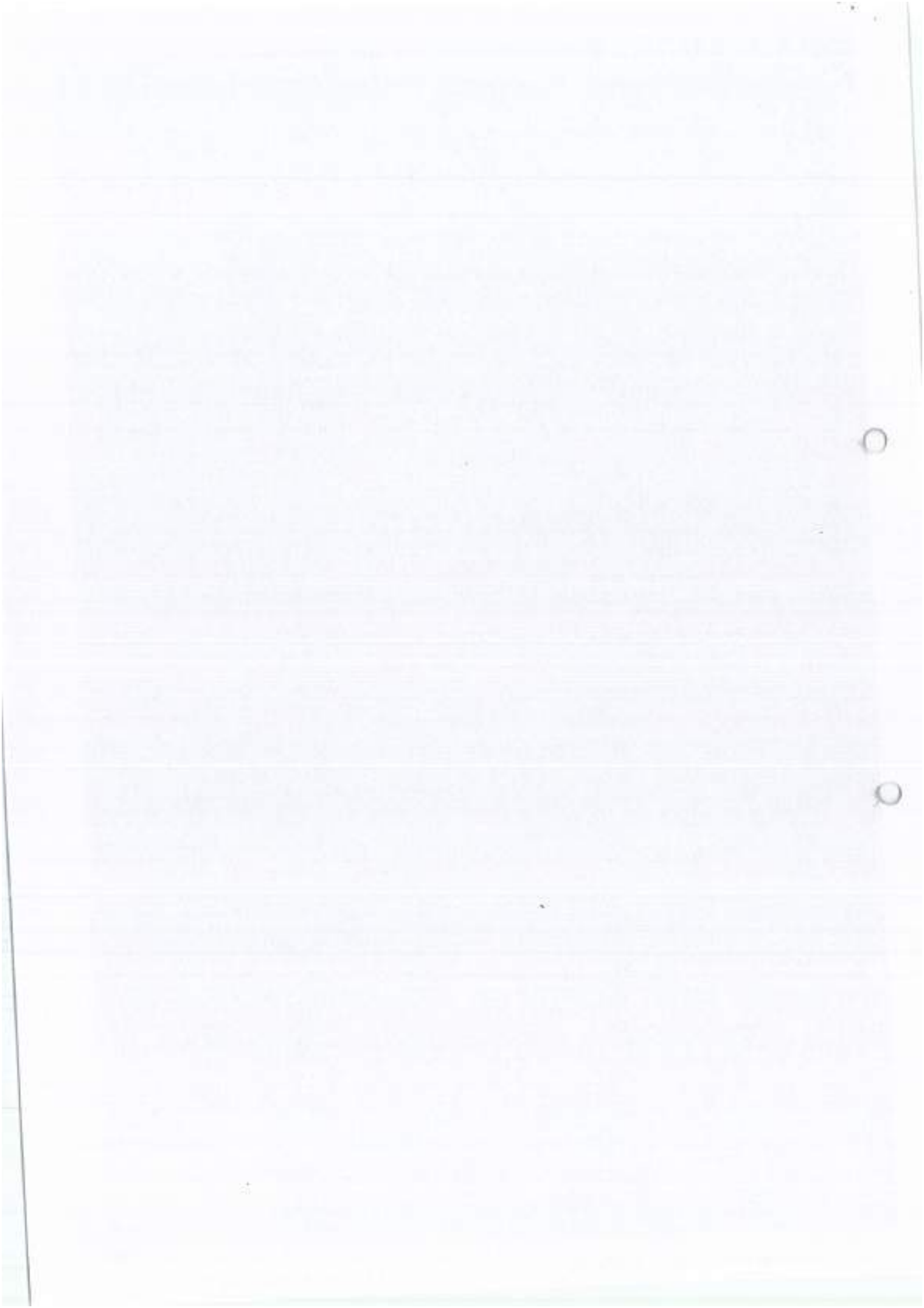
Please confirm your acceptance of our appointment by signing and returning the duplicate copy of this letter for my attention. This letter is valid for a period of three (3) days following the date of this letter. If we do not receive the signed letter from you confirming your acceptance of this appointment within 3 days from the date of this letter, this offer stands withdrawn and should not thereafter be considered as binding on the Company.

9 CONCLUSION

We hope you find this offer to be a satisfactory basis for joining the Company. We are greatly impressed by your caliber and special skills. We have great hopes of your ability to help us build a successful enterprise, while developing an excellent career for yourself. We look forward to receiving your acceptance and to working with you in the

Exnovations Digital Services LLP

95, Second Floor, 2nd Cross, 8th Main Road, Sector 3, HSR Layout, Bengaluru - 560029
 9th Floor, EFC Tech Centre, Cross 1st Phase 1, New Flyover, 2nd Cross, Sector 4, HSR Layout, Bengaluru - 560029
 www.exnovations.com





development of the Company and seeking ways for you to secure the necessary stimulation and advancement.

If you have any questions, please do not hesitate to call me.

Sincerely,

Handwritten signature of Raghman Begum and a circular stamp for Exnovations Digital Services LLP, INDIA.

Raghman Begum,
DGM, Human Resources

**ANNEXURE "A" TO THE APPOINTMENT LETTER
EMPLOYEE COMPENSATION PACKAGE**

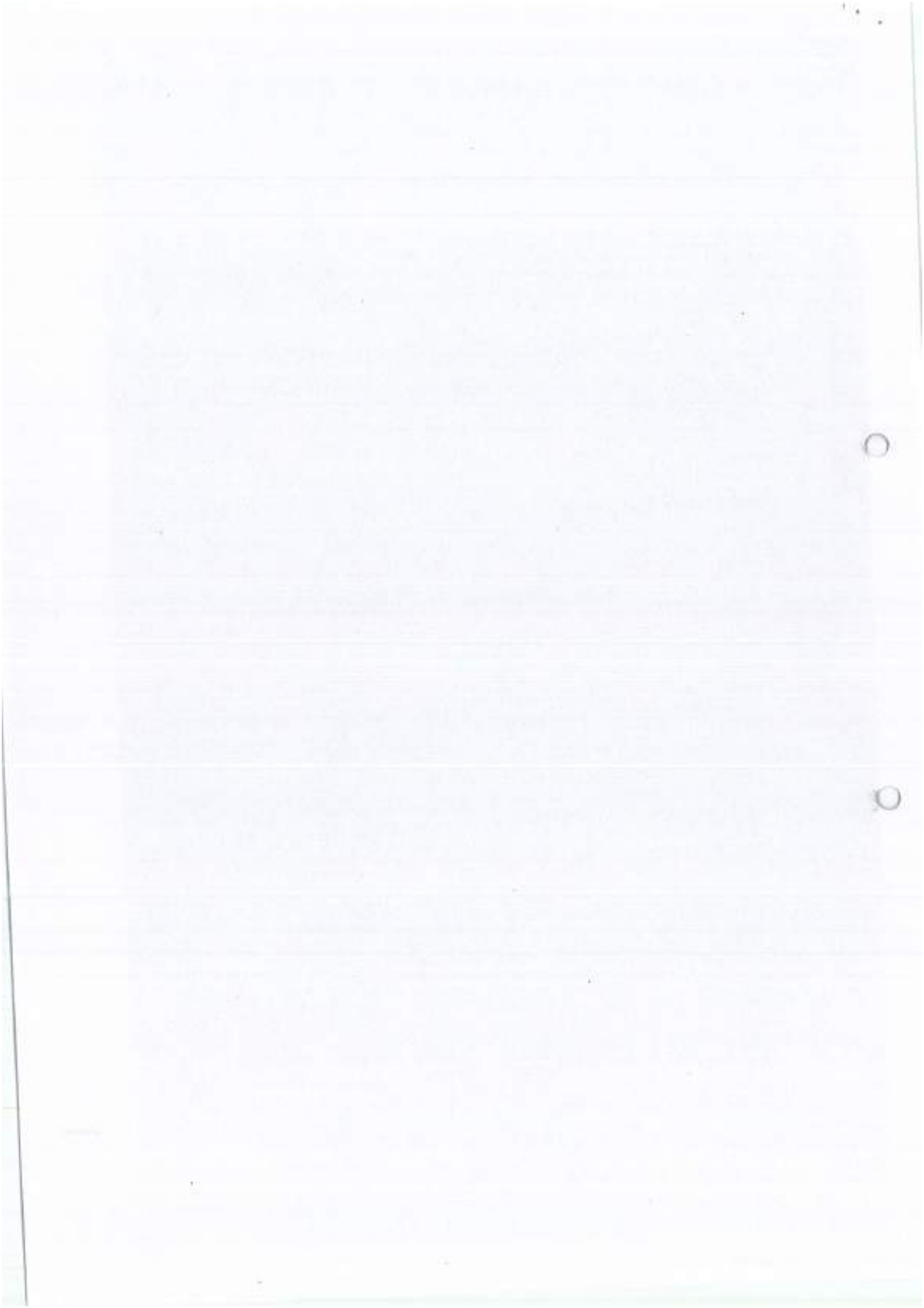
Name : Hassan Imran M
Designation : Software Trainee

- 1. During the period of training and Probation, you will receive a stipend of **Rk.21500/- per month**, including taxable and non-taxable allowances.
- 2. **Leave Policy:**
 During the probation period:
 First 12 months i.e. from the date of joining the company, you are entitled 1-day leave per month and leave availed in excess will be leave without pay. No advance leave is permitted during this tenure.

After Probation Period:
 Leave per Annum (On Pro-Rated Basis) after Probation Period:
 Paid Leave - 12 days; Casual Leave - 6 days; Sick Leave - 5 days
- 3. **Gratuity:** In the event of termination of your employment with the Company, after the 5th year of continuous service with the Company, you will be entitled to receive a gratuity payment from the Company at the rate of 15 days basic salary for every completed year of service.
- 4. **Performance Incentive (Bonus):** The Company may at its discretion pay you an additional sum by way of performance incentive, which shall be based on your

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B2, Second Floor, Murray Gate Road, Alwarpet, Chennai-600 018. India. Phone: +91 44 24333155
5th Floor, EFC Tech Centre, Hyderabad Phase 1, Near Ruby Hall Clinic, Pune - 411 007, India. Phone: +91 20 82144219
www.exnovations.com


PRINCIPAL
AALIM MUHAMMED SALEGH





performance. The Company reserves the right, in its absolute discretion, to terminate or amend this or any other performance incentive scheme without notice at any time. This clause shall not establish a contractual right to receive any such payment in future.

Sincerely,

Raghman Begum

Raghman Begum,
DGM, Human Resources

ACCEPTANCE OF EMPLOYEE

I, Hassan Imran M, have read and understood the above Compensation package relating to my services and employment with the Company and the same is acceptable to me.

Place: *Chennai*

Signed by the Employee: *Hassan Imran*

Date: *19/01/2023*

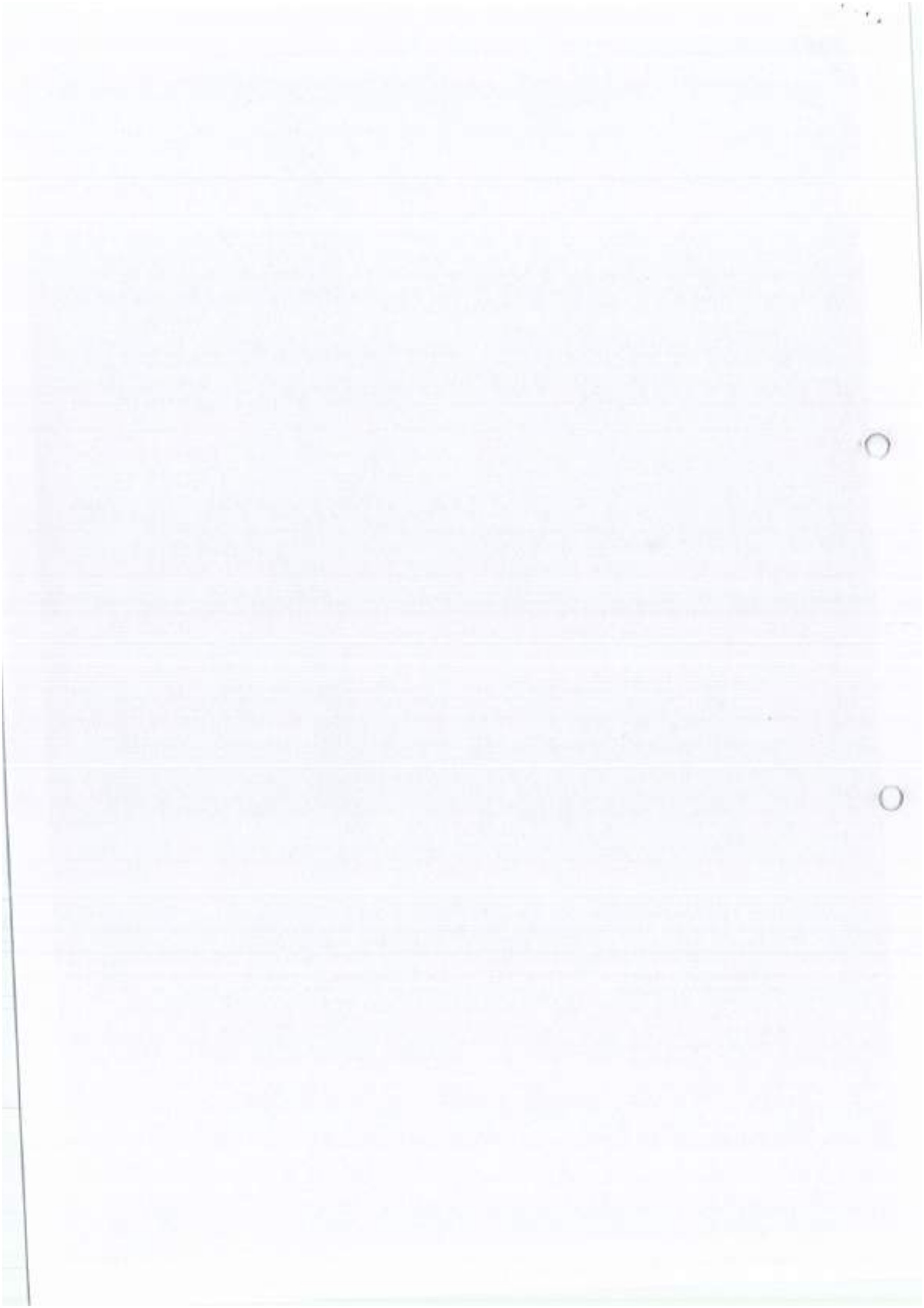
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COLLEGE OF ENGINEERING

[Signature]

Exnovations Digital Services LLP

8th Floor, EFC Tech Centre, Harjeswari Phase 1, Near Flydy Mall Cross, Pune - 411 057, India | Board: +91 20 05213670
 8th Floor, Mumaya Gate Road, Newysar, Chennai-600 078, India | Board: +91 44 24231505
www.exnovations.com



12-04-2021

Ijaj Ahamed S
Chennai

Subject: LETTER OF OFFER

Dear Ijaj Ahamed 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 **14-07-2021**

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

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Ijaz Ahamed S	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-07-2021	
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

(Signature)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 25-April-2021

Dear Javith Ahamed 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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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

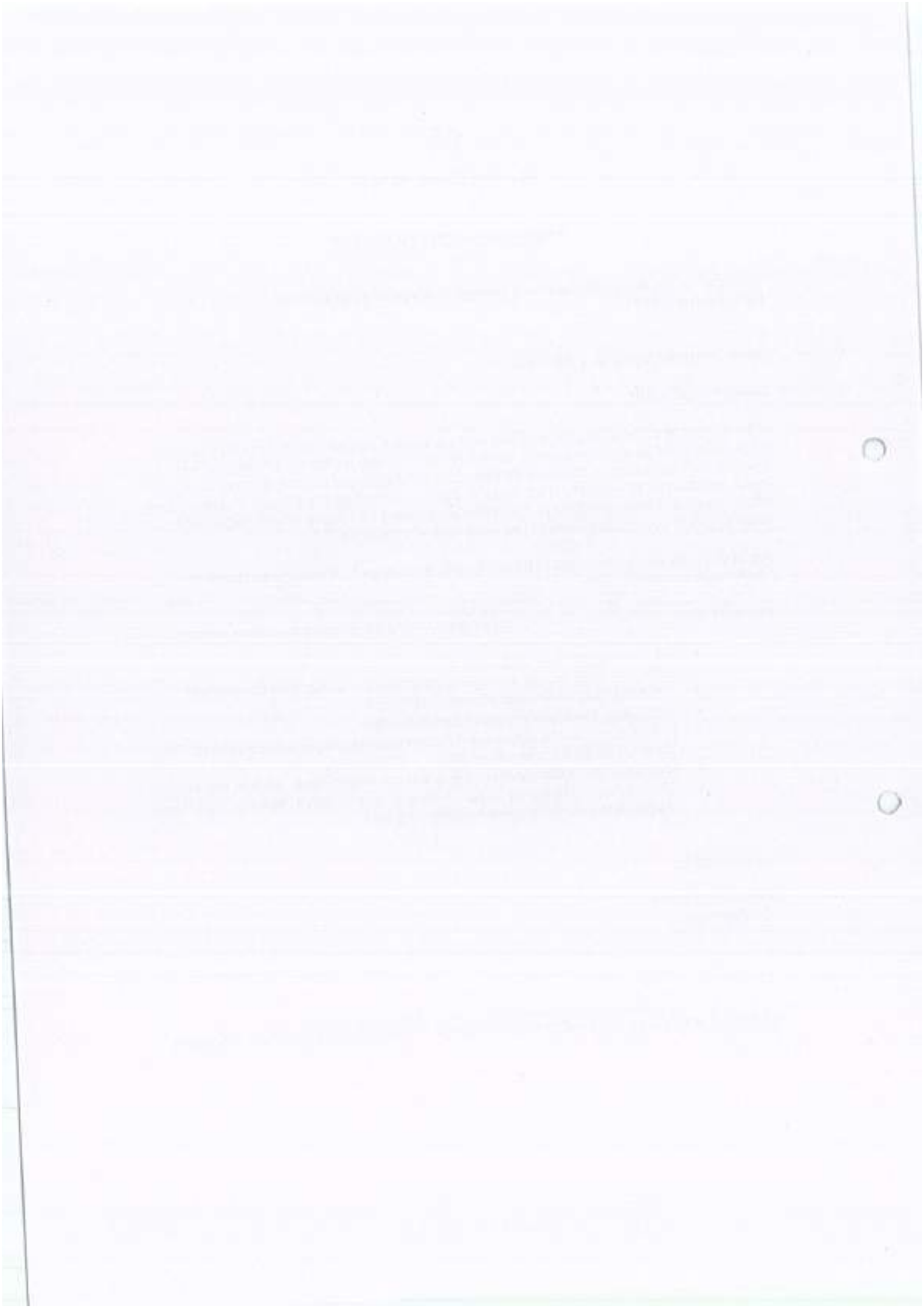
- 10 Passport size photographs
- 10th, 12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- 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
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 8th floor, Chennai, Tamil Nadu, PIN 600063.





PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 25-April-2021

Dear Kalkiram G (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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)

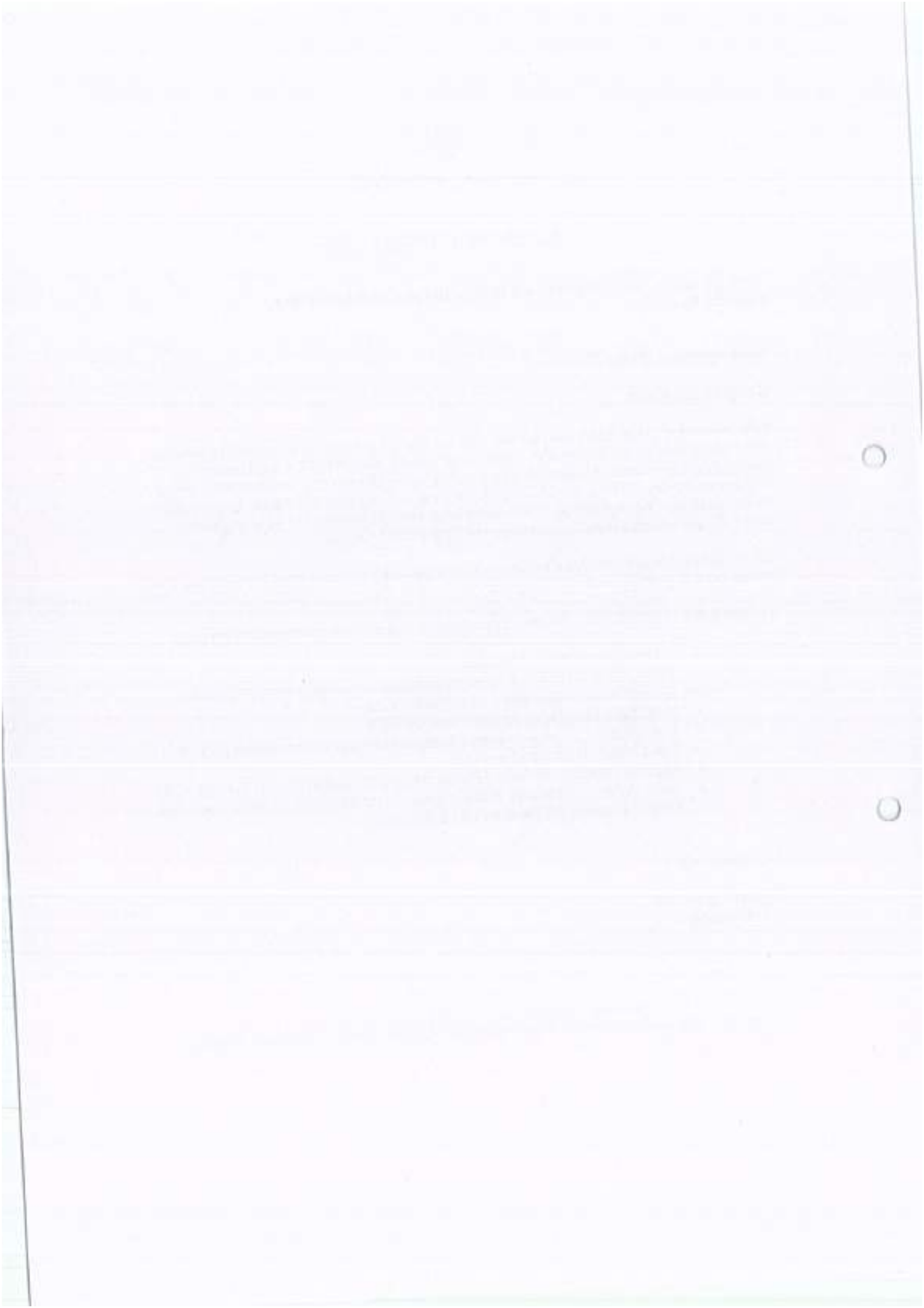
Yours sincerely,

Talent Acquisition
Sutherland



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



12-04-2021

Meeran Oli K
Chennai

Subject: LETTER OF OFFER

Dear Meeran Oli 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 **14-07-2021**

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

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Meeran Oli K	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-07-2021	
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



PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 25-April-2021

Dear Mohamed Adnan Farid S (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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

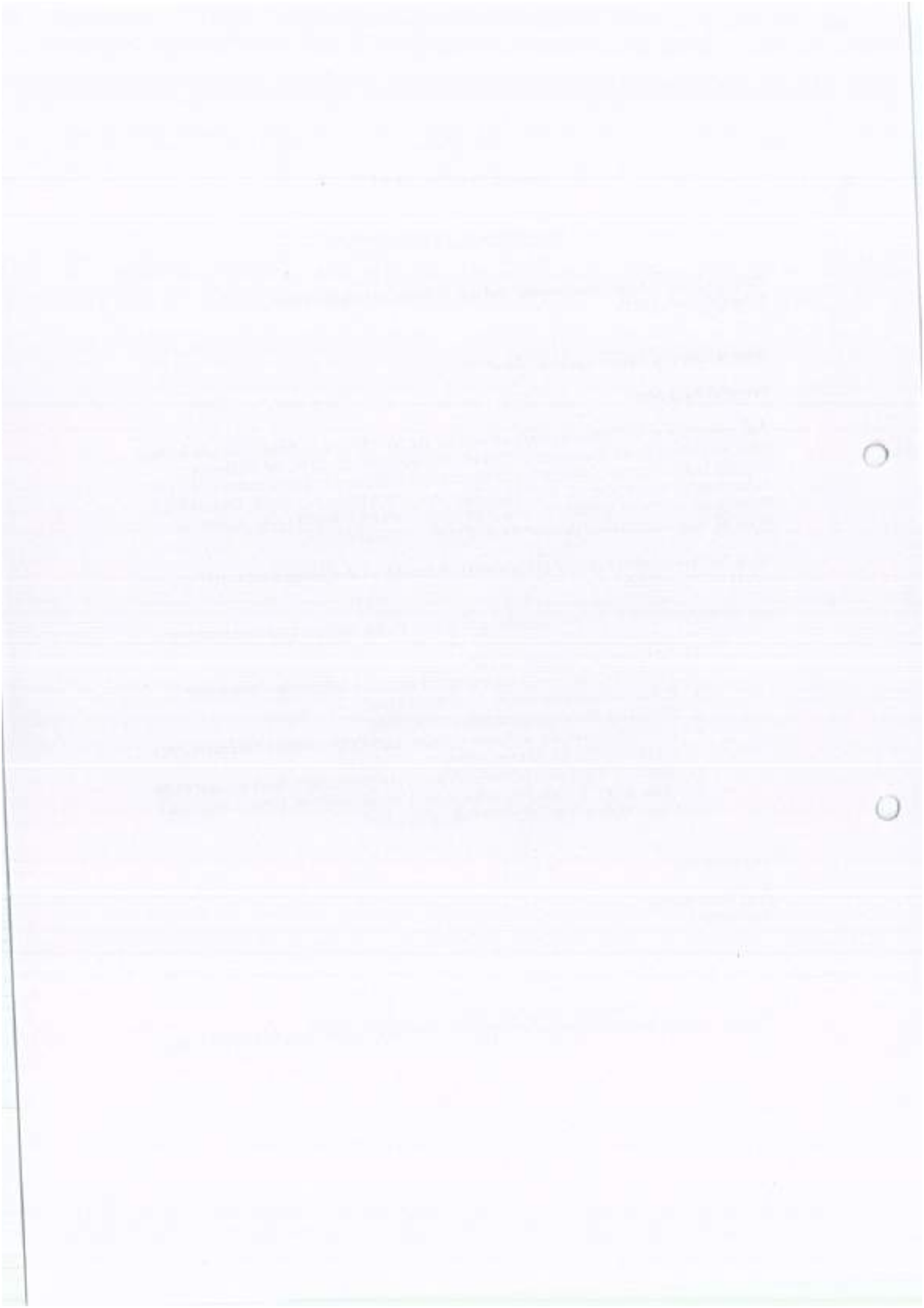
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- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Yours sincerely,

Talent Acquisition
Sutherland

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



Mohamed Ali Razeen M.S

Chennai
India


OFFER LETTER

Dear Mohamed Ali Razeen M.S

Date 9th September 2021

We have pleasure in offering you a position as "Trainee" in our Atos Group Company at "Chennai", with effect from your date of joining. Please note that if you do not join on or before "16th September 2021", this offer will be treated as withdrawn.

- 1) You will receive a Base Salary (Basic + Basket of Allowance (BOA)) **Rs.22,302**(Twenty-two thousand three hundred two) per month. The Salary breakup has been detailed out later in the offer letter.
- 2) Atos reserve rights to confirm the employing entity whereby you will require to join. This offer is subject to your joining in any Atos Group entity which shall be specified to you on or before your date of joining. Accordingly, you are required to complete the formalities as required by the employing entity.
- 3) You will be on probation for an initial period of six months from the date of appointment. Thereupon, you will be a deemed confirmed permanent employee of the Company unless and until specifically informed on extension of your probation period in writing (E Mail/Letter) by your Manager/Company.
- 4) Your services are transferable to any department, unit or location in India or abroad, in any Atos India or Atos SE Group entity or its subsidiary or affiliate or associate concern, or at the client's site, as deemed necessary by the Company, at its discretion
- 5) The age of retirement from the Company's service normally is 60 years subject to service regulations and statute guidelines. However, the Company shall have absolute discretion to retire you at the age of 58 years. For the purpose of determining this, the age recorded with the Company at the time of appointment shall be considered as final and conclusive.
- 6) The other terms and conditions are detailed in the attached "Conditions of Service"
- 7) You will at all times during your employment devote your entire time and attention to the business of the Company or any of its associates, branches or offices, within India and abroad, to which you may be posted by the Management.
- 8) You will not be entitled to accept, whether directly or indirectly, any part-time occupation or other job or business of any kind whatsoever, as long as you are in the employment of this Company.
- 9) This appointment is offered on the basis of your having furnished to the Company, accurate information, regarding your age, education, qualifications, experience and other records. If at any time it is revealed that employment has been obtained by furnishing false information or by withholding relevant information, the Company will be free to terminate your services at any time without notice.
- 10) During the period of your employment and thereafter, you will not divulge any trade secrets, company secrets, confidential information, business strategies/plans, to any third party, (other than to the Directors of Company or their authorised representatives) including your salary, increments and emoluments, any knowledge obtained by you concerning the business of the Company / customers, whether relating to administration, accounting, research, development, production, manufacturing methods, agreements, customers, suppliers, patent matters or other relevant matters. You shall maintain utmost confidentiality of the Confidential Information which you had gained access to and shall not breach the confidentiality requirements laid down by the Company. This also covers any and all industrial and intellectual property rights, such as, without limitation, inventions, patent, copyrights, designs, diagrams, drawings, computer software, programs, systems, structures, architectures etc. belonging to Atos and/or made or originated during the duration of any customer project and twelve months thereafter and falling within the scope of the customer activity will be the property of the Company / customer.
- 11) You agree to promptly disclose to Company all ideas, discoveries, inventions, improvements, software, writings and developments that may be authored, conceived, developed or reduced to practice by you either solely or jointly with others during the term of your employment under these circumstances:


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AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

- a) during your working hours, or
 b) at company's expenses, or
 c) using any or Company's materials or facilities, or
 d) That relates to the business of Company or to the research or development of the Company (hereinafter "Company Intellectual Property").
- 12) Please note that Atos has a 'Non-solicitation' clause as a standard term in the contracts with all its Customers.
 You will not during the applicability of the 'Non-Solicitation' clause referred above between Atos and its customers, seek or take up directly or indirectly or through any other entity, any part time or full time job or assignments or work as an Advisor with any units of customer companies of Atos or subsidiaries or associate companies of such customer companies during your employment or for a period of 6 months thereafter.
- 13) You hereby agree that for a period of 12 months following termination of your employment you will not directly or indirectly whether on your own account or jointly in association with or on behalf of any third party:
- a) Solicit, canvas or endeavour to obtain business relating to information technology and related services - from any company, person, firm or corporation who or which was a client or customer or potential client of any Group company at the date of termination of your employment and with whom or which you were in the habit of dealing in the 12 months preceding termination of your employment;
 b) Accept orders or business relating to information technology services from any company, person, firm or corporation who or which was a client or customer or potential client of any Group company at the date of termination of your employment and with whom or which you were in the habit of dealing in the 12 months preceding termination of your employment;
 c) Solicit or entice away or procure employment for, or endeavour to solicit or entice away or procure employment for, any individual employed in an executive, managerial, senior technical or sales capacity by any Group company at the date of termination of your employment and with whom you had material contact by virtue of your employment;
 d) Use, recollect or seek to duplicate any customer base or subscription base used by any Group company.
- 14) You will be governed by the code of conduct; discipline, rules and regulations as laid down by the Company from time to time and these will be deemed to form an integral part of this contract of employment. You will be required to sign the 'Code of Ethics' on the time of joining.
- 15) Upon termination of your employment, you will return to the Company all papers and documents which may at that time be in your possession, relating to the business or affairs of the Company or any of its associates or branches and you will not retain any copies or extracts there from.
- 16) It will be your personal responsibility to obtain the following within 3 months of joining:
 (a) Valid Driving Licence for driving a light motor vehicle in India.
 (b) Obtain a valid Passport from R.P. Office, Government of India.
- 17) Please note that that this appointment is subject to clearance of the following:
 a) Background Verification - Your appointment is conditional upon completion of satisfactory reference and background checks (education, employment history & other details furnished by you in your application). In case any information given by you is found to be false or incorrect at any point in time of your employment, the appointment would be deemed void-ab-initio and liable for termination without notice or salary in lieu thereof.
- If you are agreeable to the aforesaid terms and conditions, please return the duplicate of this letter duly signed.
 We have pleasure, in welcoming you to our organisation, and we sincerely hope that, this appointment will be of mutual benefit.

Yours truly,
 For Atos Global IT Solution and Services Private Limited

Nasir Usman Shaikh
 Vice President - HR

Signature: _____

Date: _____

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 COLLEGE OF ENGINEERING

NAME : Mohamed Ali Razoon M S
DESIGNATION : Trainee
GCM Level : 1
Grade : T1
Expected DOJ : 16th September 2021
Joining Location : Chennai

<u>Component</u>	<u>Amount (Rs.)</u>
Basic	21,005
BOA	1,297
Monthly Gross	22,302
A Annual Gross	2,67,629
Provident Fund	30,247
Gratuity	12,124
B Retirals	42,371
(A+B)	3,10,000

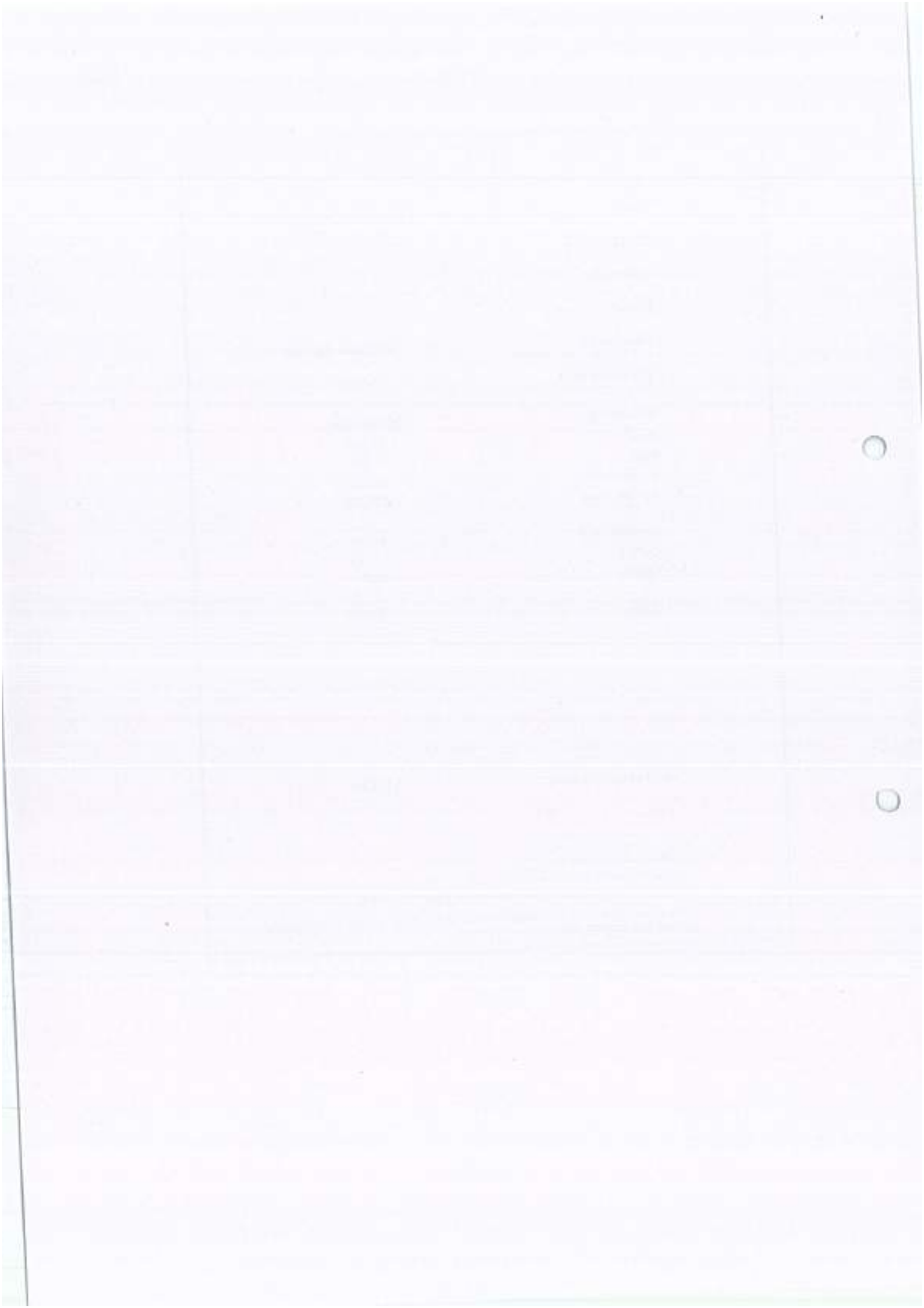
CTC per annum (A+B) 3,10,000

In addition to the above,

- You will be eligible for Group Medclaim, Group Personal Accident Insurance and Group Term Life Insurance as per the prevailing company policy
- You will be eligible for shift allowance if you work in rotating shifts under the 24X7 environment, as applicable



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COLLEGE OF ENGINEERING





AVALON
TECHNOLOGIES
PRIVATE LIMITED

Your global manufacturing partner.

CONFIDENTIAL

Date: 19.07.2021

To

Name : MOHAMED ARSHAD JAMEEL O.A

Reg No : 110117105013

College : Aalim Muhammed Salegh college of Engineering

Dear Mohamed Arshad Jameel O.A

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successful completion of Graduation) under GET Scheme at Avalon Group which spans through a period of 3 years. Please find below the Salary details.

Year (Beginning)	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:

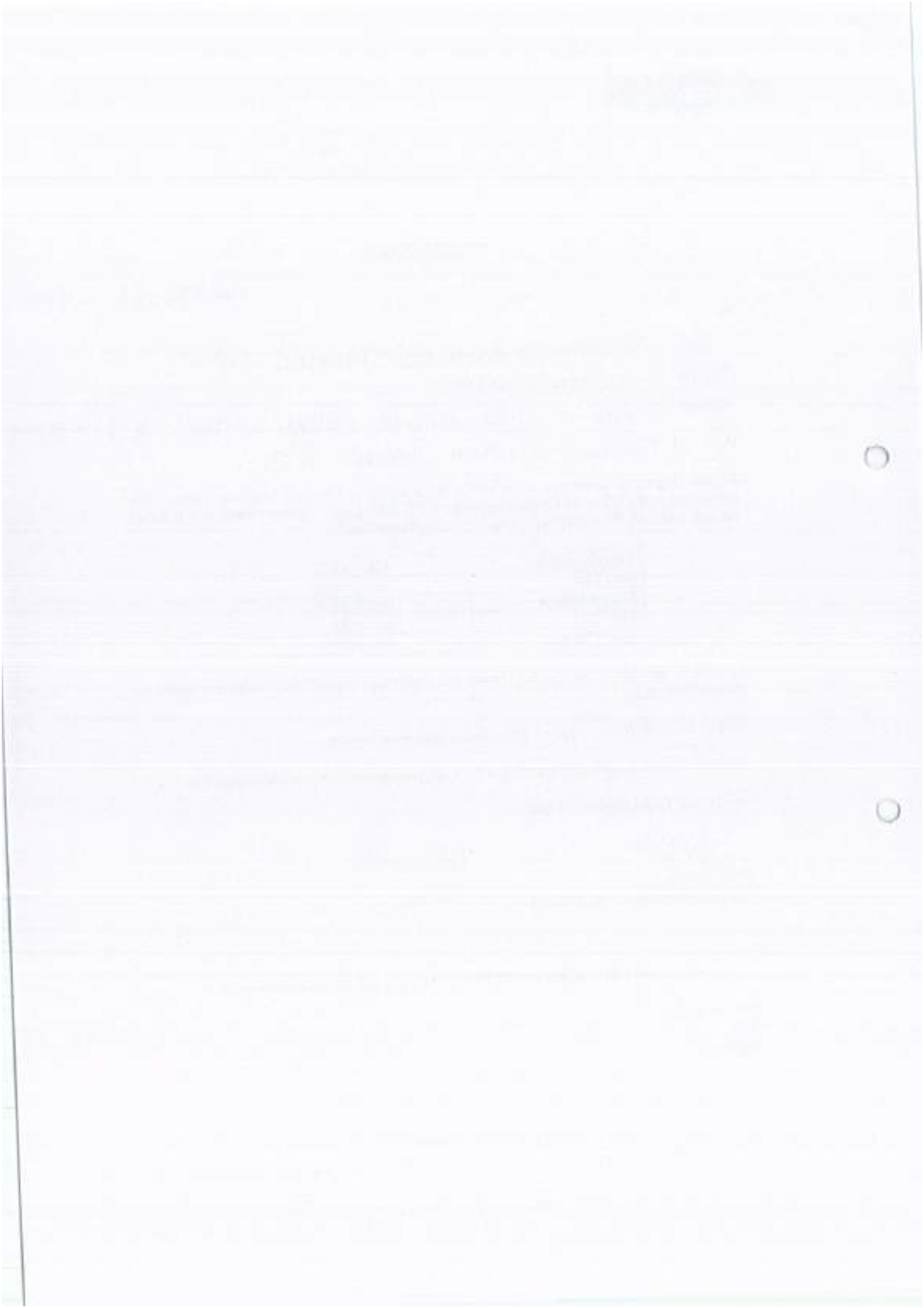
Signature:


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Reg. Office : "TPI BLOCK" 87, First Main Road, MEPZ-SEZ, Tambaram, Chennai - 600 045.

Corporate Identification Number : U30007TN1999PT6043479

Tel. : 91-44-4222 0400 Fax : 91-44-2262 0097 E-mail : info@avalontec.com Company Website : www.avalontec.com





OFFER LETTER

Date: September 24, 2021

To,

Mr./Mrs. Mohamed Azarudeen K 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 27, 2021** 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 27, 2021) 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. (October 01, 2022). 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
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COLLEGE OF ENGINEERING



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 arising 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,

Acceptance of candidate,

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

12-04-2021

Mohamed Faaris A
Chennai

Subject: LETTER OF OFFER

Dear Mohamed Faaris 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 **14-07-2021**

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

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Mohamed Faaris A	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-07-2021	
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		
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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
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*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

Mohamed Inzamam A

Chennai
India


OFFER LETTER

Date 9th September 2021

Dear Mohamed Inzamam A

We have pleasure in offering you a position as "Trainee" in our Atos Group Company at "Chennai", with effect from your date of joining. Please note that if you do not join on or before "16th September 2021", this offer will be treated as withdrawn.

- 1) You will receive a Base Salary (Basic + Basket of Allowance (BOA)) Rs.22,302(Twenty-two thousand three hundred two) per month. The Salary breakup has been detailed out later in the offer letter.
- 2) Atos reserve rights to confirm the employing entity whereby you will require to join. This offer is subject to your joining in any Atos Group entity which shall be specified to you on or before your date of joining. Accordingly, you are required to complete the formalities as required by the employing entity.
- 3) You will be on probation for an initial period of six months from the date of appointment. Thereupon, you will be a deemed confirmed permanent employee of the Company unless and until specifically informed on extension of your probation period in writing (E Mail/Letter) by your Manager/Company.
- 4) Your services are transferable to any department, unit or location in India or abroad, in any Atos India or Atos SE Group entity or its subsidiary or affiliate or associate concern, or at the client's site, as deemed necessary by the Company, at its discretion
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- 6) The other terms and conditions are detailed in the attached "Conditions of Service"
- 7) You will at all times during your employment devote your entire time and attention to the business of the Company or any of its associates, branches or offices, within India and abroad, to which you may be posted by the Management.
- 8) You will not be entitled to accept, whether directly or indirectly, any part-time occupation or other job or business of any kind whatsoever, as long as you are in the employment of this Company.
- 9) This appointment is offered on the basis of your having furnished to the Company, accurate information, regarding your age, education, qualifications, experience and other records. If at any time it is revealed that employment has been obtained by furnishing false information or by withholding relevant information, the Company will be free to terminate your services at any time without notice.
- 10) During the period of your employment and thereafter, you will not divulge any trade secrets, company secrets, confidential information, business strategies/plans, to any third party, (other than to the Directors of Company or their authorised representatives) including your salary, increments and emoluments, any knowledge obtained by you concerning the business of the Company / customers, whether relating to administration, accounting, research, development, production, manufacturing methods, agreements, customers, suppliers, patent matters or other relevant matters. You shall maintain utmost confidentiality of the Confidential Information which you had gained access to and shall not breach the confidentiality requirements laid down by the Company. This also covers any and all industrial and intellectual property rights, such as, without limitation, inventions, patent, copyrights, designs, diagrams, drawings, computer software, programs, systems, structures, architectures etc. belonging to Atos and/or made or originated during the duration of any customer project and twelve months thereafter and falling within the scope of the customer activity will be the property of the Company / customer.
- 11) You agree to promptly disclose to Company all ideas, discoveries, inventions, improvements, software, writings and developments that may be authored, conceived, developed or reduced to practice by you either solely or jointly with others during the term of your employment under these circumstances:


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING


- a) during your working hours, or
 b) at company's expenses, or
 c) using any or Company's materials or facilities, or
 d) That relates to the business of Company or to the research or development of the Company (hereinafter "Company Intellectual Property").
- 12) Please note that Atos has a 'Non-solicitation' clause as a standard term in the contracts with all its Customers.
 You will not during the applicability of the 'Non-Solicitation' clause referred above between Atos and its customers, seek or take up directly or indirectly or through any other entity, any part time or full time job or assignments or work as an Advisor with any units of customer companies of Atos or subsidiaries or associate companies of such customer companies during your employment or for a period of 6 months thereafter.
- 13) You hereby agree that for a period of 12 months following termination of your employment you will not directly or indirectly whether on your own account or jointly in association with or on behalf of any third party:
- a) Solicit, canvas or endeavour to obtain business relating to information technology and related services - from any company, person, firm or corporation who or which was a client or customer or potential client of any Group company at the date of termination of your employment and with whom or which you were in the habit of dealing in the 12 months preceding termination of your employment;
 b) Accept orders or business relating to information technology services from any company, person, firm or corporation who or which was a client or customer or potential client of any Group company at the date of termination of your employment and with whom or which you were in the habit of dealing in the 12 months preceding termination of your employment;
 c) Solicit or entice away or procure employment for, or endeavour to solicit or entice away or procure employment for, any individual employed in an executive, managerial, senior technical or sales capacity by any Group company at the date of termination of your employment and with whom you had material contact by virtue of your employment;
 d) Use, recollect or seek to duplicate any customer base or subscription base used by any Group company.
- 14) You will be governed by the code of conduct; discipline, rules and regulations as laid down by the Company from time to time and these will be deemed to form an integral part of this contract of employment. You will be required to sign the 'Code of Ethics' on the time of joining.
- 15) Upon termination of your employment, you will return to the Company all papers and documents which may at that time be in your possession, relating to the business or affairs of the Company or any of its associates or branches and you will not retain any copies or extracts there from.
- 16) It will be your personal responsibility to obtain the following within 3 months of joining:
 (a) Valid Driving Licence for driving a light motor vehicle in India.
 (b) Obtain a valid Passport from R.P. Office, Government of India.
- 17) Please note that that this appointment is subject to clearance of the following:
 a) Background Verification - Your appointment is conditional upon completion of satisfactory reference and background checks (education, employment history & other details furnished by you in your application). In case any information given by you is found to be false or incorrect at any point in time of your employment, the appointment would be deemed void-ab-initio and liable for termination without notice or salary in lieu thereof.
- If you are agreeable to the aforesaid terms and conditions, please return the duplicate of this letter duly signed.
 We have pleasure, in welcoming you to our organisation, and we sincerely hope that, this appointment will be of mutual benefit.

Yours truly,
For Atos Global IT Solution and Services Private Limited

Nasir Usman Shaikh
Vice President - HR

Signature: _____

Date: _____


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NAME : Mohamed Inzamam A
DESIGNATION : Trainee
GCM Level : 1
Grade : T1
Expected DOJ : 16th September 2021
Joining Location : Chennai

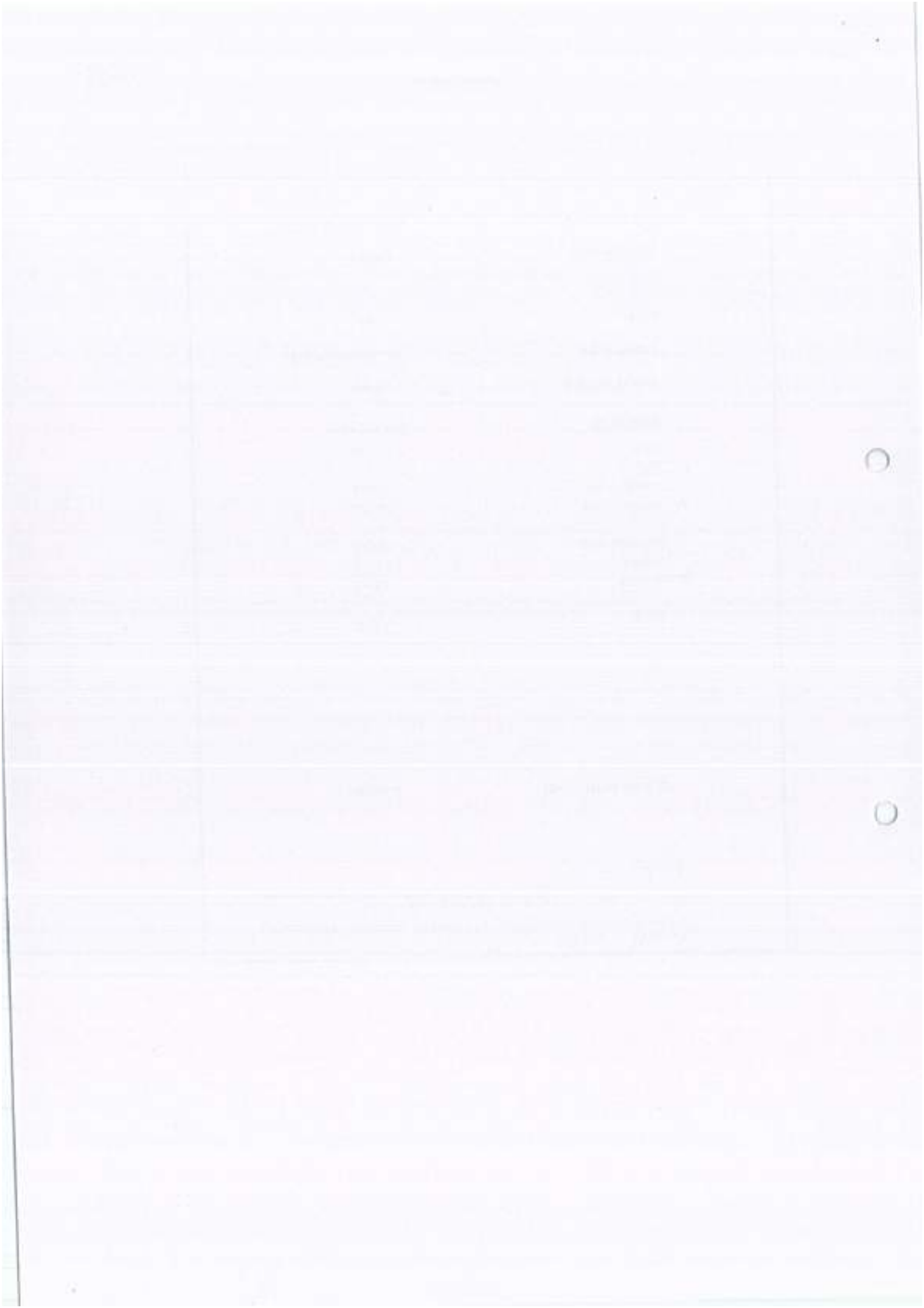
<u>Component</u>	<u>Amount (Rs.)</u>
Basic	21,005
BOA	1,297
Monthly Gross	22,302
A Annual Gross	2,67,629
Provident Fund	30,247
Gratuity	12,124
B Retirals	42,371
(A+B)	3,10,000
CTC per annum (A+B)	3,10,000

In addition to the above,

- You will be eligible for Group Medclaim, Group Personal Accident Insurance and Group Term Life Insurance as per the prevailing company policy
- You will be eligible for shift allowance if you work in rotating shifts under the 24X7 environment, as applicable



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date:25-April-2021

Dear Mohamed Owaish (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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12-04-2021

Mohamed Sulaiman S
Chennai

Subject: LETTER OF OFFER

Dear Mohamed Sulaiman 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 **14-07-2021**

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

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Mohamed Sulaiman S	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-07-2021	
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

(Signature)
PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date:25-April-2021

Dear Mohamed Tharique S (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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

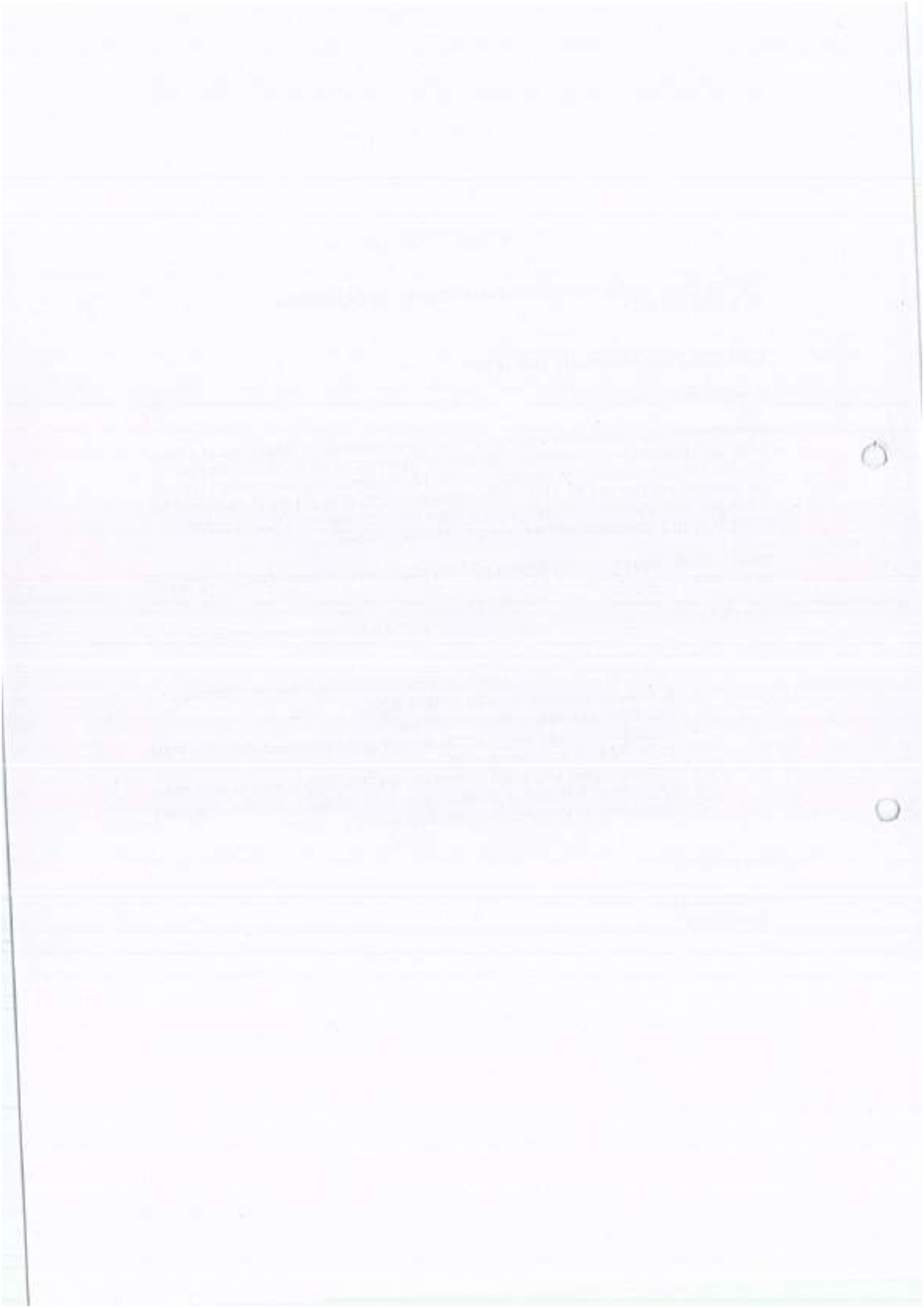
- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- 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
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc-A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



Mohammed Shaik Simar K.M

Chennai
India

OFFER LETTER

Date 9th September 2021

Dear Mohammed Shaik Simar K.M

We have pleasure in offering you a position as "Trainee" in our Atos Group Company at "Chennai", with effect from your date of joining. Please note that if you do not join on or before "16th September 2021", this offer will be treated as withdrawn.

- 1) You will receive a Base Salary (Basic + Basket of Allowance (BOA)) **Rs.22,302**(Twenty-two thousand three hundred two) per month. The Salary breakup has been detailed out later in the offer letter.
- 2) Atos reserve rights to confirm the employing entity whereby you will require to join. This offer is subject to your joining in any Atos Group entity which shall be specified to you on or before your date of joining. Accordingly, you are required to complete the formalities as required by the employing entity.
- 3) You will be on probation for an initial period of six months from the date of appointment. Thereupon, you will be a deemed confirmed permanent employee of the Company unless and until specifically informed on extension of your probation period in writing (E Mail/Letter) by your Manager/Company.
- 4) Your services are transferable to any department, unit or location in India or abroad, in any Atos India or Atos SE Group entity or its subsidiary or affiliate or associate concern, or at the client's site, as deemed necessary by the Company, at its discretion
- 5) The age of retirement from the Company's service normally is 60 years subject to service regulations and statute guidelines. However, the Company shall have absolute discretion to retire you at the age of 58 years. For the purpose of determining this, the age recorded with the Company at the time of appointment shall be considered as final and conclusive.
- 6) The other terms and conditions are detailed in the attached "Conditions of Service"
- 7) You will at all times during your employment devote your entire time and attention to the business of the Company or any of its associates, branches or offices, within India and abroad, to which you may be posted by the Management.
- 8) You will not be entitled to accept, whether directly or indirectly, any part-time occupation or other job or business of any kind whatsoever, as long as you are in the employment of this Company.
- 9) This appointment is offered on the basis of your having furnished to the Company, accurate information, regarding your age, education, qualifications, experience and other records. If at any time it is revealed that employment has been obtained by furnishing false information or by withholding relevant information, the Company will be free to terminate your services at any time without notice.
- 10) During the period of your employment and thereafter, you will not divulge any trade secrets, company secrets, confidential information, business strategies/plans, to any third party, (other than to the Directors of Company or their authorised representatives) including your salary, increments and emoluments, any knowledge obtained by you concerning the business of the Company / customers, whether relating to administration, accounting, research, development, production, manufacturing methods, agreements, customers, suppliers, patent matters or other relevant matters. You shall maintain utmost confidentiality of the Confidential Information which you had gained access to and shall not breach the confidentiality requirements laid down by the Company. This also covers any and all industrial and intellectual property rights, such as, without limitation, inventions, patent, copyrights, designs, diagrams, drawings, computer software, programs, systems, structures, architectures etc. belonging to Atos and/or made or originated during the duration of any customer project and twelve months thereafter and falling within the scope of the customer activity will be the property of the Company / customer.
- 11) You agree to promptly disclose to Company all ideas, discoveries, inventions, improvements, software, writings and developments that may be authored, conceived, developed or reduced to practice by you either solely or jointly with others during the term of your employment under these circumstances:



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COLLEGE OF ENGINEERING

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- a) during your working hours, or
- b) at company's expenses, or
- c) using any or Company's materials or facilities, or
- d) That relates to the business of Company or to the research or development of the Company (hereinafter "Company Intellectual Property").

12) Please note that Atos has a 'Non-solicitation' clause as a standard term in the contracts with all its Customers.

You will not during the applicability of the 'Non-Solicitation' clause referred above between Atos and its customers, seek or take up directly or indirectly or through any other entity, any part time or full time job or assignments or work as an Advisor with any units of customer companies of Atos or subsidiaries or associate companies of such customer companies during your employment or for a period of 6 months thereafter.

13) You hereby agree that for a period of 12 months following termination of your employment you will not directly or indirectly whether on your own account or jointly in association with or on behalf of any third party:

- a) Solicit, canvas or endeavour to obtain business relating to information technology and related services - from any company, person, firm or corporation who or which was a client or customer or potential client of any Group company at the date of termination of your employment and with whom or which you were in the habit of dealing in the 12 months preceding termination of your employment;
- b) Accept orders or business relating to information technology services from any company, person, firm or corporation who or which was a client or customer or potential client of any Group company at the date of termination of your employment and with whom or which you were in the habit of dealing in the 12 months preceding termination of your employment;
- c) Solicit or entice away or procure employment for, or endeavour to solicit or entice away or procure employment for, any individual employed in an executive, managerial, senior technical or sales capacity by any Group company at the date of termination of your employment and with whom you had material contact by virtue of your employment;
- d) Use, recollect or seek to duplicate any customer base or subscription base used by any Group company.

14) You will be governed by the code of conduct; discipline, rules and regulations as laid down by the Company from time to time and these will be deemed to form an integral part of this contract of employment. You will be required to sign the 'Code of Ethics' on the time of joining.

15) Upon termination of your employment, you will return to the Company all papers and documents which may at that time be in your possession, relating to the business or affairs of the Company or any of its associates or branches and you will not retain any copies or extracts there from.

16) It will be your personal responsibility to obtain the following within 3 months of joining:

- (a) Valid Driving Licence for driving a light motor vehicle in India.
- (b) Obtain a valid Passport from R.P. Office, Government of India.

17) Please note that that this appointment is subject to clearance of the following:

- a) Background Verification - Your appointment is conditional upon completion of satisfactory reference and background checks (education, employment history & other details furnished by you in your application). In case any information given by you is found to be false or incorrect at any point in time of your employment, the appointment would be deemed void-ab-initio and liable for termination without notice or salary in lieu thereof.

If you are agreeable to the aforesaid terms and conditions, please return the duplicate of this letter duly signed.

We have pleasure, in welcoming you to our organisation, and we sincerely hope that, this appointment will be of mutual benefit.


Yours truly,

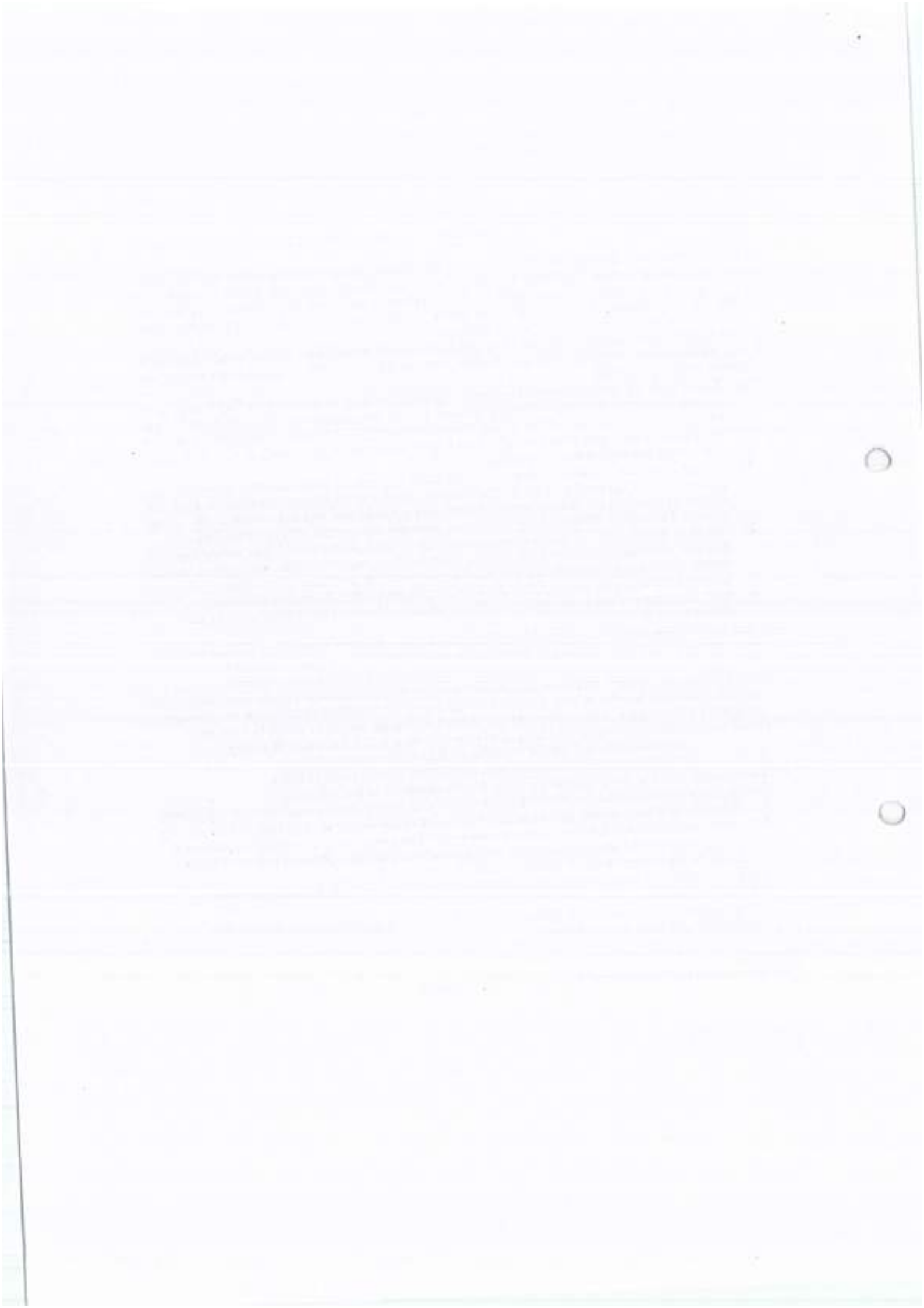
For Atos Global IT Solution and Services Private Limited

Nasir Usman Shaikh
Vice President - HR

Signature: _____

Date: _____


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

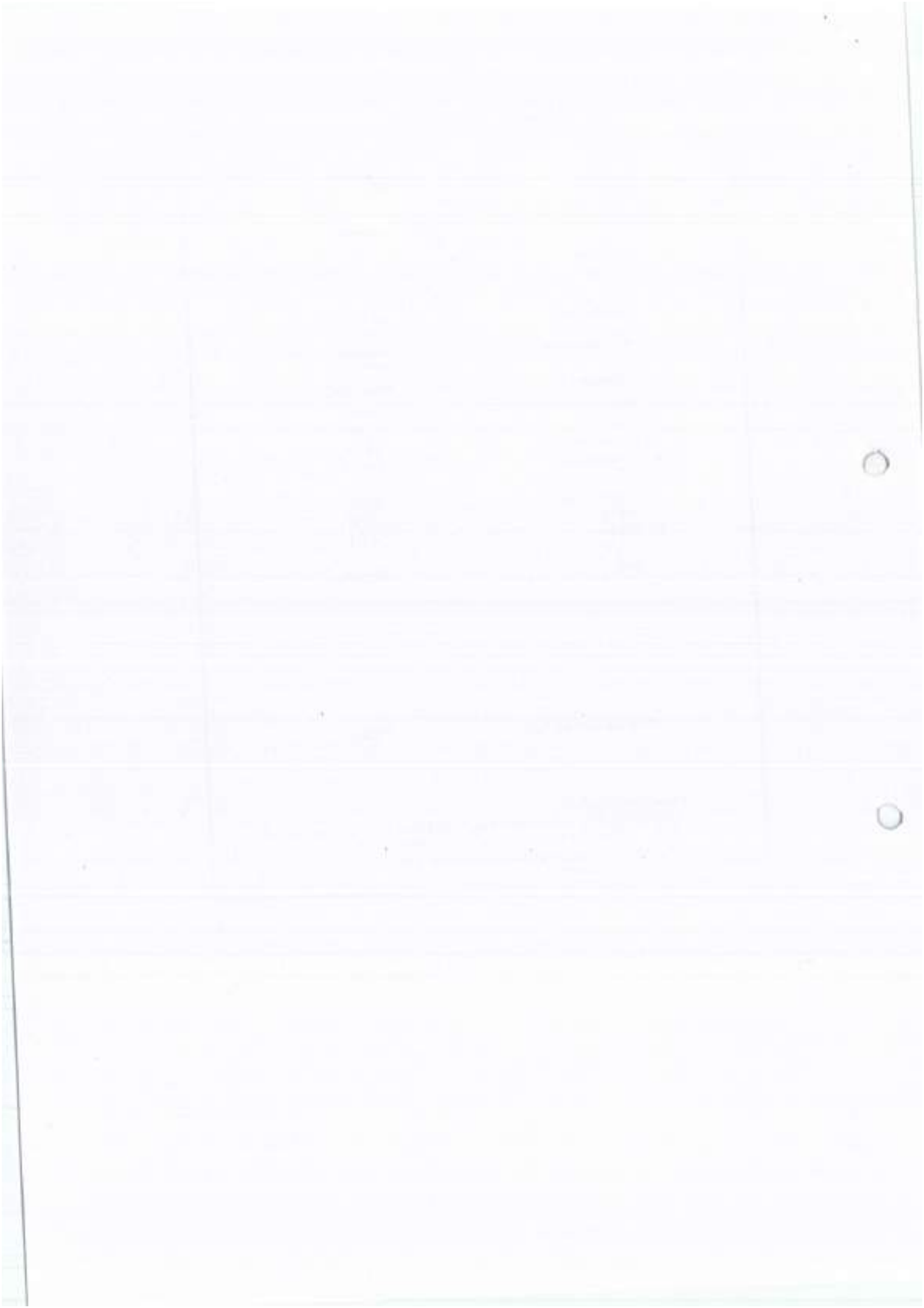


NAME	:	Mohammed Shaik Simar K.M
DESIGNATION	:	Trainee
GCM Level	:	1
Grade	:	T1
Expected DOJ	:	16 th September 2021
Joining Location	:	Chennai
<u>Component</u>		<u>Amount (Rs.)</u>
Basic		21,005
BOA		1,297
Monthly Gross		22,302
A Annual Gross		2,67,629
Provident Fund		30,247
Gratuity		12,124
B Retirals		42,371
(A+B)		3,10,000
CTC per annum (A+B)		3,10,000

In addition to the above,

- You will be eligible for Group Medclaim, Group Personal Accident Insurance and Group Term Life Insurance as per the prevailing company policy
- You will be eligible for shift allowance if you work in rotating shifts under the 24X7 environment, as applicable


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AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





OFFER LETTER

Date: September 24, 2021

To,

Mr./Mrs. Mohammed Thauqheer Khan 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 27, 2021** 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 27, 2021) 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. (October 01, 2022). 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
COLLEGE OF ENGINEERING



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 arising 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,

Acceptance of candidate,

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



AVALON
TECHNOLOGIES
PRIVATE LIMITED

Your global manufacturing partner.

CONFIDENTIAL

Date: 19.07.2021

To

Name : MUJAHIDEEN AHAMED . B

Reg No : 110117105025

College : Aalim Muhammed Salegh college of Engineering

Dear Mujahideen Ahamed . B

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successful 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

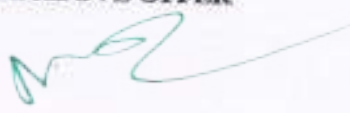

Michael Raj A
General Manager - HR (Group)

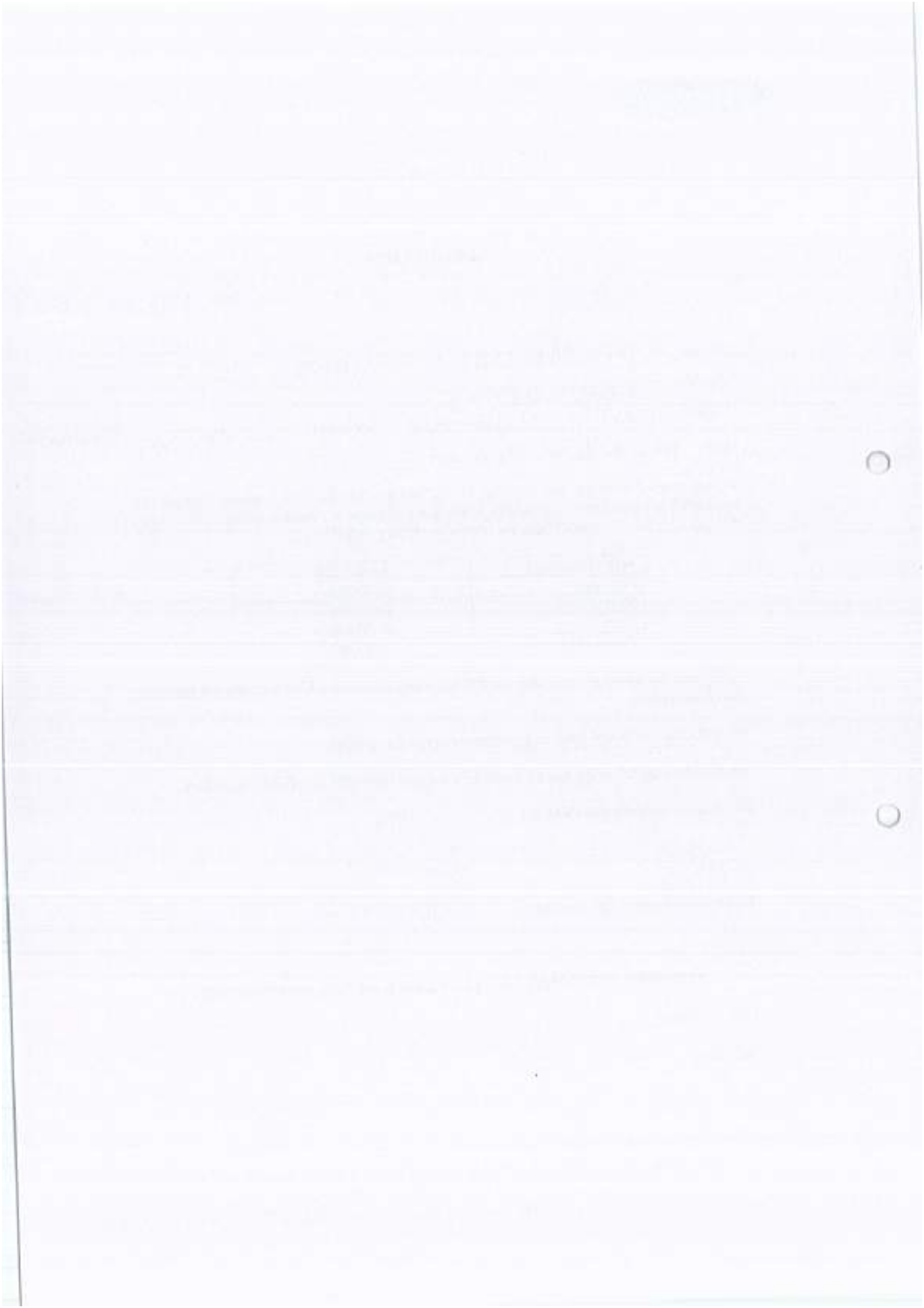


ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



12-04-2021

Riyas P
Chennai

Subject: **LETTER OF OFFER**

Dear Riyas P,

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 **14-07-2021**

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.

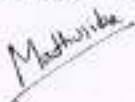
As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

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

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Riyas P	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-07-2021	
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 Singh

Regional Head - Human Resources



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



OFFER LETTER

Date: September 24, 2021

To,

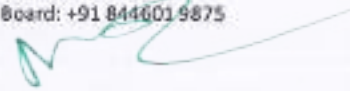
Mr./Mrs. Sahul Hameed V.

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 27, 2021** 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 27, 2021) 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. (October 01, 2022). 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**



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 arising 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



...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 : 33AAGCM2009E1ZA

09-Nov-2020

Dear Syed Azeem 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.

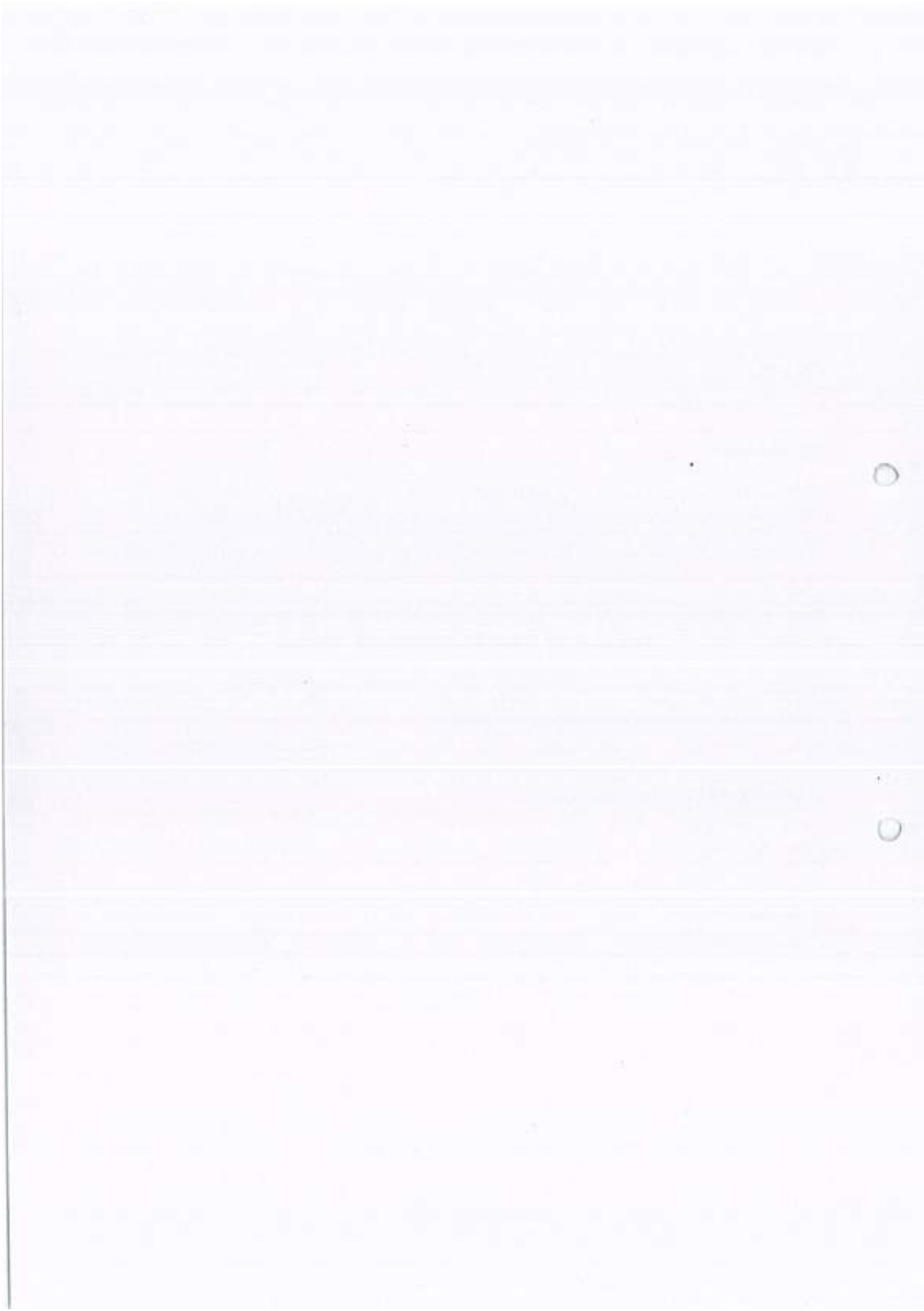
Let me thank you once again for considering our Company.

for mcAMDOIS Tech Solutions Private Limited



Gayatri Ramesh
Administrative Head

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



OFFER LETTER

Date: 15.07.2021

Dear Mr. SYED THARIQ. 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.

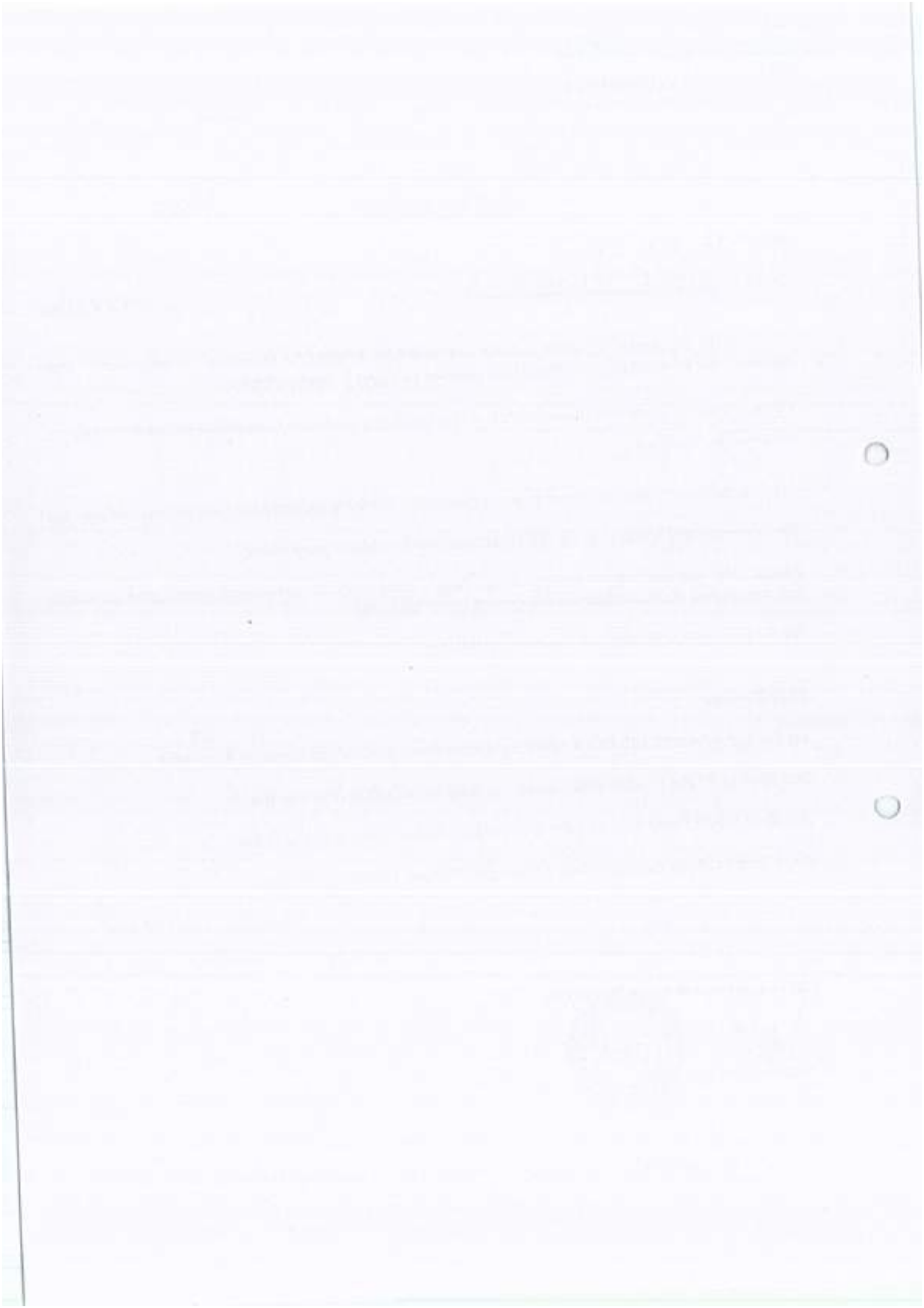
FOR Leggett and Platt (India) Pvt Ltd,


Authorized Signatory





PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Ahamed Nowfal M

Chennai
India


OFFER LETTER

Date 9th September 2021

Dear Ahmed Nowfal M

We have pleasure in offering you a position as "Trainee" in our Atos Group Company at "Chennai", with effect from your date of joining. Please note that if you do not join on or before "16th September 2021", this offer will be treated as withdrawn.

- 1) You will receive a Base Salary (Basic + Basket of Allowance (BOA)) **Rs.22,302**(Twenty-two thousand three hundred two) per month. The Salary breakup has been detailed out later in the offer letter.
- 2) Atos reserve rights to confirm the employing entity whereby you will require to join. This offer is subject to your joining in any Atos Group entity which shall be specified to you on or before your date of joining. Accordingly, you are required to complete the formalities as required by the employing entity.
- 3) You will be on probation for an initial period of six months from the date of appointment. Thereupon, you will be a deemed confirmed permanent employee of the Company unless and until specifically informed on extension of your probation period in writing (E Mail/Letter) by your Manager/Company.
- 4) Your services are transferable to any department, unit or location in India or abroad, in any Atos India or Atos SE Group entity or its subsidiary or affiliate or associate concern, or at the client's site, as deemed necessary by the Company, at its discretion.
- 5) The age of retirement from the Company's service normally is 60 years subject to service regulations and statute guidelines. However, the Company shall have absolute discretion to retire you at the age of 58 years. For the purpose of determining this, the age recorded with the Company at the time of appointment shall be considered as final and conclusive.
- 6) The other terms and conditions are detailed in the attached "Conditions of Service".
- 7) You will at all times during your employment devote your entire time and attention to the business of the Company or any of its associates, branches or offices, within India and abroad, to which you may be posted by the Management.
- 8) You will not be entitled to accept, whether directly or indirectly, any part-time occupation or other job or business of any kind whatsoever, as long as you are in the employment of this Company.
- 9) This appointment is offered on the basis of your having furnished to the Company, accurate information, regarding your age, education, qualifications, experience and other records. If at any time it is revealed that employment has been obtained by furnishing false information or by withholding relevant information, the Company will be free to terminate your services at any time without notice.
- 10) During the period of your employment and thereafter, you will not divulge any trade secrets, company secrets, confidential information, business strategies/plans, to any third party, (other than to the Directors of Company or their authorised representatives) including your salary, increments and emoluments, any knowledge obtained by you concerning the business of the Company / customers, whether relating to administration, accounting, research, development, production, manufacturing methods, agreements, customers, suppliers, patent matters or other relevant matters. You shall maintain utmost confidentiality of the Confidential Information which you had gained access to and shall not breach the confidentiality requirements laid down by the Company. This also covers any and all industrial and intellectual property rights, such as, without limitation, inventions, patent, copyrights, designs, diagrams, drawings, computer software, programs, systems, structures, architectures etc. belonging to Atos and/or made or originated during the duration of any customer project and twelve months thereafter and falling within the scope of the customer activity will be the property of the Company / customer.
- 11) You agree to promptly disclose to Company all ideas, discoveries, inventions, improvements, software, writings and developments that may be authored, conceived, developed or reduced to practice by you either solely or jointly with others during the term of your employment under these circumstances:


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AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

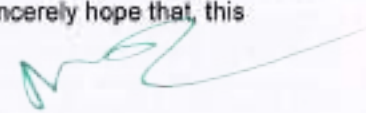
- a) during your working hours, or
 b) at company's expenses, or
 c) using any or Company's materials or facilities, or
 d) That relates to the business of Company or to the research or development of the Company (hereinafter "Company Intellectual Property").
- 12) Please note that Atos has a 'Non-solicitation' clause as a standard term in the contracts with all its Customers.
 You will not during the applicability of the 'Non-Solicitation' clause referred above between Atos and its customers, seek or take up directly or indirectly or through any other entity, any part time or full time job or assignments or work as an Advisor with any units of customer companies of Atos or subsidiaries or associate companies of such customer companies during your employment or for a period of 6 months thereafter.
- 13) You hereby agree that for a period of 12 months following termination of your employment you will not directly or indirectly whether on your own account or jointly in association with or on behalf of any third party:
- a) Solicit, canvas or endeavour to obtain business relating to information technology and related services - from any company, person, firm or corporation who or which was a client or customer or potential client of any Group company at the date of termination of your employment and with whom or which you were in the habit of dealing in the 12 months preceding termination of your employment;
 b) Accept orders or business relating to information technology services from any company, person, firm or corporation who or which was a client or customer or potential client of any Group company at the date of termination of your employment and with whom or which you were in the habit of dealing in the 12 months preceding termination of your employment;
 c) Solicit or entice away or procure employment for, or endeavour to solicit or entice away or procure employment for, any individual employed in an executive, managerial, senior technical or sales capacity by any Group company at the date of termination of your employment and with whom you had material contact by virtue of your employment;
 d) Use, recollect or seek to duplicate any customer base or subscription base used by any Group company.
- 14) You will be governed by the code of conduct; discipline, rules and regulations as laid down by the Company from time to time and these will be deemed to form an integral part of this contract of employment. You will be required to sign the 'Code of Ethics' on the time of joining.
- 15) Upon termination of your employment, you will return to the Company all papers and documents which may at that time be in your possession, relating to the business or affairs of the Company or any of its associates or branches and you will not retain any copies or extracts there from.
- 16) It will be your personal responsibility to obtain the following within 3 months of joining:
 (a) Valid Driving Licence for driving a light motor vehicle in India.
 (b) Obtain a valid Passport from R.P. Office, Government of India.
- 17) Please note that that this appointment is subject to clearance of the following:
 a) Background Verification - Your appointment is conditional upon completion of satisfactory reference and background checks (education, employment history & other details furnished by you in your application). In case any information given by you is found to be false or incorrect at any point in time of your employment, the appointment would be deemed void-ab-initio and liable for termination without notice or salary in lieu thereof.

If you are agreeable to the aforesaid terms and conditions, please return the duplicate of this letter duly signed.

We have pleasure, in welcoming you to our organisation, and we sincerely hope that, this appointment will be of mutual benefit.

Yours truly,
For Atos Global IT Solution and Services Private Limited

Nasir Usman Shaikh
Vice President - HR


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Signature: _____

Date: _____

NAME : Ahamed Nowfal M
DESIGNATION : Trainee
GCM Level : 1
Grade : T1
Expected DOJ : 16th September 2021
Joining Location : Chennai

<u>Component</u>	<u>Amount (Rs.)</u>
Basic	21,005
BOA	1,297
Monthly Gross	22,302
A Annual Gross	2,67,629
Provident Fund	30,247
Gratuity	12,124
B Retirals	42,371
(A+B)	3,10,000

CTC per annum (A+B) **3,10,000**

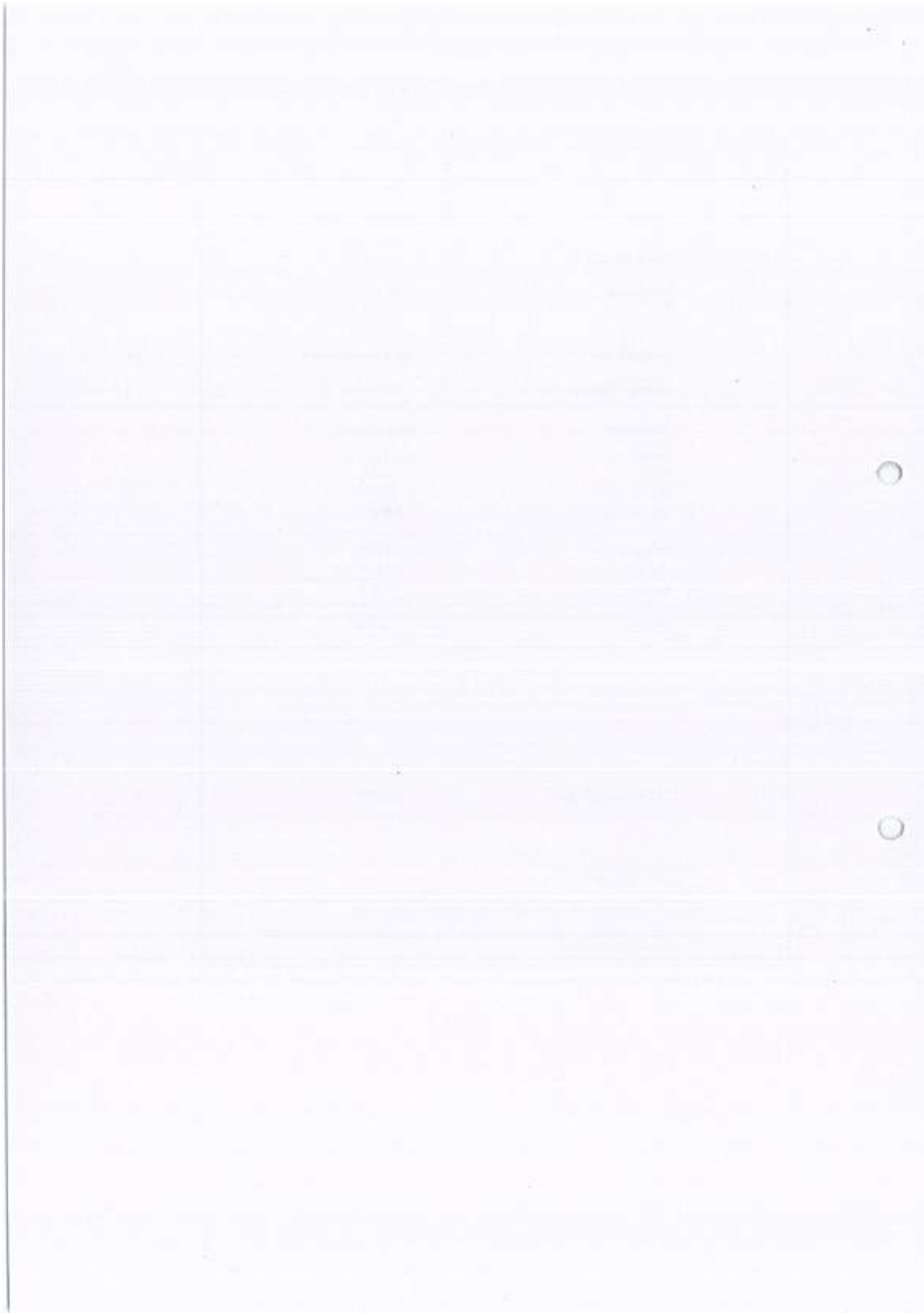
In addition to the above,

- You will be eligible for Group Mediclaim, Group Personal Accident Insurance and Group Term Life Insurance as per the prevailing company policy

- You will be eligible for shift allowance if you work in rotating shifts under the 24X7 environment, as applicable



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



OFFER LETTER

Date: 15.07.2021

Dear Mr. AJIKABALI 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,

[Handwritten Signature]
Authorized Signatory



[Handwritten Signature]

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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 : U34300TN2005PTC136577, websites : www.leggett-automotive.com

MEMORANDUM

TO :

FROM :

SUBJECT :

DATE :

RE :

1. The purpose of this memorandum is to provide information regarding the current status of the project.

2. It is noted that the project is currently on track and all major milestones have been met.

3. The next steps in the project are to complete the final review and submit the report.

4. It is recommended that the project be closed and the team be disbanded.

5. The attached documents provide further details on the project's progress and findings.

6. Please contact the undersigned if you have any questions or concerns regarding the project.

7. Thank you for your attention and cooperation.

OFFER LETTER

Date: 15.07.2021

Dear Mr. PREETHI JENIFER

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-

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Facility: ESI / Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,

[Handwritten Signature]
Authorized Signatory



[Handwritten Signature]

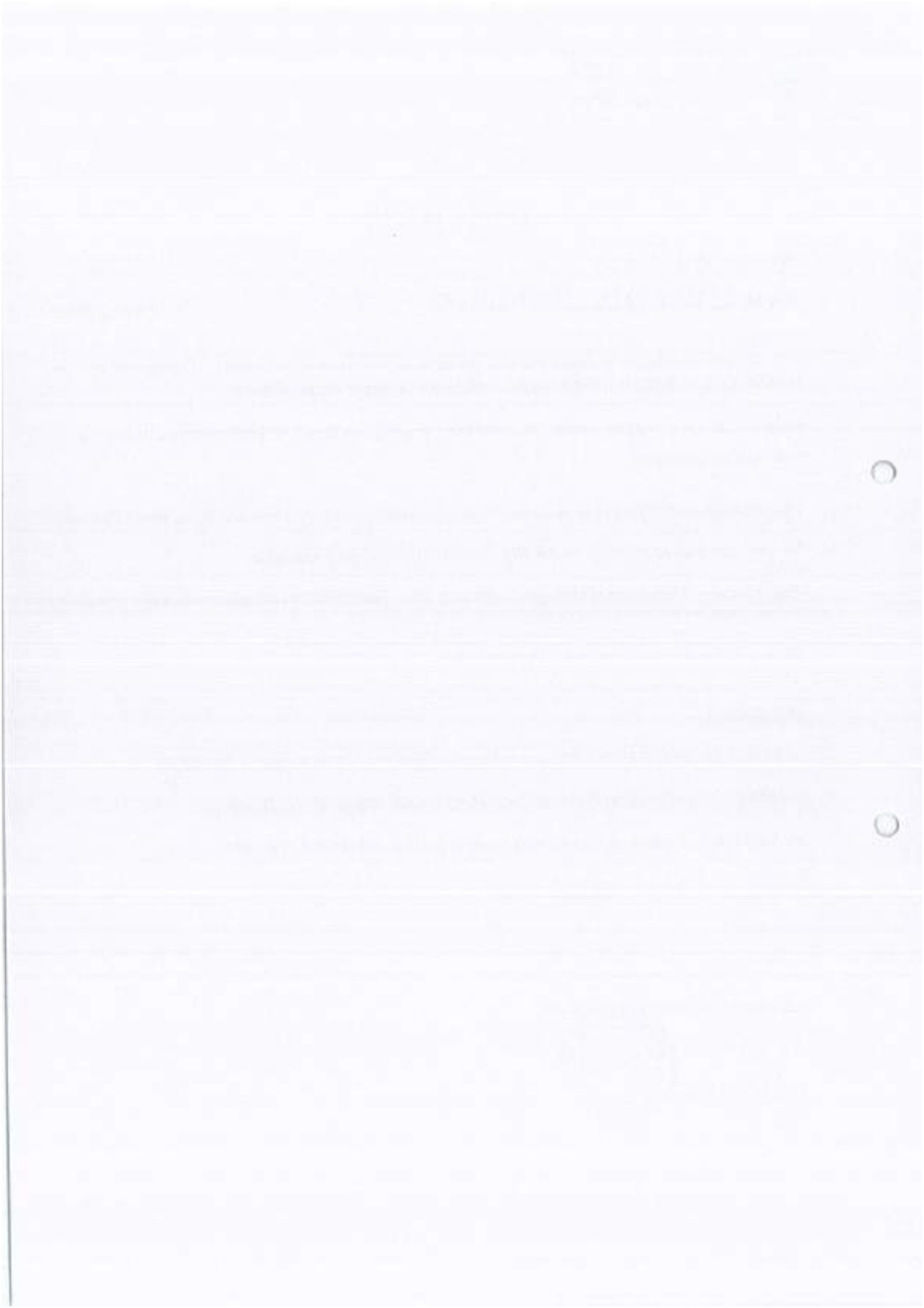
PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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 : U34300TN2016PTC136577, websites : www.leggett-automotive.com



OFFER LETTER

Date: 15.07.2021

Dear Mr. PUSPHA GOMATHI . 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.

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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,

[Handwritten Signature]
Authorized Signatory



[Handwritten Signature]

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 20-March-2021

Dear Saravanan S (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, 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

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

The first part of the document discusses the importance of maintaining accurate records of all transactions. It emphasizes that proper record-keeping is essential for the integrity of the financial system and for the ability to detect and prevent fraud. The document also notes that records should be kept for a sufficient period of time to allow for a thorough review if necessary.

In addition, the document outlines the responsibilities of those who are responsible for maintaining these records. It states that individuals must ensure that all transactions are recorded accurately and in a timely manner. It also mentions that records should be stored in a secure and accessible location to prevent loss or damage. The document further notes that regular audits should be conducted to ensure the accuracy and completeness of the records.

The document also discusses the importance of transparency and accountability in the financial system. It states that all transactions should be clearly documented and that there should be a clear line of responsibility for each transaction. This helps to ensure that the system is fair and that all parties are held accountable for their actions. The document also notes that transparency is essential for building trust in the financial system.

Finally, the document concludes by reiterating the importance of maintaining accurate records and the responsibilities of those who are responsible for this task. It states that proper record-keeping is a fundamental part of any financial system and that it is essential for the system to function properly. The document also notes that transparency and accountability are key to building trust in the financial system and that these principles should be upheld at all times.



AVALON
TECHNOLOGIES
PRIVATE LIMITED

Your global manufacturing partner.

CONFIDENTIAL

Date: 19.07.2021

To

Name : YUVARAJ. S

Reg No : 110117105308

College : Aalim Muhammed Salegh college of Engineering

Dear Yuvraj. S

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successful completion of Graduation) under GET Scheme at Avalon Group which spans through a period of 3 years. Please find below the Salary details.

Year (Beginning)	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:

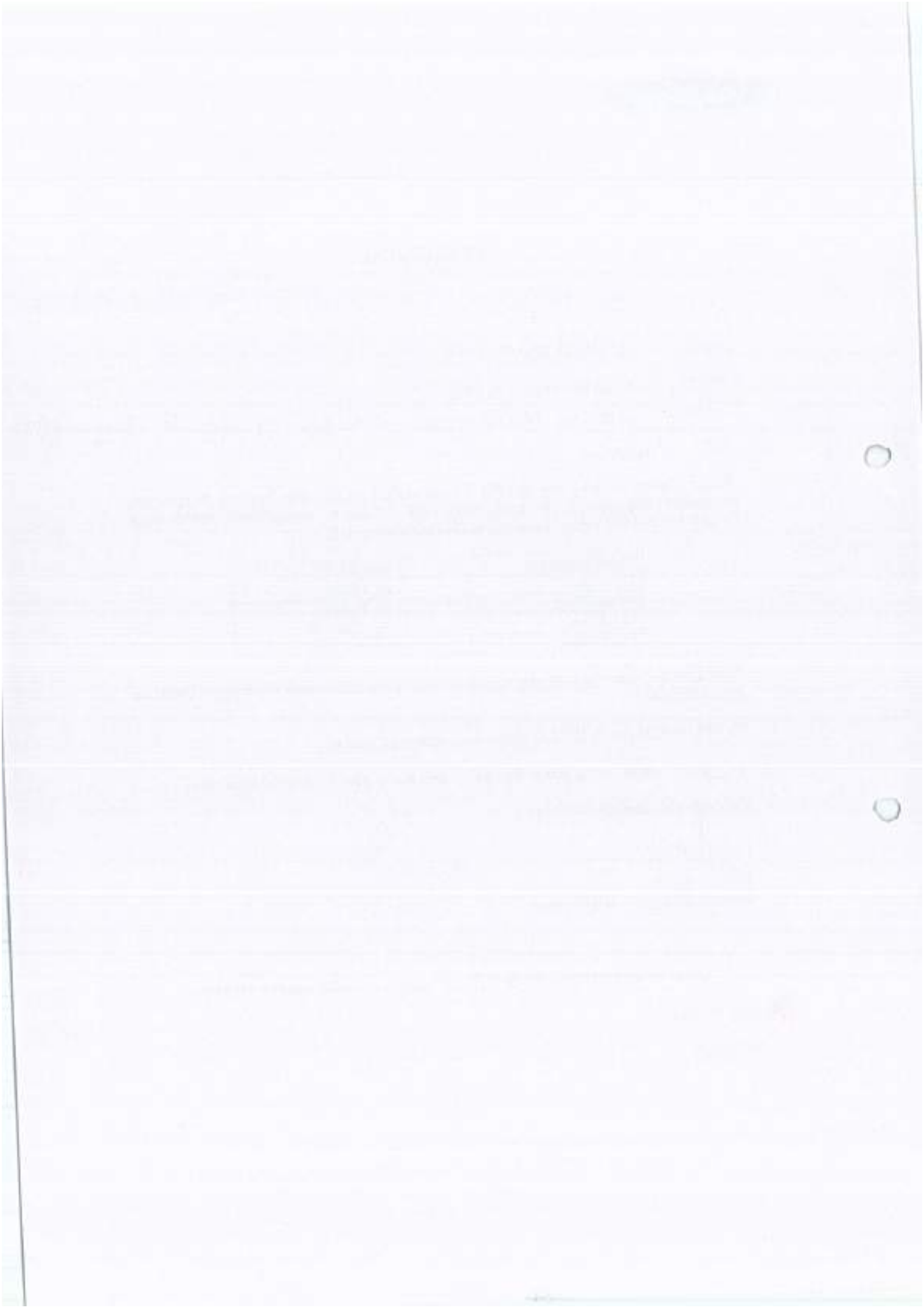
Signature:

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Reg. Office : "TPI BLOCK" 87, First Main Road, MEPZ-SEZ, Tambaram, Chennai - 600 045.

Corporate Identification Number : U30007TN1999PT043479

Tel. : 91-44-4222 0400 Fax : 91-44-2262 0097 E-mail : info@avalontec.com Company Website : www.avalontec.com



OFFER LETTER

Date: 15.07.2021

Dear Mr. MUHAMMED IFTIKAR

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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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

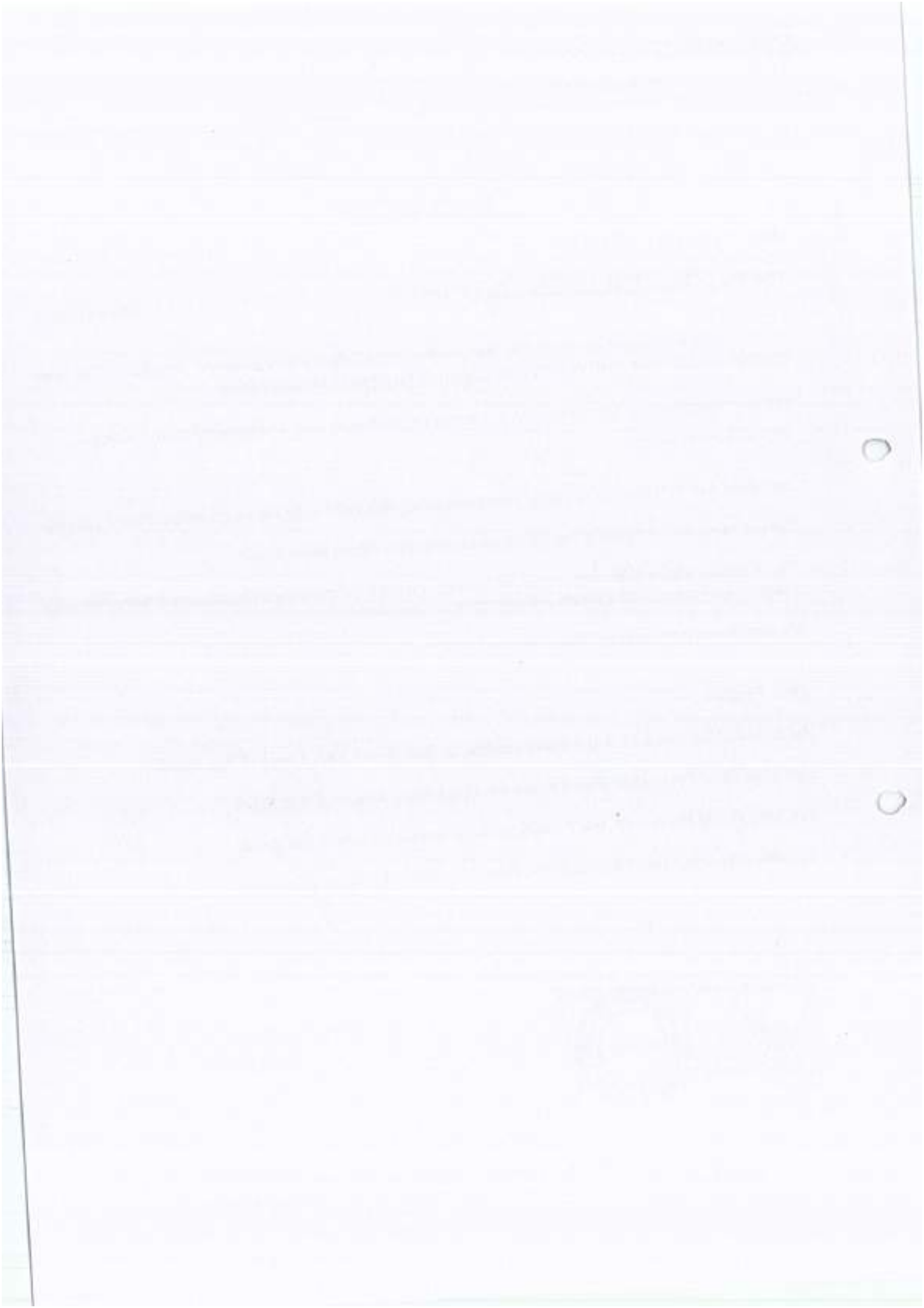
Facility: ESI / Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt India Pvt Ltd,



A handwritten signature in blue ink, appearing to be "AALIM MUHAMMED SALEGH".

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



MECHANICAL ENGINEERING





NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

21.04.2021

Mr. ABDUL AJEEZ N

ROLL NO : 110117114001

Dear Mr. ABDUL AJEEZ 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. M. Kandan
Senior Manager
HR, IR & Admin

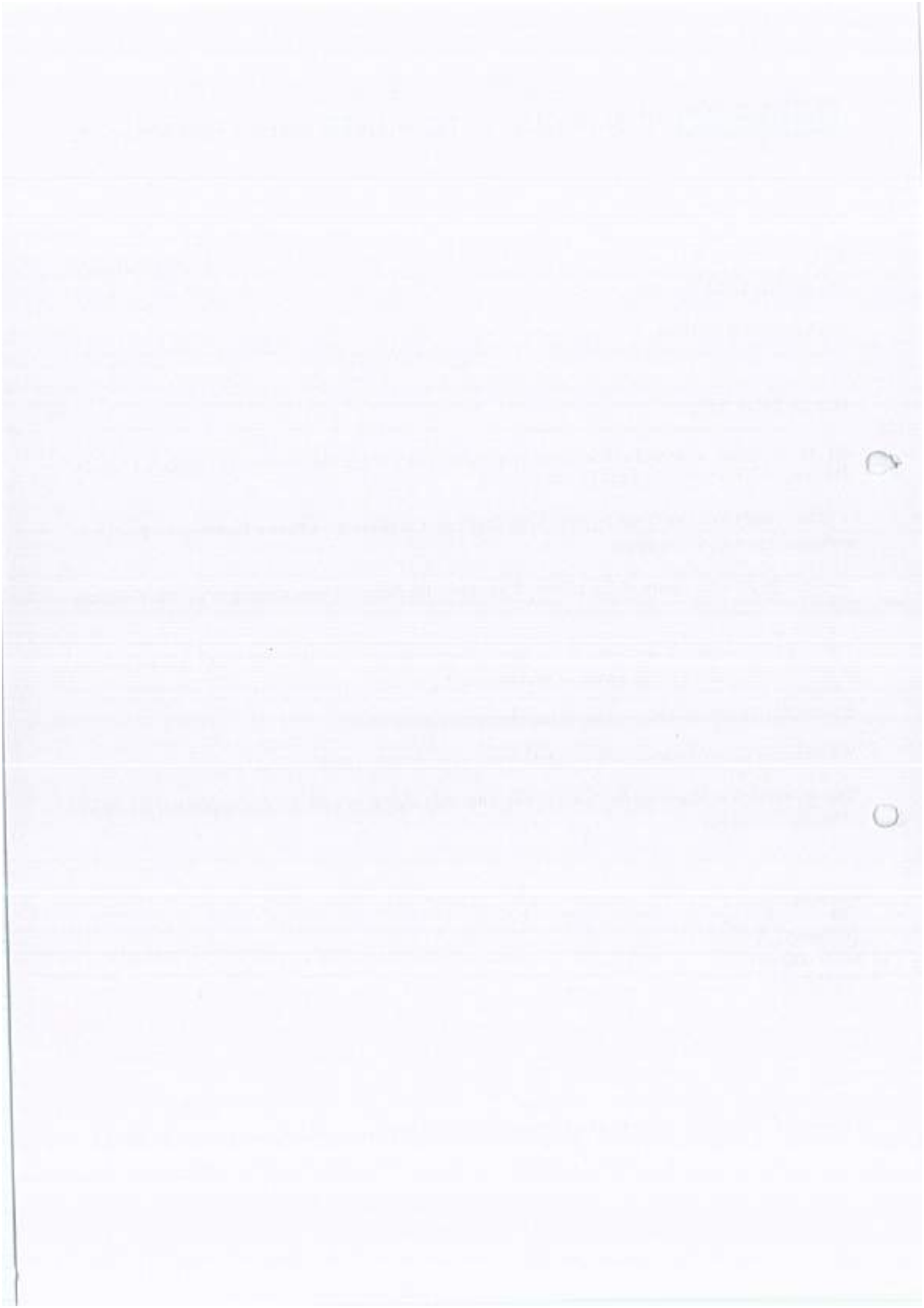
Accepted by,



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/032/2021-2022.

Date:29-04-2021

EMPLOYMENT OFFER LETTER

Dear Mr. ABDUL KADHAR M,

With reference to your interview on 28-04-2021, 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: 08-06-2021.

Yours Truly,

Thanks & Regards,



S.Vasu

(Partner)

(06380119322)

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**



March 15, 2022

HRD/3T/1002721353/21-22

Mr. Abdul Kareem
36, Muslim South Street,
Viyasa Raja Puram, Kalakad
Tirunelveli-627501
India

Ph: +91-9488515054

Dear Abdul,

Welcome to Infosys!

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

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


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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.03.15 18:58:52 IST
Reason: Digitally Signed
Location: Bangalore

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


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

HRD/1002721353/21-22

Mr. Abdul Kareem
36, Muslim South Street,
Viyasa Raja Puram, Kalakad
Tirunelveli-627501
India

Ph: +91-9488515054

Dear Abdul,

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:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment ("Offer Letter" hereinafter).

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.

"Company" refers to Infosys Limited.

"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" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **24-Mar-2022**.

Location

Your location for employment is **MYSORE, India**.

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 Letter, hereby give your irrevocable consent to the above.



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Training

You recognize and accept that at the time of appointment as Systems Engineer Trainee, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Systems Engineer Trainee who is commercially viable to the Company. You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the Training program at the Company. The Training program may consist of classroom/virtual training and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Terms and Conditions during Training

You are aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing you as Systems Engineer Trainee and thereafter imparting Training to you.

You further accept, agree and admit that the nature, quality, intensity and content of Training to be imparted by the Company is not available or imparted by any other company of a similar nature. The Training is designed to satisfy the exclusive requirements of the Company.

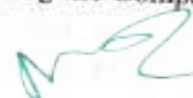
You admit and recognize that the technical and management Training involves substantial Training costs, man hours, resource utilization and is the result of the Company's pro-active policies in encouraging leadership qualities.

You recognize and accept that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, etc., in the event you fail to complete the Training and/or leave the Company during the Probation period.

You, therefore, agrees that in the event of you leaving the Company before completion of the Probation period with the Company for any reason whatsoever, you shall be liable to pay to the Company compensation /damages amounting to Rs. [1,00,000]/- (Rupees One Lakh).

You accept, agree and admit that the aforementioned amount is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing you the Training and/or if you leave the Company during the Probation period.

You acknowledge that the failure to complete the Training successfully or leaving the Company within the Probation Period shall mean and include:



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AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

- a) Failure to complete the Training and/or the Probation Period by being absent for any reason(s) whatsoever from the Company;
- b) Leaving the Company for the purpose of higher studies, research, alternate employment, alternate Training or any other purpose during the Probation period.
- c) Dismissal by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response from you during the Probation period.

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

Probation and Confirmation

You will be on training / probation for a period of 18 (Eighteen) months from the date of joining the Company. On successful completion of your training / 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.

Leave

You are entitled to earned Leave, right from your date of joining. You will be eligible for 15 (Fifteen) 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 (Twenty) 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.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.


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COLLEGE OF ENGINEERING

Compensation and Benefits

Salary

Your total gross salary during the first six months from the date of joining will be **INR 25,000** per month and Total Gross Salary post successful completion of six months 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.

The effective date of the revised salary will be the 1st of the month succeeding the month in you have completed 6 months.

Performance-linked Incentive

You will be eligible for a Performance-linked Incentive (PI) upon successful completion of six months from the Date of Joining, to a maximum of 20% of your Fixed Gross Salary, based on your performance during the six months period.

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 and Annexure - II of this letter. The mode of payment for Financial Year 2021 - 22 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 500,000** 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.

Passport & Driving License

It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining the Company. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

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 month's 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.



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COLLEGE OF ENGINEERING

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.

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 during the selection process. You should 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 be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents. 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.



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COLLEGE OF ENGINEERING

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.

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.



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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 full Name

Location



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2022.03.15 16:58:52 IST
Reason: Digitally Signed
Location: Bangalore

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

ANNEXURE - I
(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Abdul Kareem			
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)				2,800
MONTHLY GROSS SALARY				22,300
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)	12000 (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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AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE - II
(Compensation post successful completion of six months)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Abdul Kareem		
ROLE	Systems Engineer		
ROLE DESIGNATION	Systems Engineer Trainee		
1. MONTHLY COMPONENTS			
BASIC SALARY			
BASKET OF ALLOWANCES			15,000
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			4,478
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

4. INCENTIVE COMPONENTS

	At an indicative Payout of 5%	At indicative Payout of 10%	At 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)	12000 (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





NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

Mr. ABDUL RAHEEM HAFIS T

21.04.2021

ROLL NO : 110117114005

Dear Mr. ABDUL RAHEEM HAFIS 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

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C

D



CONTROL SERVE

CONTROL SERVE ENGINEERING

LETTER OF APPOINTMENT

12.12.2022

Abdul Rawoof S,
No.26A, Station Road, Ayyampettai,
Thanjavur - 614 201.

Dear Abdul Rawoof S,

Appointed as **Quality Control Specialist**

We refer to your recent telephonic interview with us for the above position and are pleased to inform you that we offer you the position **Quality Control Specialist** with our organization effective from 14.12.2022 under the following terms and conditions.

Salary: 12000

Other Benefits: Accommodation and Food

Attendance Allowance: 500 (if present on all working days in a month)

For Controlserve Engineering

(Srinivasan. K)
Chief Executive

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



HRD/3T/1004437718/22-23

Mr. Abdul Salaam Khader Basha
31/14A, East Main Road,
Gopal Colony, Perambur
Chennai-600082
India

Ph: +91-7395906210

Dear Abdul Salaam,

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

Document verified by Richard Lobo
richard_lobo@infosys.com
Digitally signed by Richard Lobo
Date: 2022.05.13 10:30:05
Reason: I am the signer
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1881PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askto@infosys.com
www.infosys.com

K. Abdul Salaam

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

HRD/1004437718/22-23

Mr. Abdul Salaam Khader Basha
31/14A, East Main Road,
Gopal Colony, Perambur
Chennai-600082
India

Ph: +91-7395906210

Dear Abdul Salaam,

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:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment ("Offer Letter" hereinafter).

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.

"Company" refers to Infosys Limited.

"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" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **06-Jun-2022**.

Location

Your location for employment is **MYSORE, India**.

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 Letter, hereby give your irrevocable consent to the above.

K. Abdul Salaam



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Training

You recognize and accept that at the time of appointment as Systems Engineer Trainee, except exposure to academic knowledge, you have received no formal, effective, technical or practical training to independently function as a Systems Engineer Trainee who is commercially viable to the Company. You further recognize and accept that prior to and at the time of joining the Company, you have not been exposed to and, therefore, have not acquired any management or communication skills, which are essential for performance of duties by you which meet the current business needs, parameters, standards and efficiency levels required by the Company.

Therefore, you would need to undergo the Training program at the Company. The Training program may consist of classroom/virtual training and/or on-the-job training. The duration of the Training will be based on the business requirements of the Company.

Terms and Conditions during Training

You are aware that the Company would be expending substantial sums of money and incurring costs, expenses, man hours etc. in the process of selecting and appointing you as Systems Engineer Trainee and thereafter imparting Training to you.

You further accept, agree and admit that the nature, quality, intensity and content of Training to be imparted by the Company is not available or imparted by any other company of a similar nature. The Training is designed to satisfy the exclusive requirements of the Company.

You admit and recognize that the technical and management Training involves substantial Training costs, man hours, resource utilization and is the result of the Company's pro-active policies in encouraging leadership qualities.

You recognize and accept that the Company would suffer substantial financial loss, inconvenience, loss of resources, man hours, etc., in the event you fail to complete the Training and/or leave the Company during the Probation period.

You, therefore, agrees that in the event of you leaving the Company before completion of the Probation period with the Company for any reason whatsoever, you shall be liable to pay to the Company compensation /damages amounting to Rs. [1,00,000]/- (Rupees One Lakh).

You accept, agree and admit that the aforementioned amount is a genuine, fair and reasonable estimate of the damages, loss and expenses that the Company would suffer on providing you the Training and/or if you leave the Company during the Probation period.

You acknowledge that the failure to complete the Training successfully or leaving the Company within the Probation Period shall mean and include:

K. Abdul Salam



- a) Failure to complete the Training and/or the Probation Period by being absent for any reason(s) whatsoever from the Company;
- b) Leaving the Company for the purpose of higher studies, research, alternate employment, alternate Training or any other purpose during the Probation period.
- c) Dismissal by the Company for any act of misconduct, indiscipline, absence, refusal to obey orders, breach of internal policies of the Company or unsatisfactory response from you during the Probation period.

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

Probation and Confirmation

You will be on training / probation for a period of 18 (Eighteen) months from the date of joining the Company. On successful completion of your training / 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.

Leave

You are entitled to earned Leave, right from your date of joining. You will be eligible for 15 (Fifteen) 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 (Twenty) 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.

Increments and Promotions

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis.

Transfer

Your services can be transferred to any of our units / departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

K. Abdul Salam

Compensation and Benefits

Salary

Your total gross salary during the first six months from the date of joining will be INR 25,000 per month and Total Gross Salary post successful completion of six months 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.

The effective date of the revised salary will be the 1st of the month succeeding the month in you have completed 6 months.

Performance-linked Incentive

You will be eligible for a Performance-linked Incentive (PI) upon successful completion of six months from the Date of Joining, to a maximum of 20% of your Fixed Gross Salary, based on your performance during the six months period.

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 and Annexure - II of this letter. The mode of payment for Financial Year 2021 - 22 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

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 500,000 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.

Passport & Driving License


It would be to your advantage to have a valid passport and a four-wheeler driving license at the time of joining the Company. Our offer to you is subject to your having a valid passport or producing a proof of having applied for the same.

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.

K. Abdul Salaam


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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.

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 during the selection process. You should 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 be required to produce all marks sheets and other relevant documents at the time of joining.

You will produce all marks sheets and other relevant documents. 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.

K. Abdulalaam



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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.

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.

R. Abdul Kalam



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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: 5th June, 2022

K. Abdul Salaam

Sign your name

K-ABDUL SALAAM Chennai, Tamil Nadu

Print your full Name Location

Document certified by Richard Lobo
richard_lobo@infosys.com
Digitally signed by Richard Lobo
Date: 2022.06.05 11:33:32 IST
Reason: Digitally signed
Location: Bangalore

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

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NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

21.04.2021

Mr. AHAMED ABDUR RAHMAN.S.A

ROLL NO : 110117114008

Dear Mr. AHAMED ABDUR RAHMAN.S.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



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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:PER/056/2020-2021

Chennai

10th Jan, 2021

Dear **Mr. AHAMED SHAMIL 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 **2nd Apr 2021**. Please confirm your probable date of joining within 7 days from the date of issue of 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.



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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

A handwritten signature in blue ink, appearing to be "A. Aalim Muhammed Salegh".

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ANNEXURE

✓ We go further to make your dreams come true:

Value of EMAAR:

PRIDE

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



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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.



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OFFER LETTER

Date: 15.07.2021

Dear Mr. AJAY NANDAN 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.

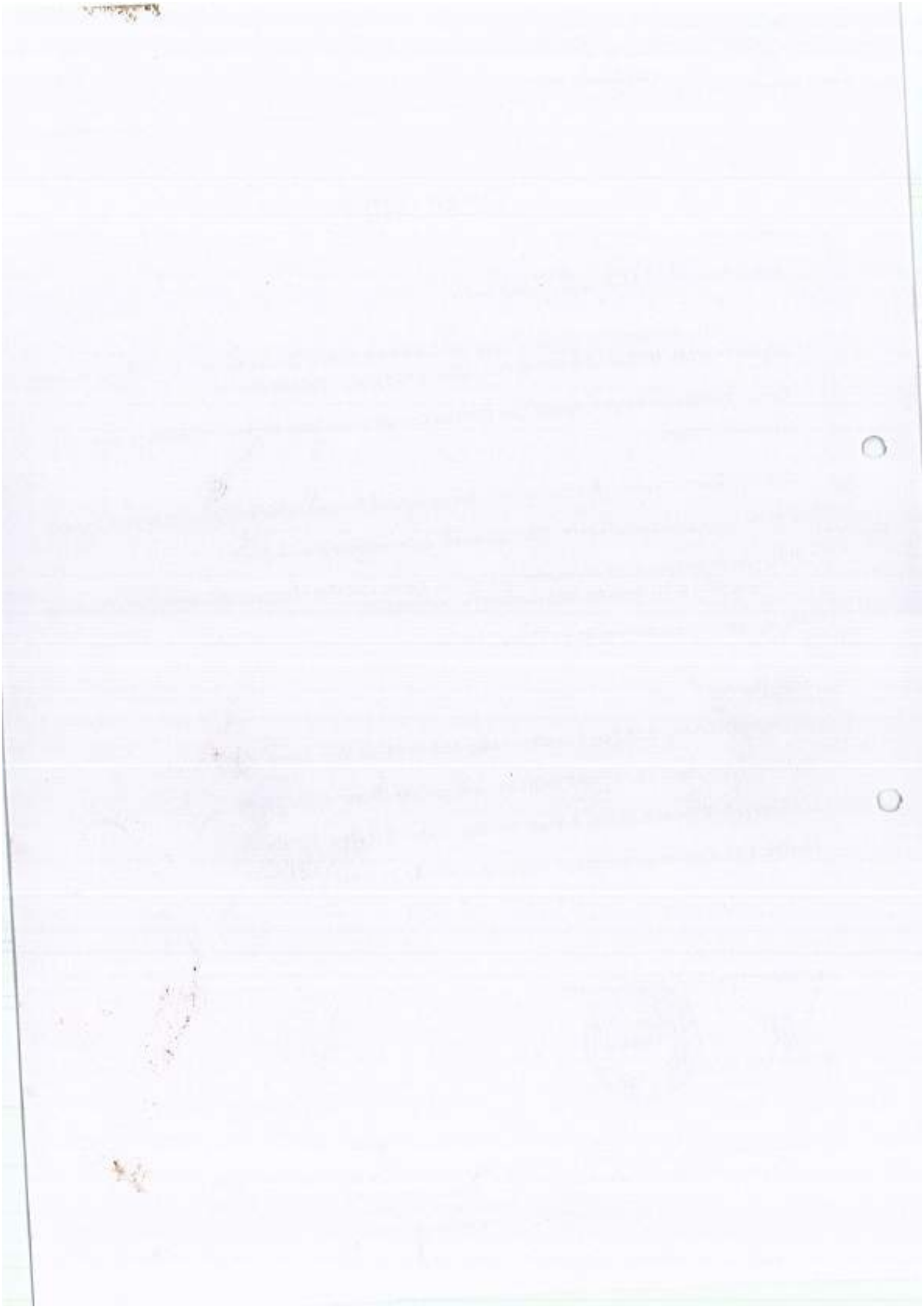
FOR Leggett and Platt (India) Pvt Ltd,

[Signature]
Authorized Signatory



[Signature]

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OFFER LETTER

To,

Anas Ibnu Muhammed Sadique
3/60F, NOOR STREET, I.S.E.D NAGER, PARAKKAI, NAGERCOIL, 629601
Nagercoil, Kanyakumari
Tamil Nadu, Pin-629601

Date : 29-11-2021

Dear Anas Ibnu Muhammed Sadique,

Sub : Offer of Employment - Trainee-Global Test Factory

Further to our recent meetings and discussions, we are pleased to offer you the position of Trainee-Global Test Factory subject to the following terms & conditions.

1. Date of Joining :

Subject to your acceptance of these terms, your employment will commence on or before 01-12-2021. On your date of joining employment you should report at Allianz, 2nd Floor, Bhavani, Technopark, Trivandrum, Kerala, India - 695 581 at 9.30 AM.

2. Location :

Your initial employment location will be our office at Allianz, 2nd Floor, Bhavani, Technopark, Trivandrum, Kerala, India - 695 581. The Company may transfer you to other locations from time to time.

3. Cost to company :

Your total employment Cost to Company (CTC) will be INR 300000 (Rupees Three Lakh) per annum. Please refer to Annexure I for details.

You will be eligible to participate in the Company's employee benefit Plans as are generally made available to similarly situated employees of the Company, subject in each case to the terms and conditions of the Plan in question. Full details of these Plans will be provided when you join employment. All amounts payable to you shall be subject to deduction of tax at source as per applicable law from time to time. Deductions will also be made in accordance with other applicable laws and for contributions to employee benefits schemes as may be applicable from time to time (e.g. provident fund, ESI). Your remuneration will be subject to revision as per the Company's compensation policies and guidelines in effect from time to time.

4. Probation :

You will be on probation for a period of 6 months from the date of your joining employment. During your probation, your employment is provisional and subject to successful completion of your probation. During this period, your performance will be reviewed by your line manager and you are expected to demonstrate the technical and functional skills (as applicable) associated with your position together with the core values of the Company including but not limited to, cooperation, teamwork and a positive attitude. Failure to perform as expected may result in the termination of your employment or extension of your probation period for a further period of 3 months. If you successfully complete your probation, you will be deemed to be a permanent employee of the Company and will be communicated to you through formal written communication. Any extension of probation or termination will be communicated to you in writing.

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OFFER LETTER

5. Notice Period :

While you are on probation, you may resign from the services of the Company by giving the Company prior written notice of 30 days or salary in lieu thereof. Once your services with the Company are confirmed, you may resign from the services of the Company by giving the Company prior written notice of 90 days or salary in lieu thereof. However, the Company reserves the right to accept or reject your proposal based on business requirements.

During your probation, you may be discharged from the Company's services at any time with 30 days prior notice or salary in lieu thereof, without assigning any reason. Upon confirmation, the Company may terminate your employment at any time after providing you 90 days advance notice or payment of salary in lieu thereof.

6. Pre - Conditions :

This offer, and should you accept this offer, your continued employment with the Company, are subject to and conditional on the following:


- a) All the facts mentioned in your resume and stated during other discussions with the Company during the interview process being true and correct;
- b) Verification of the original documents listed in Annexure II. (Please bring the originals of these on your date of joining work); and
- c) The Company receiving satisfactory references and/or background check results as the Company may seek in its discretion. The Company may undertake a background and/or verification check prior to or at any time subsequent to your joining employment and may engage the services of a third party agency to undertake the same.

The Company may disclose your personal information to such agency solely for the purpose of undertaking the necessary verification on behalf of the Company.

Please note that in the event the Company is not satisfied with any of these items, the Company reserves the right to withdraw this offer or rescind your employment contract with the Company. If at any time during your employment, any of the facts or documents submitted by you are found to be false, your services are liable to be terminated immediately without any notice or compensation. The Company assures you that any personal data and information collected from you will be used only in connection with this offer and your employment with the Company (should you accept this offer) and shall be protected from unlawful disclosure in accordance with the Information Technology Act, 2000 as amended from time to time.

7. Other Terms and Conditions of Employment :

This is a full time position and you will be required to devote the whole of your time and efforts to your employment with the Company. On joining employment, you will be required to sign and agree to be bound by the standard terms and conditions of employment of the Company. In addition to these terms, your employment will also be governed by all applicable rules, regulations and policies of the company that are in force from time to time.


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OFFER LETTER

8. No Conflict :

If you accept this offer, you will be confirming that you are not party to any agreement or arrangement which in any way restricts, prohibits or debars you from accepting the offer made by the Company including but not limited to any non-compete, non-disclosure or restrictive agreement or terms and that you will have no continuing obligations or restrictions which will apply to you from the date of commencement of your employment with the Company or if you are so bound, that will honour such covenants and agreements.

This offer will remain open for a period of five working days. If this offer is acceptable to you, please confirm your acceptance in writing via electronic mail to your recruiter on or before 01-12-2021. If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.

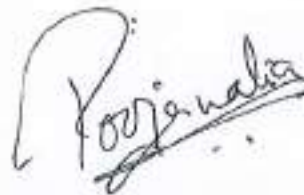
Should you have any questions with regard to this offer, please do not hesitate to get in touch with your point of contact in Talent Acquisition Team.

We hope you will find this offer acceptable and look forward to you joining the Company.

For Allianz Technology SE(India Branch),



Dipanwita Chakraborty
Group Manager-People Functions



Pooja Walla Garde
Group Manager-People Functions



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Annexure - I

Name : Anas Ibnu Muhammed Sadique
 Grade : AGS 5
 Designation : Trainee-Global Test Factory

Components	Monthly (INR)	Annual (INR)
Base Pay		78000
Basic	6500	21600
Co's contribution to PF	1800	3752
Gratuity	313	
Choice pay		30000
Food Coupons	2500	6497
LTA	541	15000
Medical Expenses	1250	19200
Transport	1600	31200
HRA	2600	7000
Statutory Bonus*	583	73465
Other allowance	6122	285714
Gross	23810	
Variable pay		14286
Annual Bonus **	1191	300000
Final CTC	25000	

*Statutory Bonus will be paid in April

**The Annual Bonus Scheme is paid out at the company's sole discretion based on both the company and individual performance. Only those employees who joined the organization on or before 30th September of a year and continue to be on company rolls on the last day of March in the subsequent year (i.e. the year of payment) are eligible for Bonus.

Employees who have resigned and are serving notice as on the last day of March (in the year of payment) are also not eligible for this bonus scheme. Annual Bonus is usually paid in the month of April.

Increments are paid out in April for the employees who joined on or before 30th September of the previous year and will be at the discretion of the company, based on individual performance as well as company performance, business outlook and other relevant factors.


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Explanation of Compensation

Components	Description
1. Base Pay	The fundamental salary component to which many other compensation components are linked.
2. Retirals	These elements of compensation are not paid out until later when certain conditions are met.
2.1 Provident Fund (PF)	12% of monthly wage to a maximum of INR 1800/-.
2.2 Gratuity	4.8% of Basic Salary, which is included as a part of your Annual Remuneration denotes the company's contribution to the Gratuity Fund based on actuarial calculations. You are not entitled to this amount as a cash component as this is intended to be a retiral benefit. Gratuity is payable to you as per the Payment of Gratuity Act, 1972, on cessation of your employment after at least 5 years of continuous service with the Company.
3. Choice pay	Choice Pay allows employees to choose a benefit basket that suits their needs. For certain elements, employees may avail of tax exemptions as per prevailing tax laws. The elements are listed below.
3.1 Leave Travel Allowance	LTA can be used for up to a maximum of economy class airfare or First Class Train fare twice during a 4 year block period as per Income tax rules.
3.2 Medical Expenses	Rs. 15,000/- per annum. To be used for medical expenses.
3.3 Food Coupons	Upto a Maximum of Rs. 2500/- per month.
3.4 Transport	Maximum Rs. 1600/- per month. To be used for vehicle expenses.
3.5 House Rent Allowance	Maximum 40% of Basic Salary per annum. To be used for house rent.
3.6 Statutory Bonus	Statutory Bonus is payable as per the provisions of the Payment of Bonus Act, 1965 to eligible employees.
3.7 Other allowance	Remaining of Choice Pay funds and is a taxable amount.
3.8 Annual Bonus	The Annual Bonus Scheme is paid out at the company's sole discretion based on both the company and individual performance.



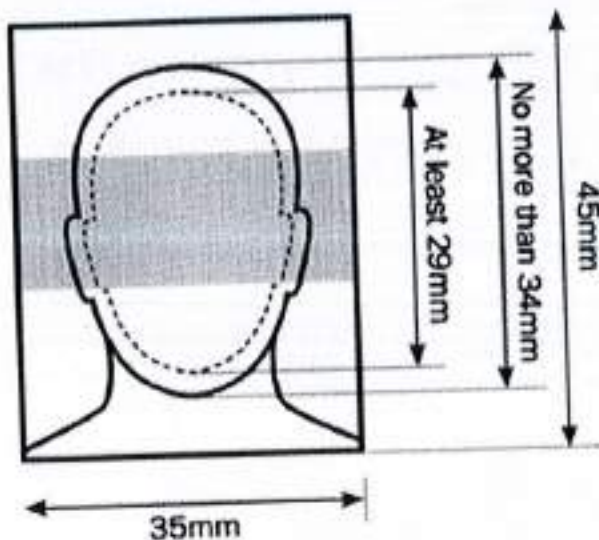
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Annexure - II

Following are the mandatory list of original documents you will need to produce on the date of Joining. An electronic version of these documents will be required to be submitted for our background verification agency, who will contact you for initiating background verification process

1. Educational Certificates and marklists (10th, +2, Graduation) (Original and 1 Copy)
2. Experience Certificate from past employer(s) (Original and 1 Copy)
3. Relieving letter from the past employer(s)(Original and 1 copy)
4. Pan Card (Original and 1 Copy) or copy of Form 49A if the PAN Card is not available. It is mandatory to have Permanent Account No. for all salaried employees.
5. Pay Slips from last employer - Last 3 months
6. Address Proof (any of these): Passport, Driving License, Ration Card, Voter -ID, Rental Agreement. (Original and 1 Copy)
7. Aadhaar Card (1 Copy & Original). Aadhaar Card is mandatory for Statutory Benefits (PF /ESI).
8. Universal Account Number (UAN) & Employee State Insurance (ESI)Number, if you have received it from your Previous Employer.
9. Three passport size photographs with 35mm Width and maximum 45mm height with white background.




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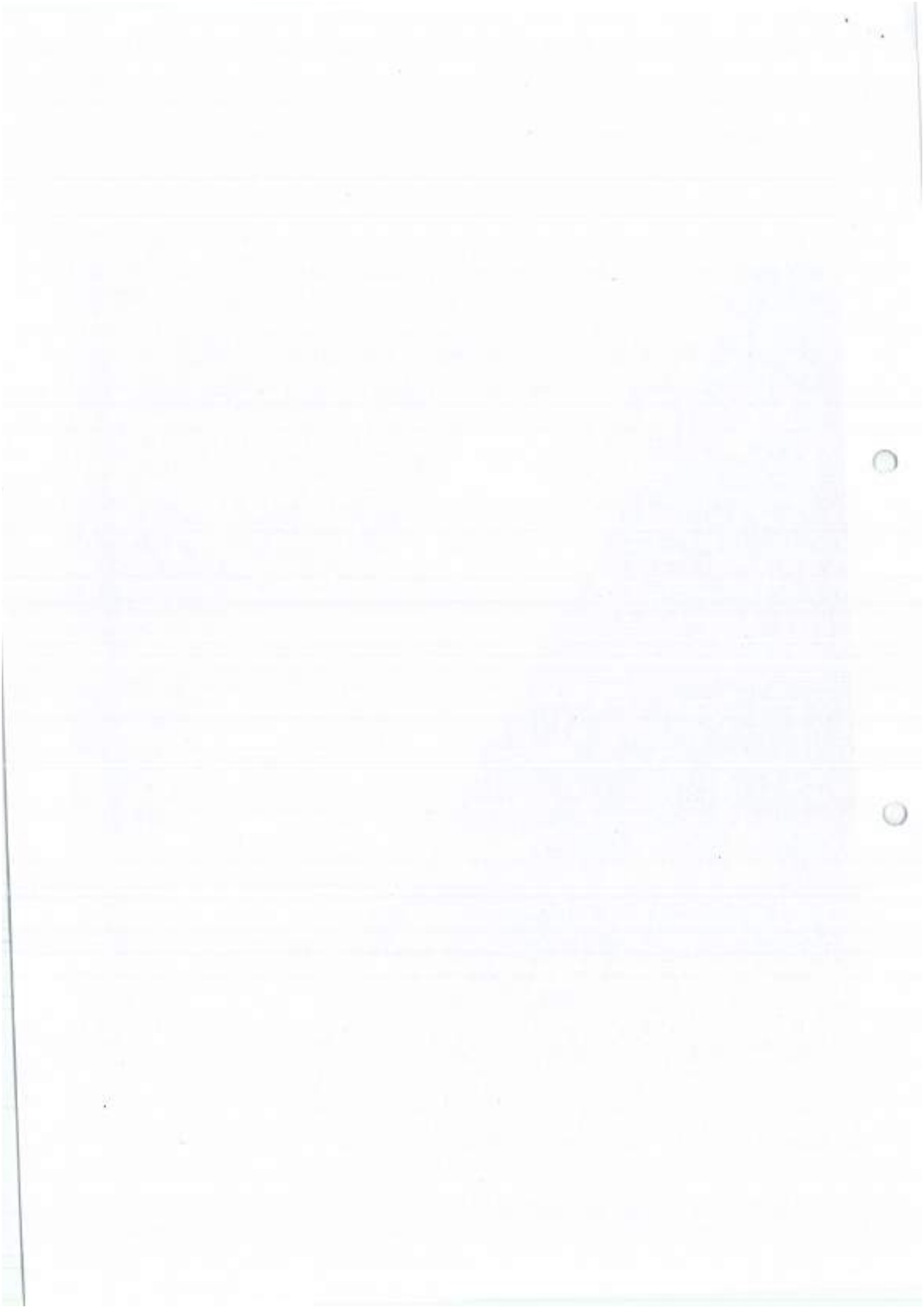
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Thiruvananthapuram Vicinity Map



MVP



Appointment letter


1st January, 2022

Anwar Azees . A
S/o Kajamohaideen
134,Kulakkattapatti,
Okkurpudur,
Sivagangai Dist,
Tamil Nadu, India.

Dear Mr.Anwar Azees . A

This is with reference to our discussion had with you based on your curriculum vitae dated Dec 28, 2021; we are pleased to appoint you in our organization as below on the following terms and conditions.

1. You are appointed as **Engineer**
2. Your posting will be in India and reporting to **Mr.Dharmaraj, DGM (Business Development – India), Ningbo Yuzhan Precision Mould Co. Ltd.,**
3. You are responsible to be in charge of Technical deals with customers, after sales quality follow-up and other works deals in India
4. Your consolidated salary per month is **280 USD.**
5. Your future increments will depend on your performance and contribution to the company as judged by the Management from time to time
6. You will eligible for following leave benefits
 - a) Casual Leave - 6 days per year
 - b) Sick Leave - 6 days per year
 - c) Privilege Leave - 10 days per year
7. You will not engage in any other activity, business or profession either on part time or full time basis either by yourself or with any other Firm / company / Person during the pendency of this contract of employment


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

YZ

宁波宇湛精密模具有限公司

NINGBO YUZHAN PRECISION MOULD CO. LTD

8. You will be probation for a period of Six Months from date of your Joining and the company has the right to extend the probation period in case your performance is not satisfactory. Your services will be confirmed only on your satisfactory performance assessment.
9. During the probation period, your services would be liable to be terminated by the Company without assigning any reason by submitting 30 days notice or payment in lieu of the notice period on either side
10. After Confirmation, Your service can be terminated by giving 2 months notice or on payment of basic salary equivalent to notice period by either side. Please note that the management retains its right and discretion in relieving you of your duties in the event of your seeking separation
11. Your services will be governed by the Standing Orders and such other Rules and Regulations of the company, which may be in force now from time to time
12. You should be join your services with Mr.Dharmaraj on or before 1st January 2021.
13. If you are agreeable to the above terms and conditions, please sign the attached copy of this appointment letter and send it to us at the earliest.

Yours faithfully

For **Ningbo Yuzhan Precision Mould Co. Ltd.**

(Zhang Haoqi)

General Manager



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

Mr. ARZATH AHAMED M

21.04.2021

ROLL NO : 110117114014

Dear Mr. ARZATH AHAMED 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

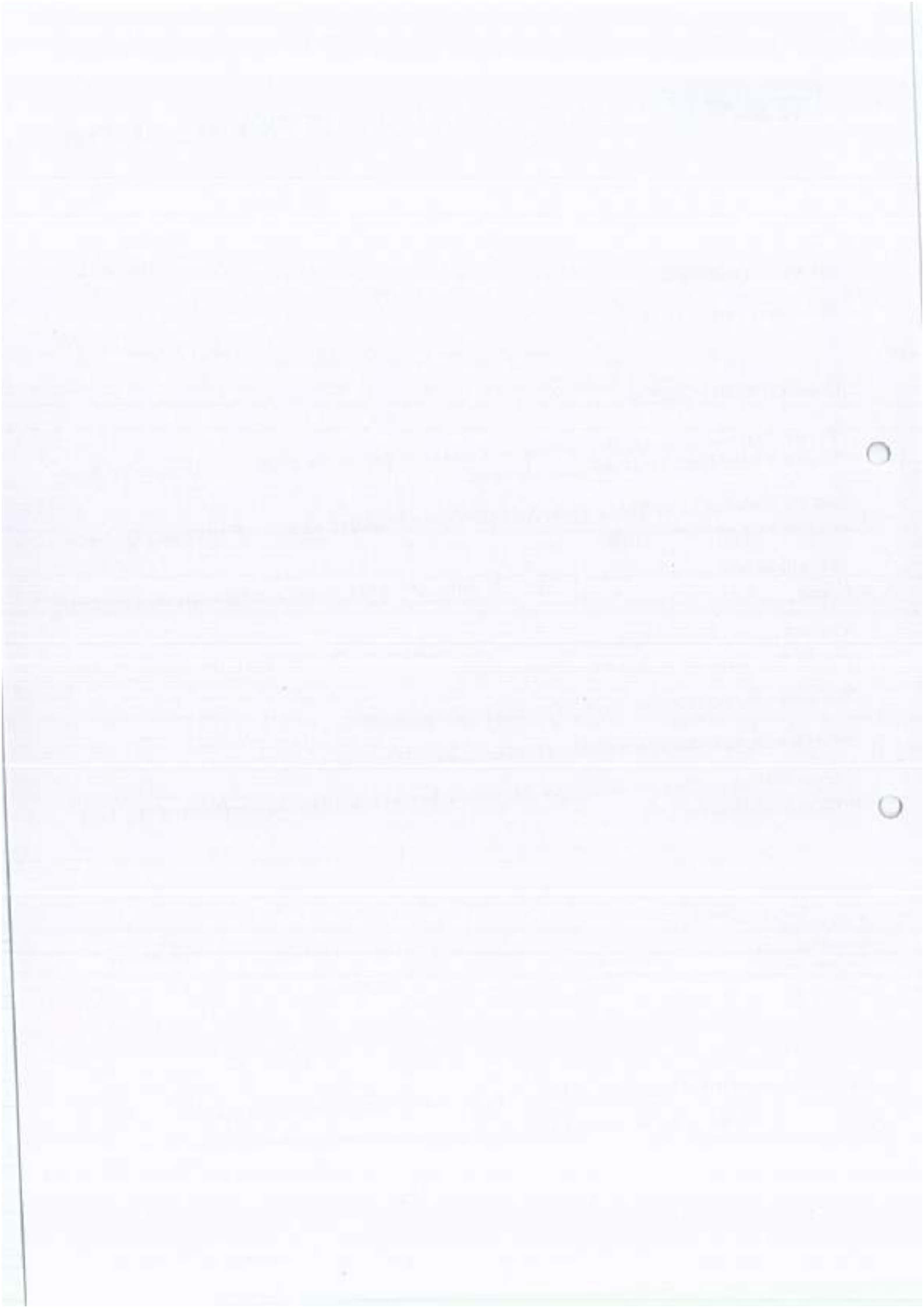
Accepted by,



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,

21.04.2021

Mr. ASATH ALI M.E

ROLL NO : 110117114015

Dear Mr. ASATH ALI M.E

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.

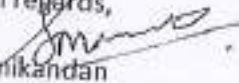
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We welcome you to the organization and wish you a fruitful association with us.

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

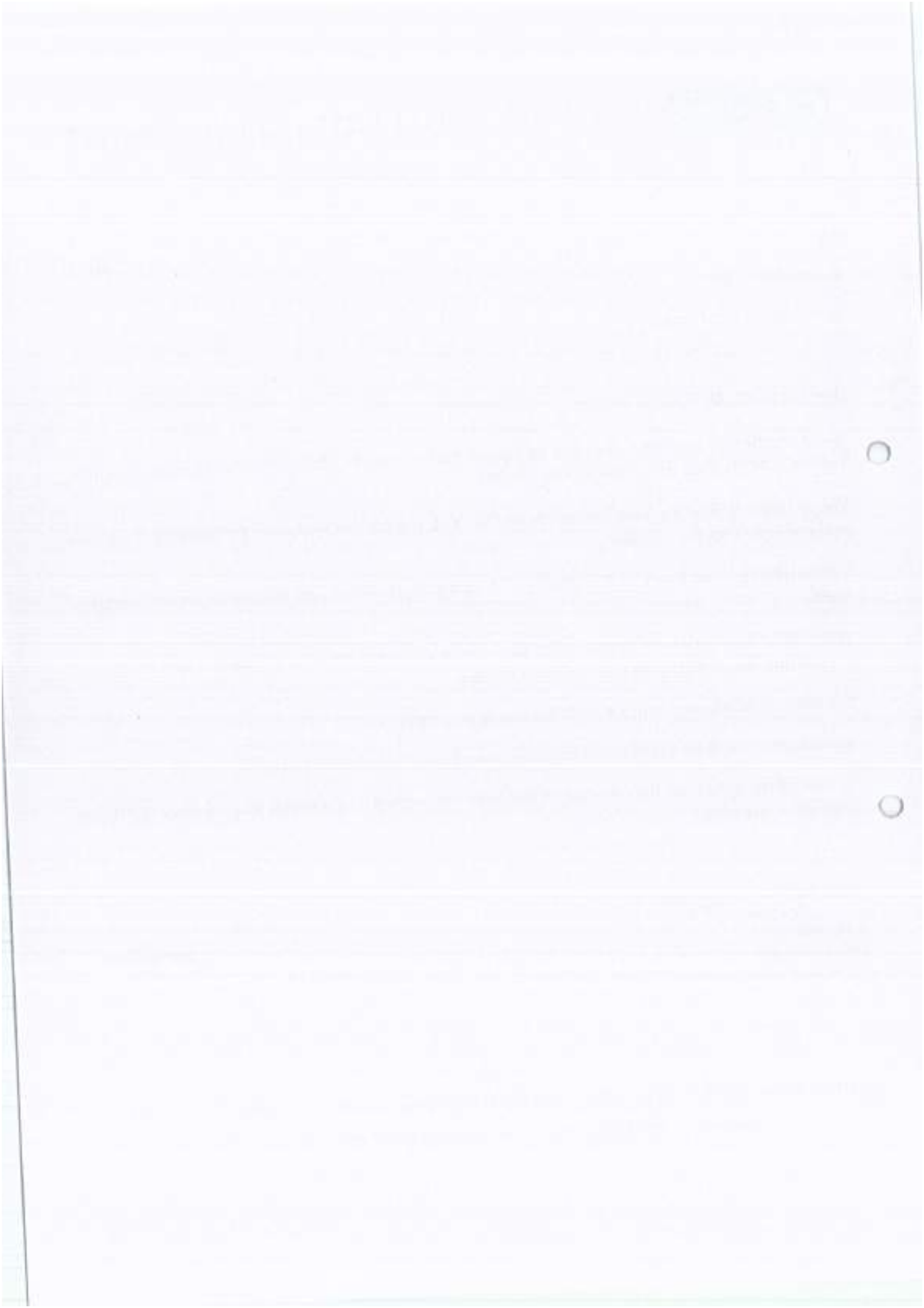
Accepted by,



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



OFFER LETTER

Date: 15.07.2021

Dear Mr. DHIVAKAR . T

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,

[Handwritten Signature]
Authorized Signatory



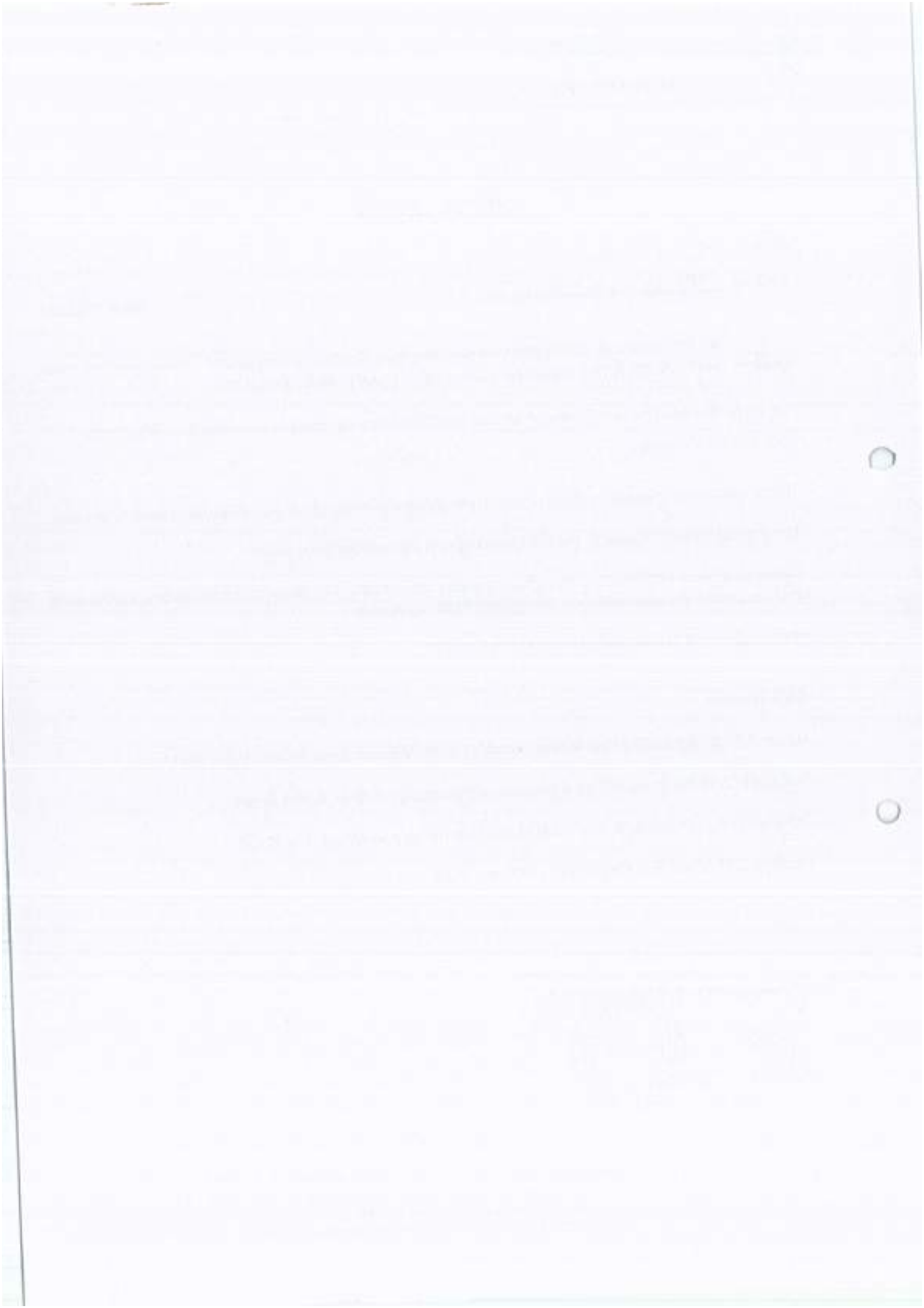
[Handwritten Signature]

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leggett & Platt Automotive India Private Limited (Formerly known as L and P Somappa Comkret 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 : U34300TN2006PTC139577, websites : www.leggett-automotive.com





NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

Mr. FAZIL HUSSAIN S

21.04.2021

ROLL NO : 110117114018

Dear Mr. FAZIL HUSSAIN 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.

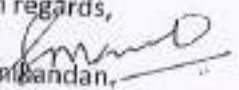
You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

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

1911-12-11

Dear Mother

I received your letter of the 10th and was glad to hear from you.

I am well and hope these few lines will find you the same.

I have not much news to write at present.

Love
John



NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

Mr. HARIHARAN.G

21.04.2021

ROLL NO : 110117114019

Dear Mr. HARIHARAN.G

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.

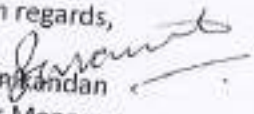
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You must complete minimum 1 year of training to get certificate.

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,

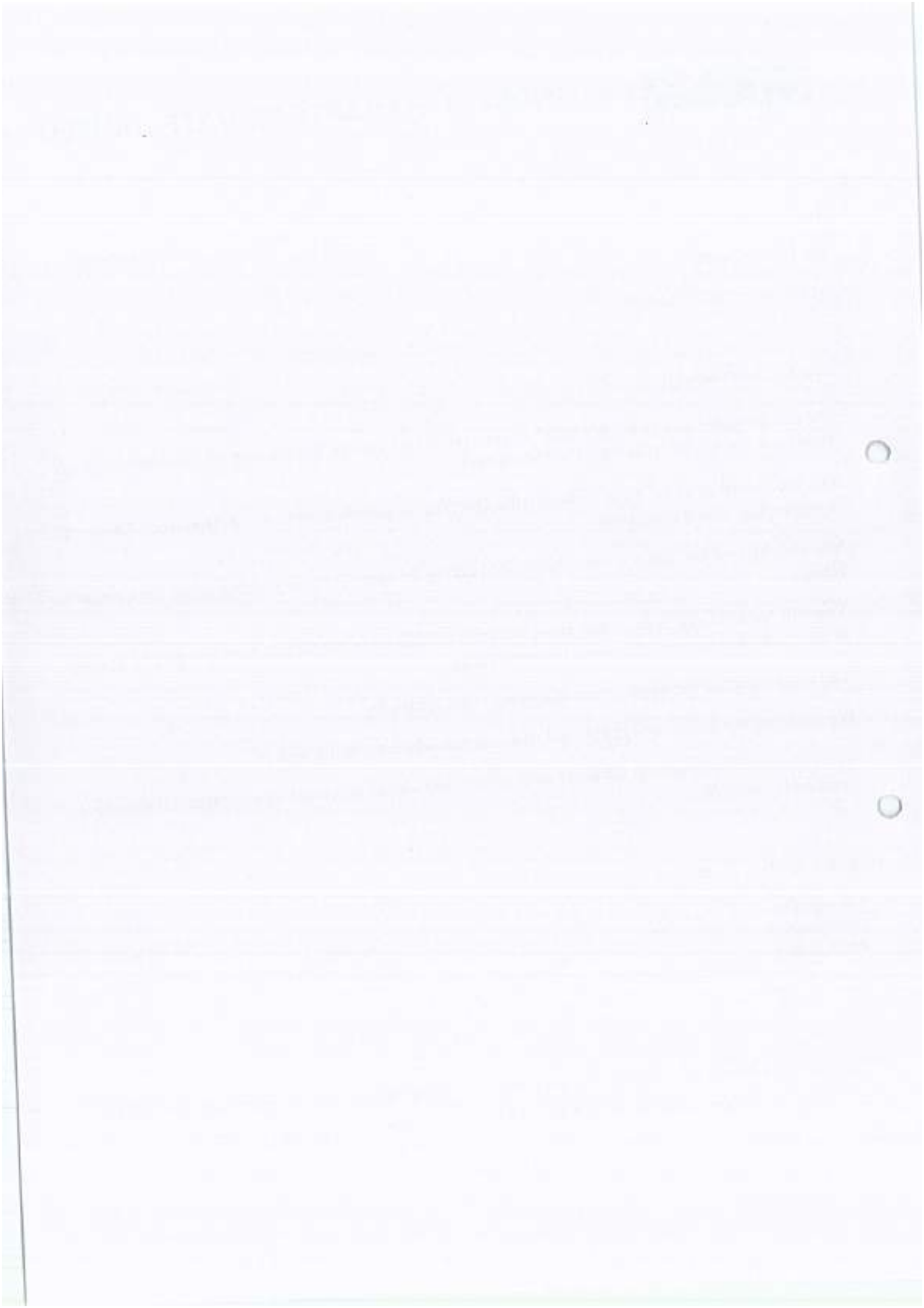

S. Manikandan
Senior Manager
HR, IR & Admin

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/033/2021-2022.

Date:29-04-2021

EMPLOYMENT OFFER LETTER

Dear Mr. IMRAN SHERIFF.K,

With reference to your interview on 28-04-2021, 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: 08-06-2021.

Yours Truly,

Thanks & Regards,



S.Vasu

(Partner)

(06380119322)

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**





SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date:25-April-2021

Dear Indla Vikrama Rao S (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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

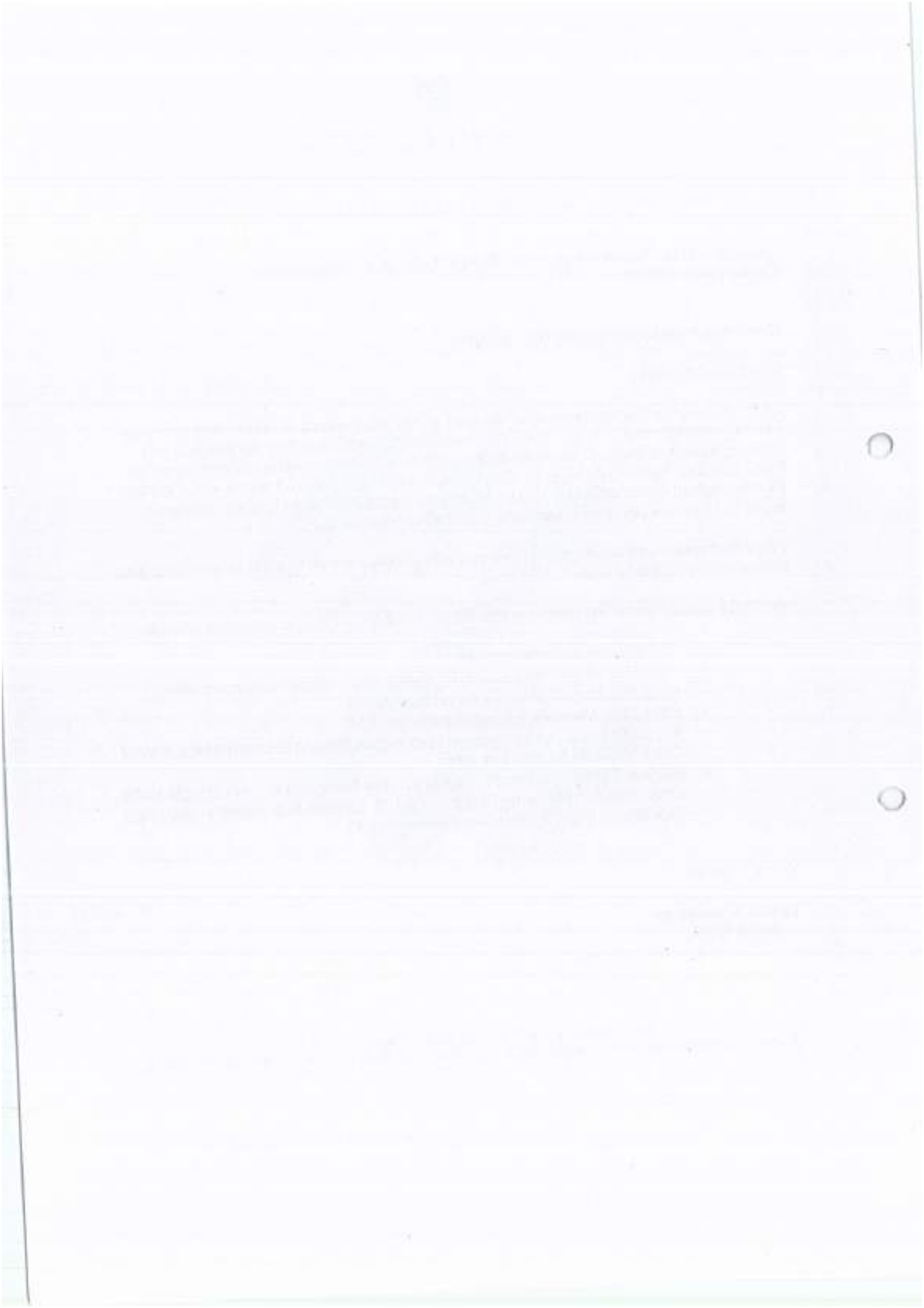
- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- 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
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



OFFER LETTER

Date: 15.07.2021

Dear Mr. JANARTHANAN 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,

[Handwritten Signature]
Authorized Signatory



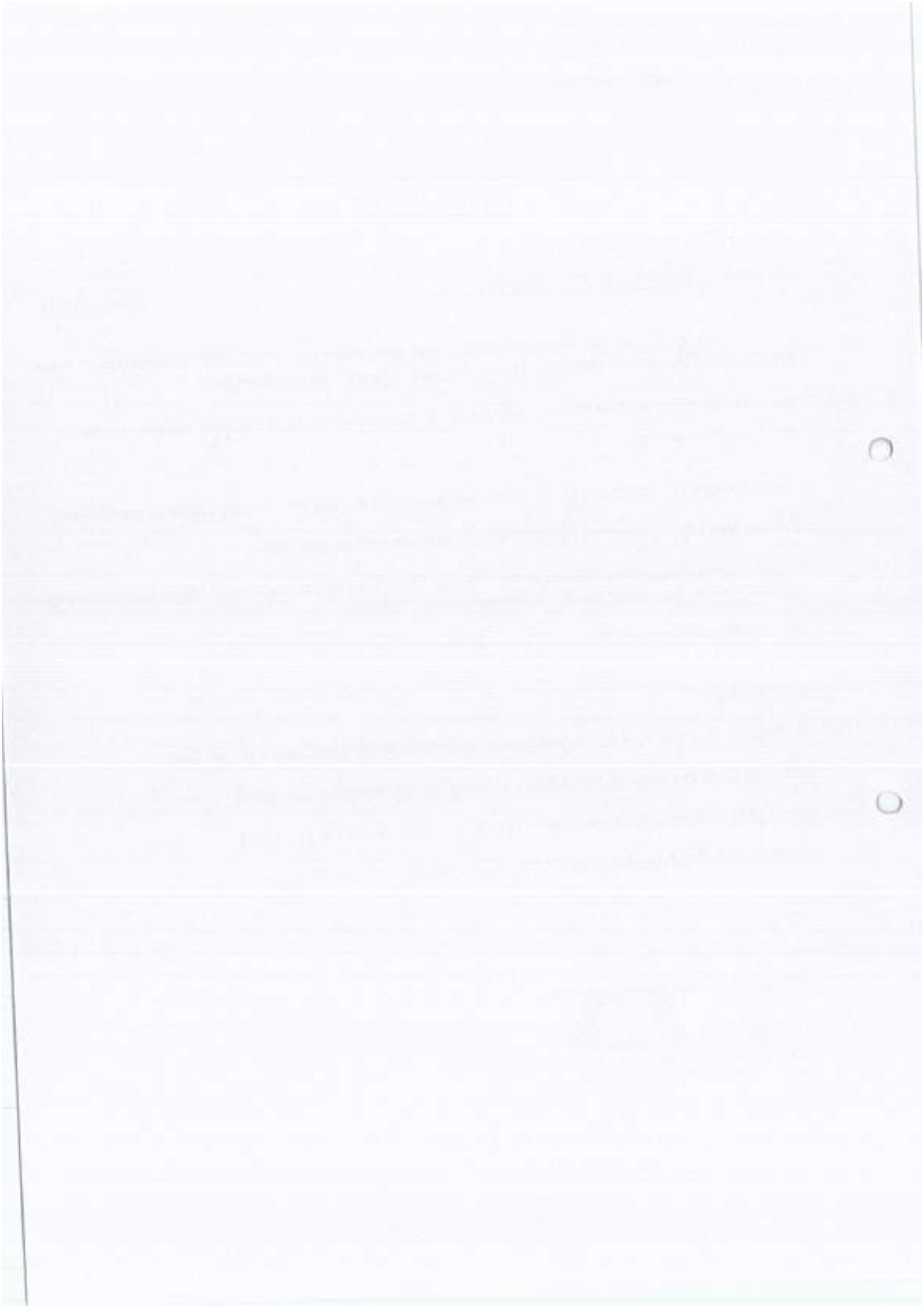
[Handwritten Signature]

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Leggett & Platt Automotive India Private Limited (Formerly known as L and P Someppa 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





PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 20-March-2021

Dear Jaya Prakash Rao C (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, 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, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**

Faint header text at the top of the page, possibly including a title or page number.

First main paragraph of text, containing several lines of faint, illegible content.

Second main paragraph of text, continuing the faint, illegible content.

Third main paragraph of text, continuing the faint, illegible content.

Fourth main paragraph of text, continuing the faint, illegible content.

Fifth main paragraph of text, continuing the faint, illegible content.

Faint footer text at the bottom of the page.

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:PER/057/2020-2021

Chennai

10th Jan, 2021

Dear Mr. JEROME XAVIER 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 **2nd Apr 2021**. Please confirm your probable date of joining within 7 days from the date of issue of 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



A handwritten signature in blue ink, likely belonging to the Principal.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE

✓ We go further to make your dreams come true:

Value of EMAAR:

PRIDE

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 SALEGH³
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



PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 20-March-2021

Dear Jithesh Krishnan 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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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).

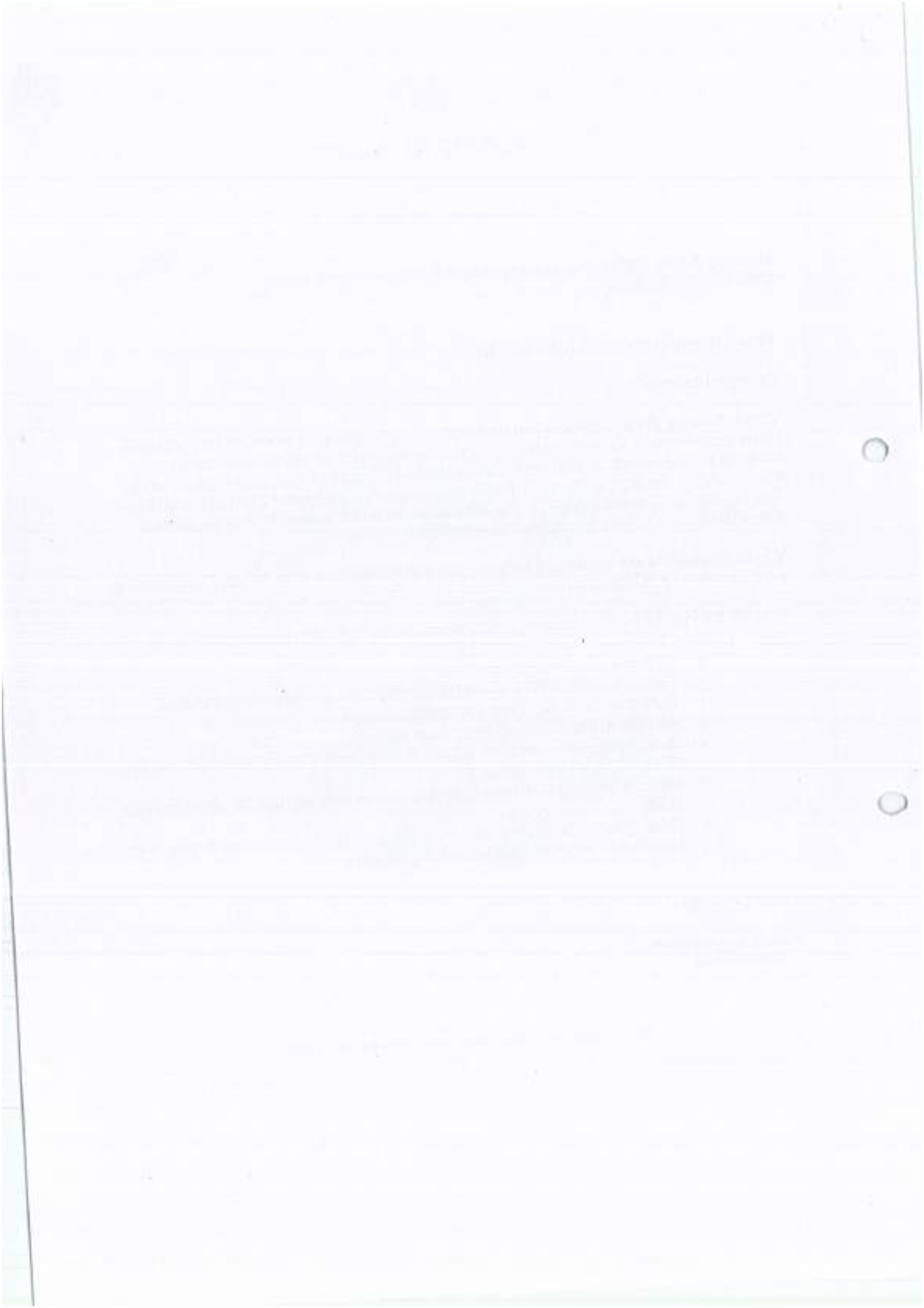
Yours sincerely,

**Talent Acquisition
Sutherland**

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063





NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

Mr. KAVIN KUMAR.V.

21.04.2021

ROLL NO : 110117114027

Dear Mr. KAVIN KUMAR.V.

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,

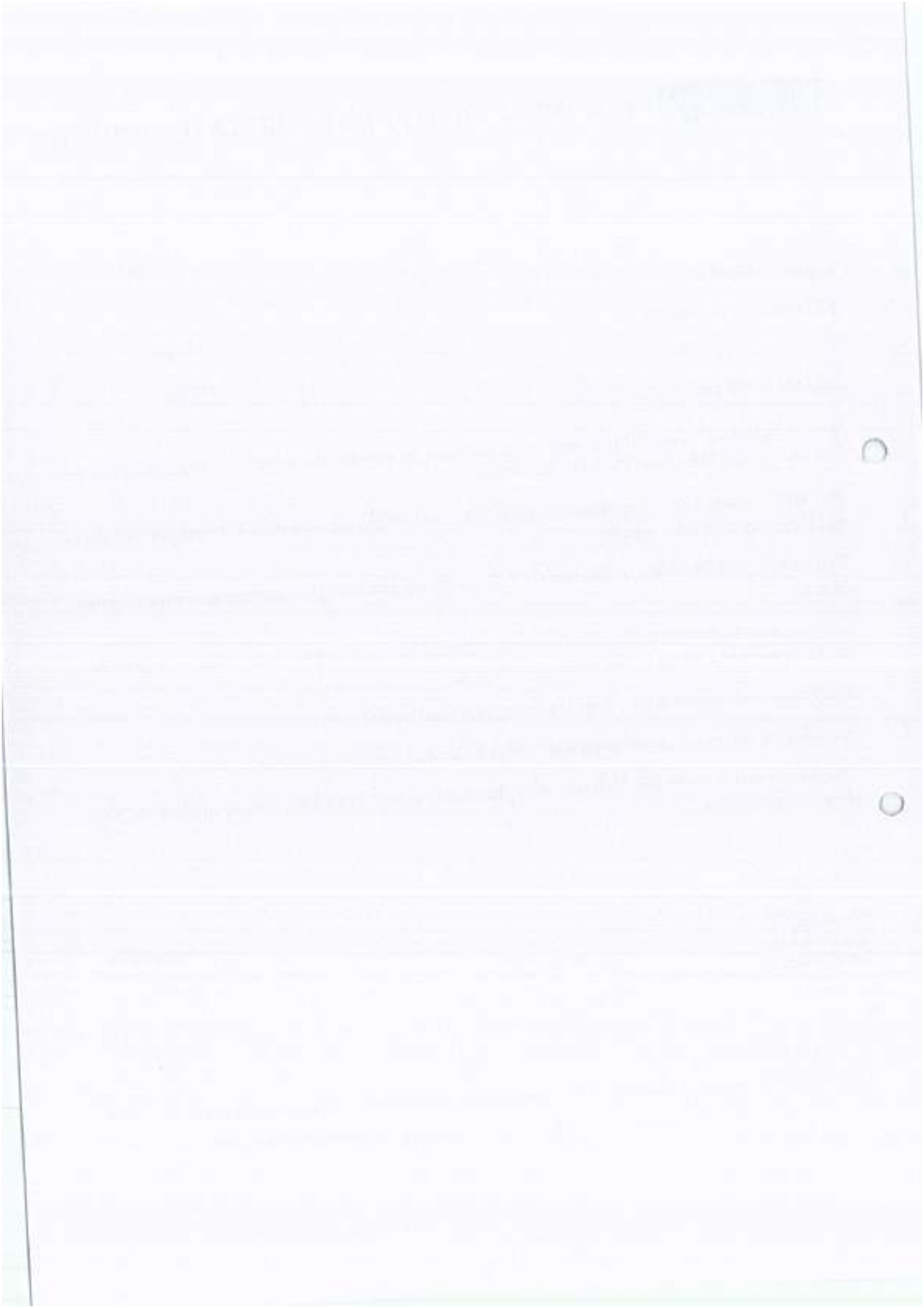

S. Manikandan
Senior Manager
HR, IR & Admin

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. LAKSHMIPATHY V

21.04.2021

ROLL NO : 110117114028

Dear Mr. LAKSHMIPATHY V

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.

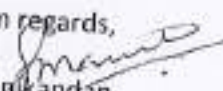
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We welcome you to the organization and wish you a fruitful association with us.

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Warm regards,

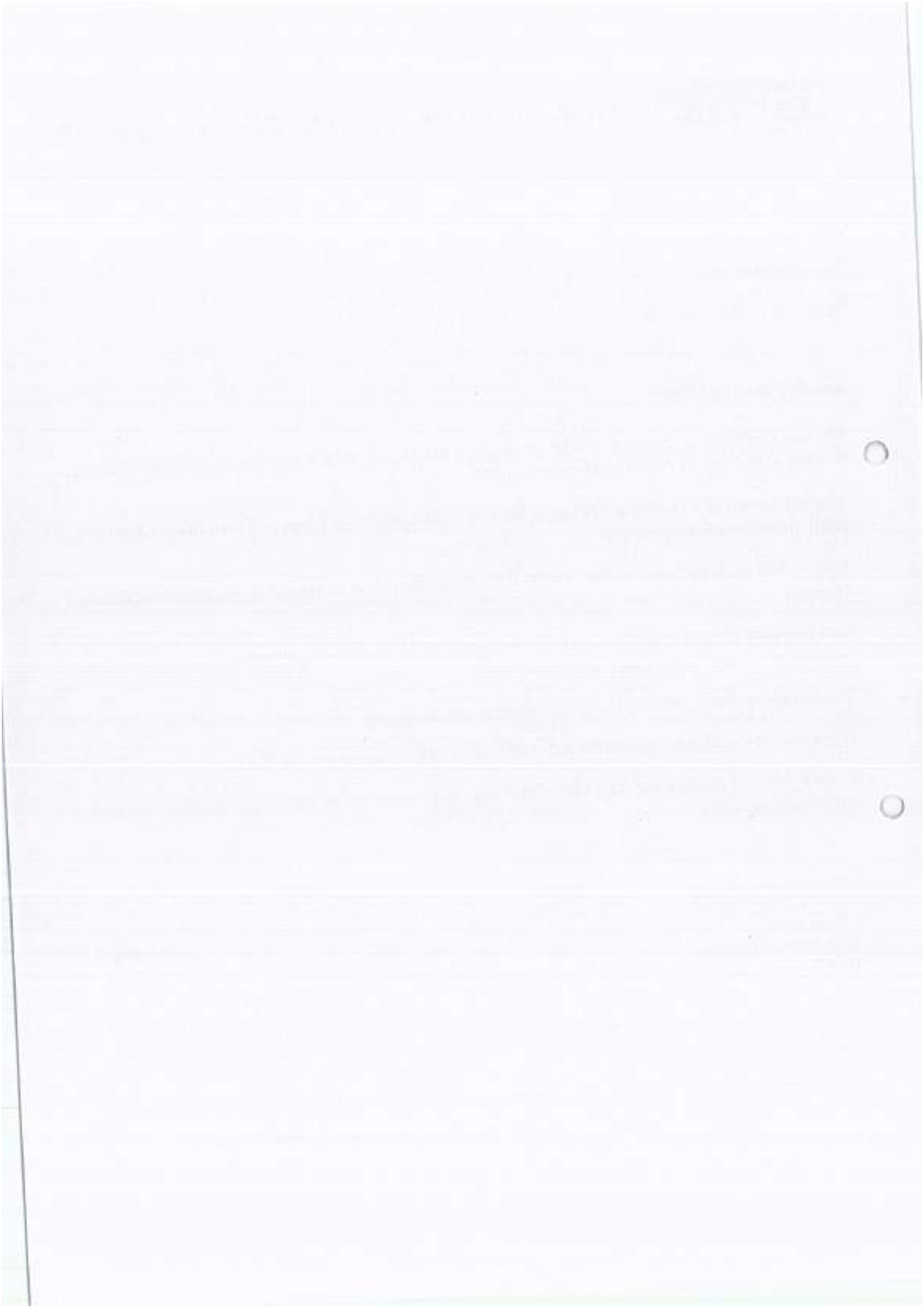

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottal, Sriperumbudur Taluk, Kancheepuram Dt – 602117,
Mobile : +91 8056240531, Tell : +91 44 47103805, email : nimmyanvhkorea.com



OFFER LETTER

Date: 15.07.2021

Dear Mr. LOGANATHAN. 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.

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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

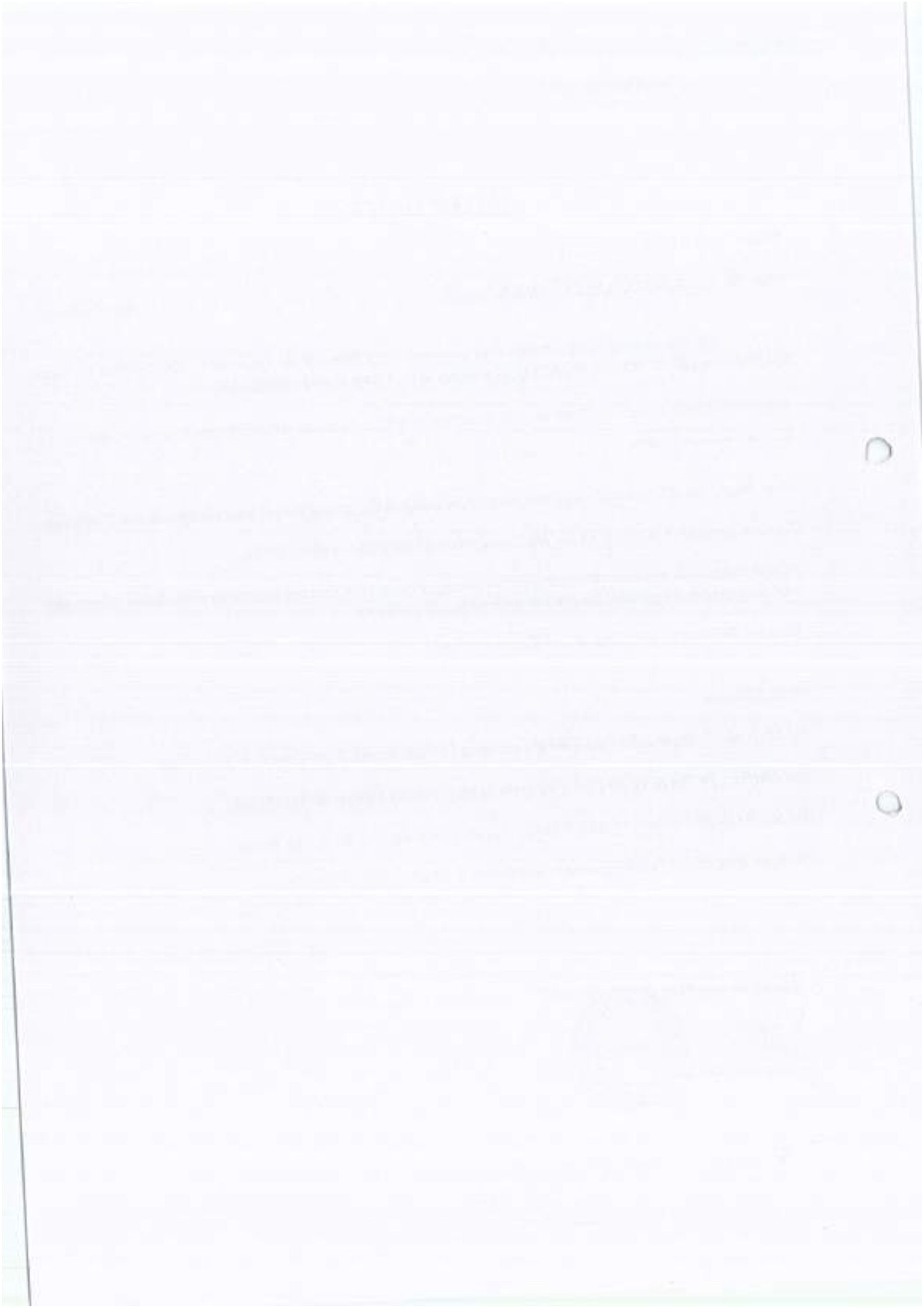
3rd Shift (10.30 Pm to 6.30 Am) 8 hours working include Snacks & Tea Break

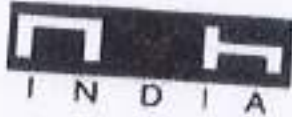
Facility: ESI / Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

Mr. MAHUTHU ABBAS A

21.04.2021

ROLL NO : 110117114030

Dear Mr. MAHUTHU ABBAS 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

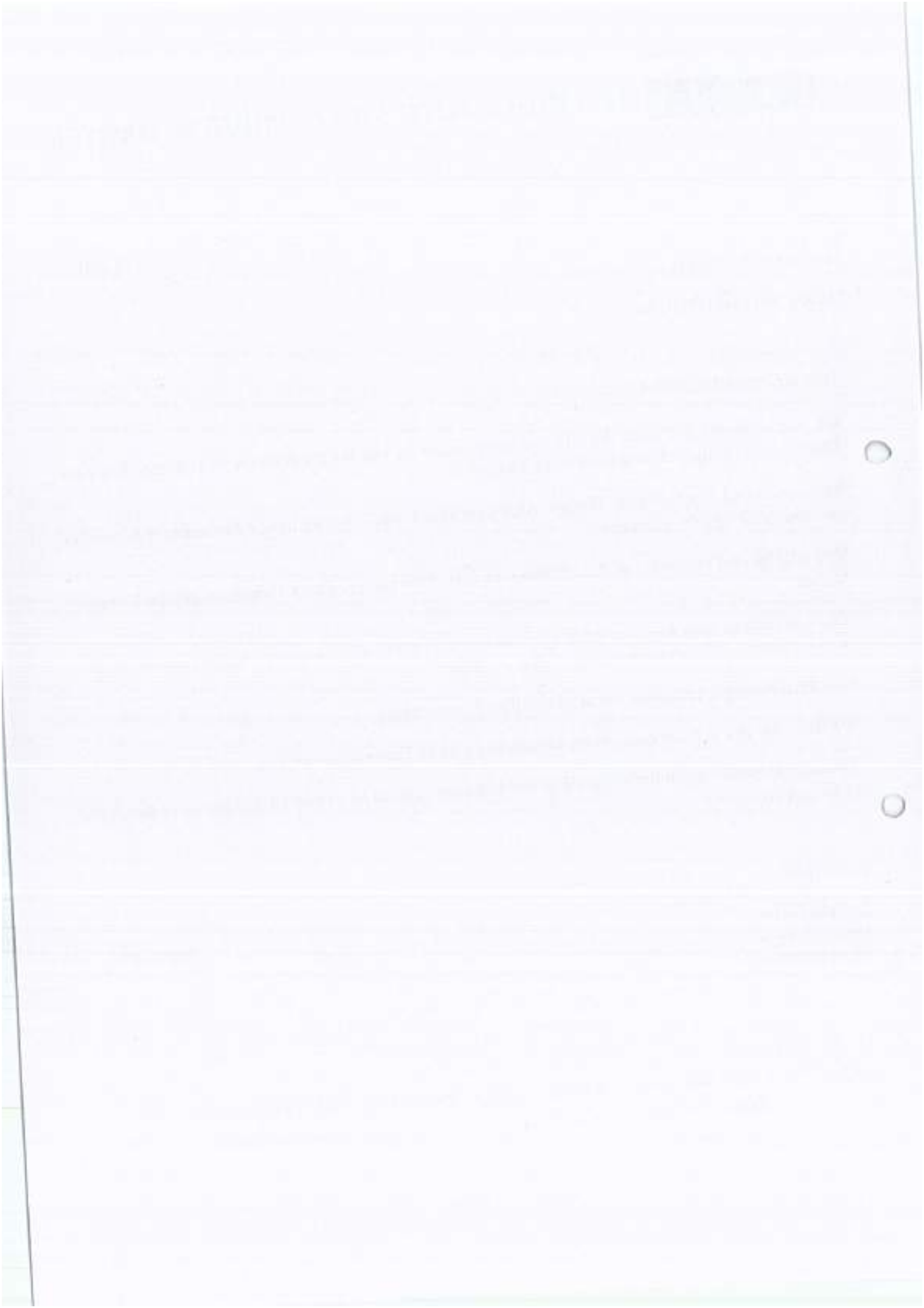
Warm regards,


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



24th AUG 2022

To,
Malaikkolundu Ramaswamy,
S/O Ramaswamy, 328, Ayingudi,
Rayavaram, Kottaiyur, Pudukkottai,
Tamil Nadu-622506

Dear Sir,

Sub: Offer of Appointment

With reference to your application for a suitable job & further interviews held, we are pleased to inform you that you have been selected for the post of "Engineer". You will be deputed from Business Solutions International to work in the premises of M/S Aeronautical Development Agency (ADA), Ministry of Defence, and Government of India. As a prerequisite from ADA, you are requested to bring Police Verification Certificate (From the Rank of Superintendent of Police) along with address verification of your background from your local police station. Appointment letter will be issued after successful submission of police verification certificate as well as verification of all your original documents.

Please do the needful at the earliest

Thanking You.

For Business Solutions International,

Authorized Signatory



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

NAME: MALAIKKOLUNDHU . RM
BSI REGISTRATION NUMBER: 9332

TERMS AND CONDITIONS OF THE OFFER

1. I am aware that I will be considered for a project of BSI at ADA which is a Government of India organization and ADA being a high security area. I will need to follow all the security rules clearly. I will assure that I will follow all the rules and regulations of ADA strictly.
2. I have read the job description and details. I agree to work in this area. (cost to the company will be around Rs 30576/ per month)
3. I am aware that that I will be provided with sufficient training and I need to work continuously without break for a long period of time. I will commit myself to work for a long period of time and will not try to relocate myself in the short run.
4. I am aware that ADA being a high technology organization, extremely high discipline is expected from me and I will abide by the expectations. I will assure that I will be highly disciplined and would exceed the expectations of my superiors at ADA.
5. I am aware that the job requires me to be extremely punctual and I will ensure that I attend my work without fail on all days at the right time.
6. I am aware that the job may require me to work beyond working hours on occasions and I am prepared to work as per the requirement of the project.
7. I am aware that I may be posted either at ADA campus 1 or campus 2 or HAL, or NPTC near Marathahalli. I agree to work at any of these places as per my posting.
8. I will get the Police Verification Report with address proof done at my cost whenever required by BSI.
9. Fee: If I am selected to be deployed, I hereby agree to pay BSI a sum of Rs 10,500/- (Ten Thousand Five Hundred Only) towards its administrative, testing, interviewing, recruitment, training and development (Including Certification) fee. I will agree to pay this amount upon my selection before deployment for the assignment. I know that this amount is nonrefundable under any circumstances.

I hereby agree to abide the above terms and conditions.

Date : 9.08.2022

SIGNATURE



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

(WORK PACKAGE PROVIDER ADDRESS)
JOINING REPORT

TO
Aeronautical Development Agency
Ministry of Defence,
Govt of India
Vimanapura Post
BANGALORE - 560017



Sub:

Ref: Work Package

Dear Sir,

Malaikkolundhu Rm
Name & Designation) employee of
Having their Registered office at (Address)
Bangalore
residing
has
reported for duty on 16/09/22 (date). His/her
Signature of the employee

Name: Malaikkolundhu Rm

For BUSINESS SOLUTIONS INTERNATIONAL



Card No. 3725979156 has been issued to the above individual.

[Signature]
Proprietor

Certificate by the Head of the Department

Certified that the above individual has reported for duty on 19/9/2022 at this
GIS - HLBS Department.

Name & Signature of project coordinator:

P. Jeevanandam
P. JEEVANANDAM

Date: 15.09.2022

Copy to:

- 1) Security Original
- 2) CWPC

Report to Jeevanandam,
DPD (HLBS)

[Signature]
PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING
19/9/2022



OFFER LETTER

Date: 15.07.2021

Dear Mr. MITHUKULLA MALAKONDA RAYUDU

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.

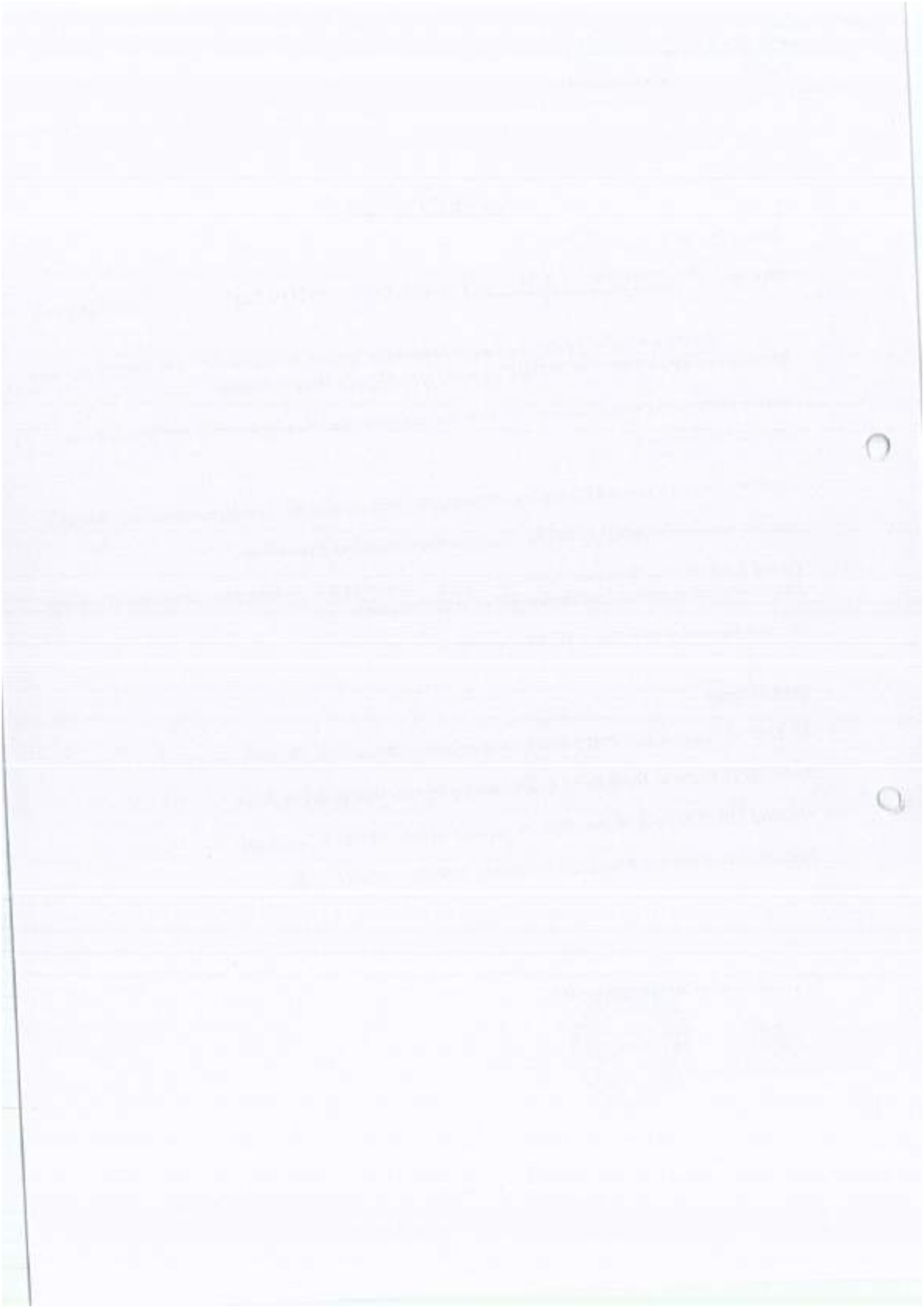
FOR Leggett and Platt (India) Pvt Ltd,

[Signature]
Authorized Signatory



[Signature]

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



CLARITRICS INDIA PRIVATE LIMITED

No 46/50 Indira Nagar Main Road, Valasaravakkam,
Chennai 600087

Chennai 600087

Phone: +9144 2486 6726



INTERNSHIP OFFER LETTER

05-Jan-2022

Mohamed Aasir Meeran M S,
34/40, Ilathar South Street, Muthukrishnapuram,
Kodayanallur, Tirunelveli,
Tamil Nadu - 627751

Dear Mohamed,

We are delighted & excited to welcome you to BUDDI AI (A Claritrics company) for Internship at R&D department. At BUDDI.AI, we believe that our team is our biggest strength and we take pride in hiring ONLY the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning packed and truly meaningful internship experience with BUDDI.AI (Claritrics')

Your appointment will be governed by the terms and conditions presented in the **Annexure A.**

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, please sign the duplicate of this offer as your acceptance and forward the same to us.

Congratulations!

Muthu Sudhaa V,
Human Resources

A handwritten signature in blue ink, appearing to be "AALIM MUHAMMED SALEGH".

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

CLARITRICS INDIA PRIVATE LIMITED

No 46/50 Indira Nagar Main Road, Valasaravakkam,
Chennai 600087

Phone: +9144 2486 6726



ANNEXURE A

You shall be governed by the following terms and condition of service during your internship with BUDDI.AI (Claritrics'), and those may be amended from time to time.

- You are being hired as a **Scala Developer - Trainee** and **Mohamed Imthiyas Mohamed Sharafath** would be your Reporting Manager and Mentor during the Internship.

 - You will be working remote given the current pandemic situation. You are expected to have a good stable laptop/system with an interrupted internet facility. In case of unavailable internet or system issues, the day will be marked absent.
 - Your date of joining is **10-Jan-2022** and the duration of the internship would be for a period of **4 months**. During this time, you are expected to devote your time and efforts solely to Claritrics work. You are also required to let your mentor know about forthcoming events (if there are any) in advance so that your work can be planned accordingly.
 - All the work that you will produce at or in relation to Claritrics will be the intellectual property of Claritrics Inc. You are not allowed to store, copy, sell, share, and distribute it to a third party under any circumstances. Similarly, you are expected to refrain from talking about your work in public domains (both online such as blogging, social networking site and offline among your friends, college etc.) without prior discussion and approval with your mentor.
- We take data privacy and security very seriously and to maintain confidentiality of any students, customer clients, and companies' data and contact details that you may get access to during your internship will be your responsibility. Claritrics operates on zero tolerance principle with regard to any breach of data security guidelines. At the completion of the internship you are expected to hand over all Claritrics work/data stored on your Personal Computer to your mentor and delete the same from your machine.
- During the internship period you shall not engage yourselves directly or indirectly or in any capacity in any other organization (other than your college). In the event of breach of this condition, this appointment is liable to be terminated forthwith by the company. In addition, you shall be liable to pay liquidated damages to the Company of an extent estimated by the Company.
- Under normal circumstances either the company or you may terminate this association by providing a notice of 30 days without assigning any reason. However, the company may terminate this agreement forthwith under situations of in-disciplinary behaviors.


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

CLARITRICS INDIA PRIVATE LIMITED

No 46/50 Indra Nagar Main Road, Valasaravakkam,
Chennai 600087

Phone: +9144 2486 6726



5. You are expected to conduct yourself with utmost professionalism in dealing with your mentor, team members, colleagues, clients and customers and treat everyone with due respect.
6. We still consider ourselves as a startup and we love people who like to go beyond the normal call of the duty and can think out of the box. Surprise us with your passion, intelligence, creativity and hard work and expect appreciation & rewards to follow.
7. Expect constant and continuous objective feedback from your mentor and other team members and we encourage you to ask for and provide feedback at every possible opportunity. It's your right to receive and give feedback – this is the ONLY way we all can continuously push ourselves to do better.
8. Have fun at what you do and do the right thing – both the principles are core of what Claritrics stands for and we expect you to imbibe them in your day to day actions and continuously challenge us if we are falling short of expectations on either of them.
9. This will be an internship for 4 months with a stipend of Rs. 15,000. Basis the performance in these 4 months, you will be offered a full-time position with a minimum CTC of Rs.3,60,000.

I have negotiated, agreed, read and understood all the terms and conditions of this Internship letter as well as Annexure hereto and affix my signature in complete acceptance of the terms of the letter.

Date:

Signature:

Place:

Name:

A handwritten signature in green ink, appearing to be "AALIM MUHAMMED SALEGH", is written over the printed name.

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**





NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

21.04.2021

Mr. MOHAMED AHNAAF ALI.M

ROLL NO : 110117114035

Dear Mr. MOHAMED AHNAAF ALI.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

THE UNIVERSITY OF CHICAGO

PHYSICS DEPARTMENT
5300 S. DICKINSON DRIVE
CHICAGO, ILLINOIS 60637
TEL: (773) 936-3700
WWW.PHYSICS.UCHICAGO.EDU

PHYSICS 439
LECTURE 10
SPECIAL RELATIVITY
PART 2

1. Lorentz Transformation
2. Velocity Addition
3. Time Dilation
4. Length Contraction

5. Relativistic Energy
6. Relativistic Momentum
7. Conservation Laws
8. Applications



NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

Mr. MOHAMED AKEEF.N

21.04.2021

ROLL NO : 110117114036

Dear Mr. MOHAMED AKEEF.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.

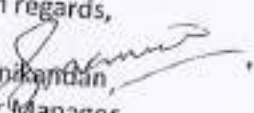
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You must complete minimum 1 year of training to get certificate.

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

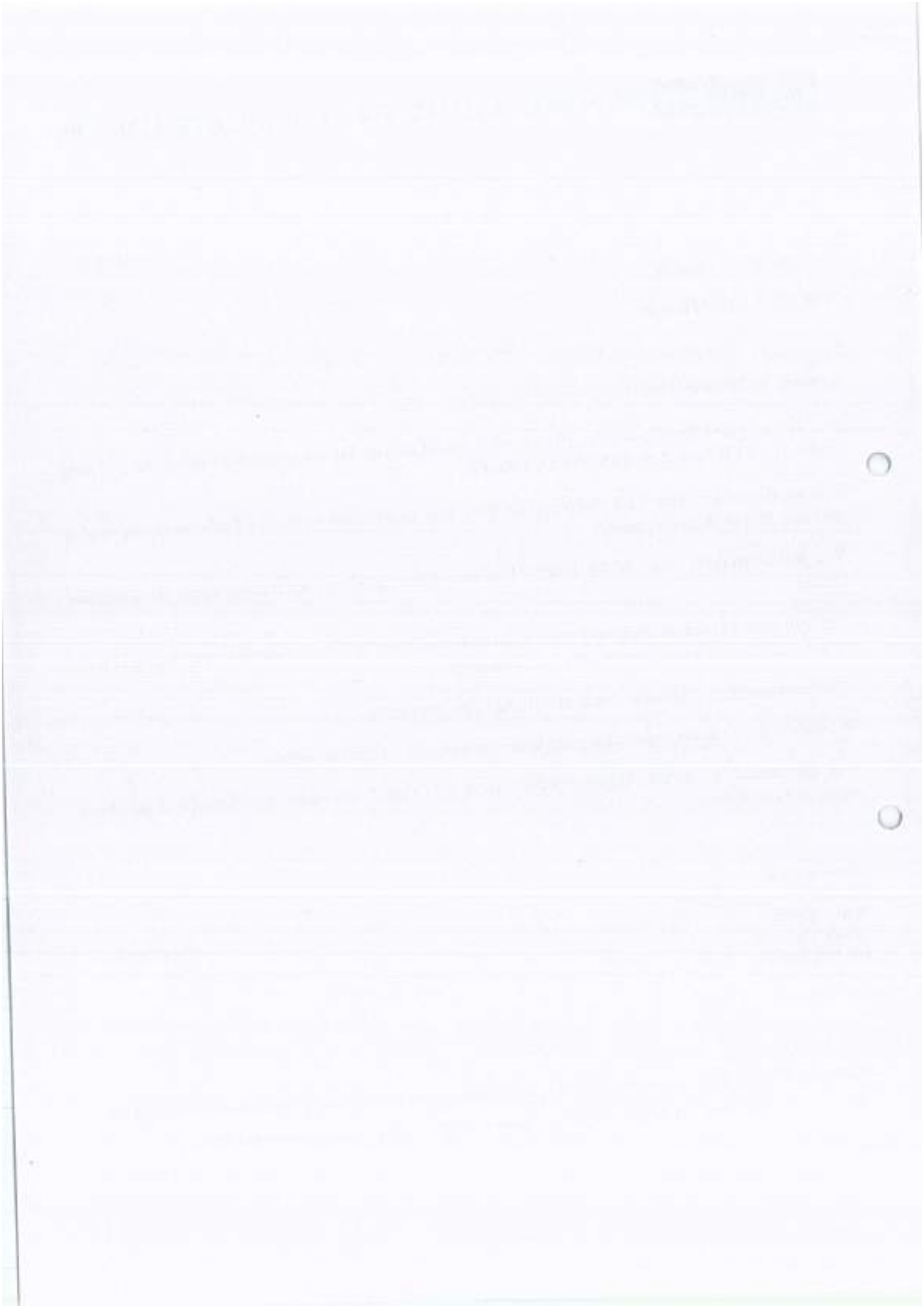
Accepted by,



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,

21.04.2021

Mr. MOHAMED ALI S

ROLL NO : 110117114037

Dear Mr. MOHAMED ALI 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.

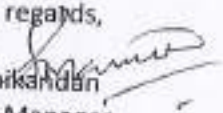
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Warm regards,


S. Manikandan
Senior Manager
HR, IR & Admin

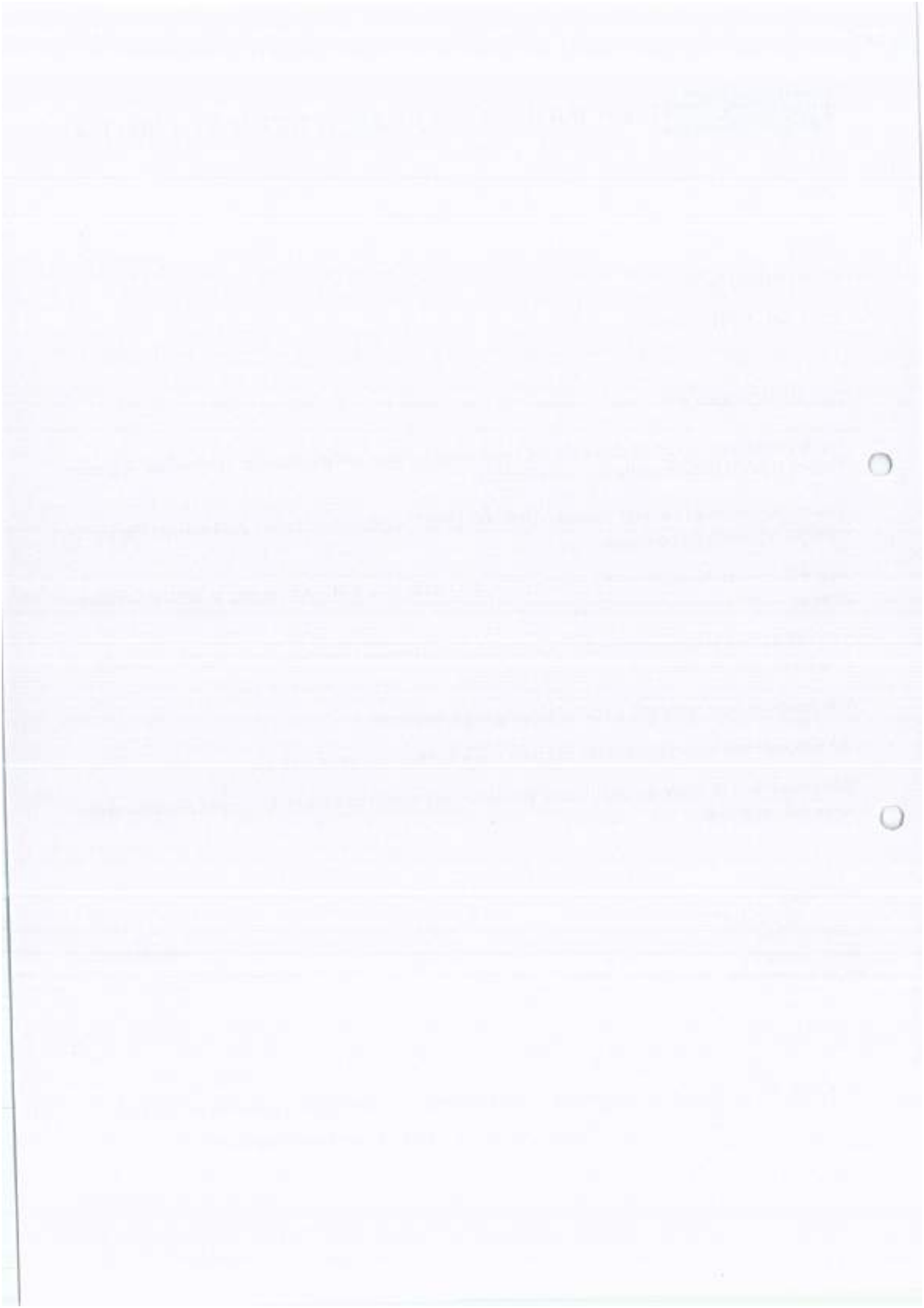
Accepted by,



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 : nimmynvhkorea.com





**GREEN COMFORTS
HVAC SYSTEMS**

Ref: GREEN COMFORT/HR/034/2021-2022.

Date: 29-04-2021

EMPLOYMENT OFFER LETTER

Dear Mr. MOHAMED ARSHATH S,

With reference to your interview on 28-04-2021, 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: 08-06-2021.

Yours Truly,

Thanks & Regards,

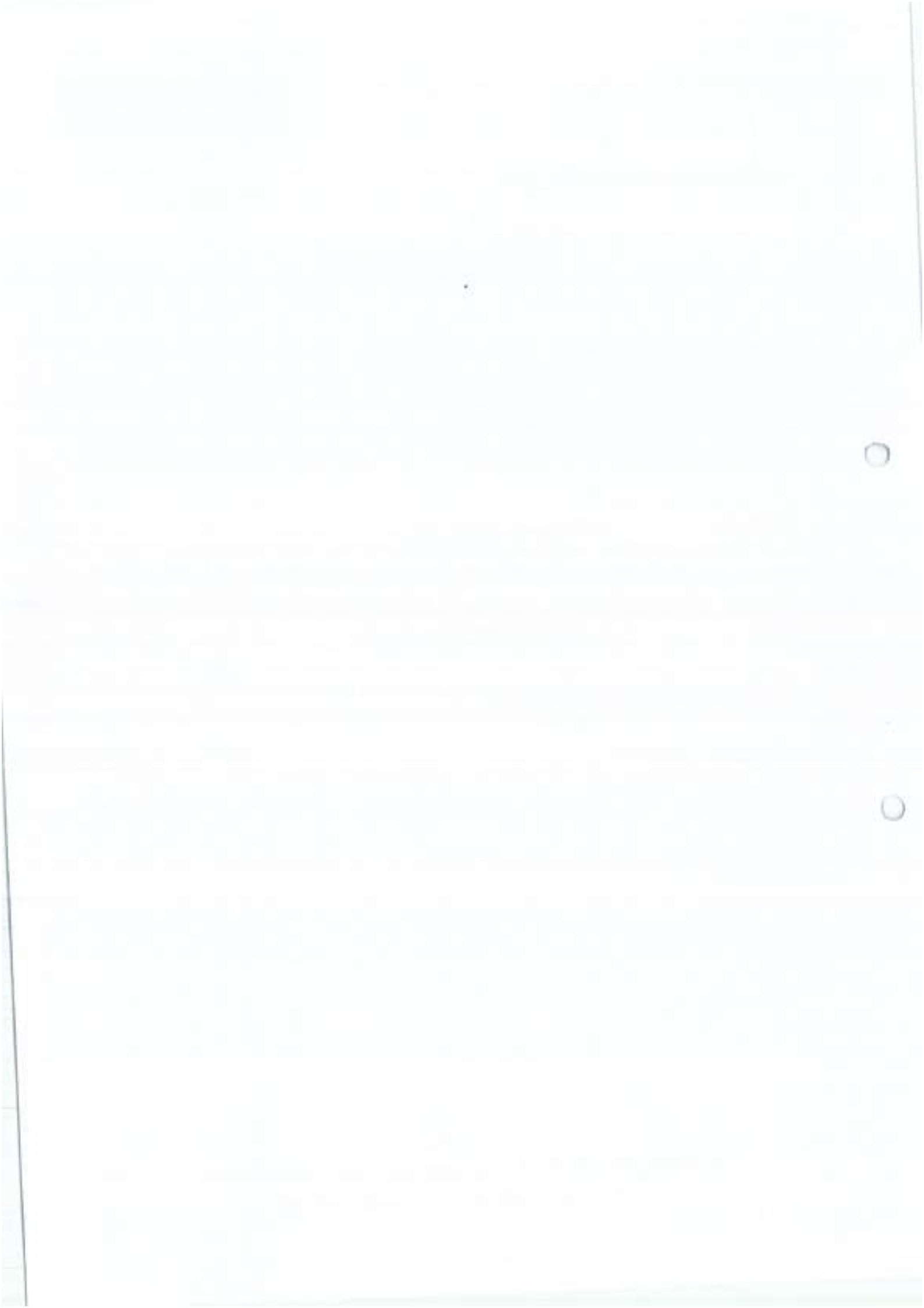


S.Vasu

(Partner)

(06380119322)

**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:PER/063/2020-2021

Chennai

10th Jan, 2021

Dear Mr. MOHAMED ASIK 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 **2nd Apr 2021**. Please confirm your probable date of joining within 7 days from the date of issue of 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.



1

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



A handwritten signature in blue ink, likely belonging to the Principal of the college.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE

✓ We go further to make your dreams come true:

Value of EMAAR:

PRIDE

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



3

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

OFFER LETTER

Date: 15.07.2021

Dear Mr. MOHAMED ASWAN.N

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.

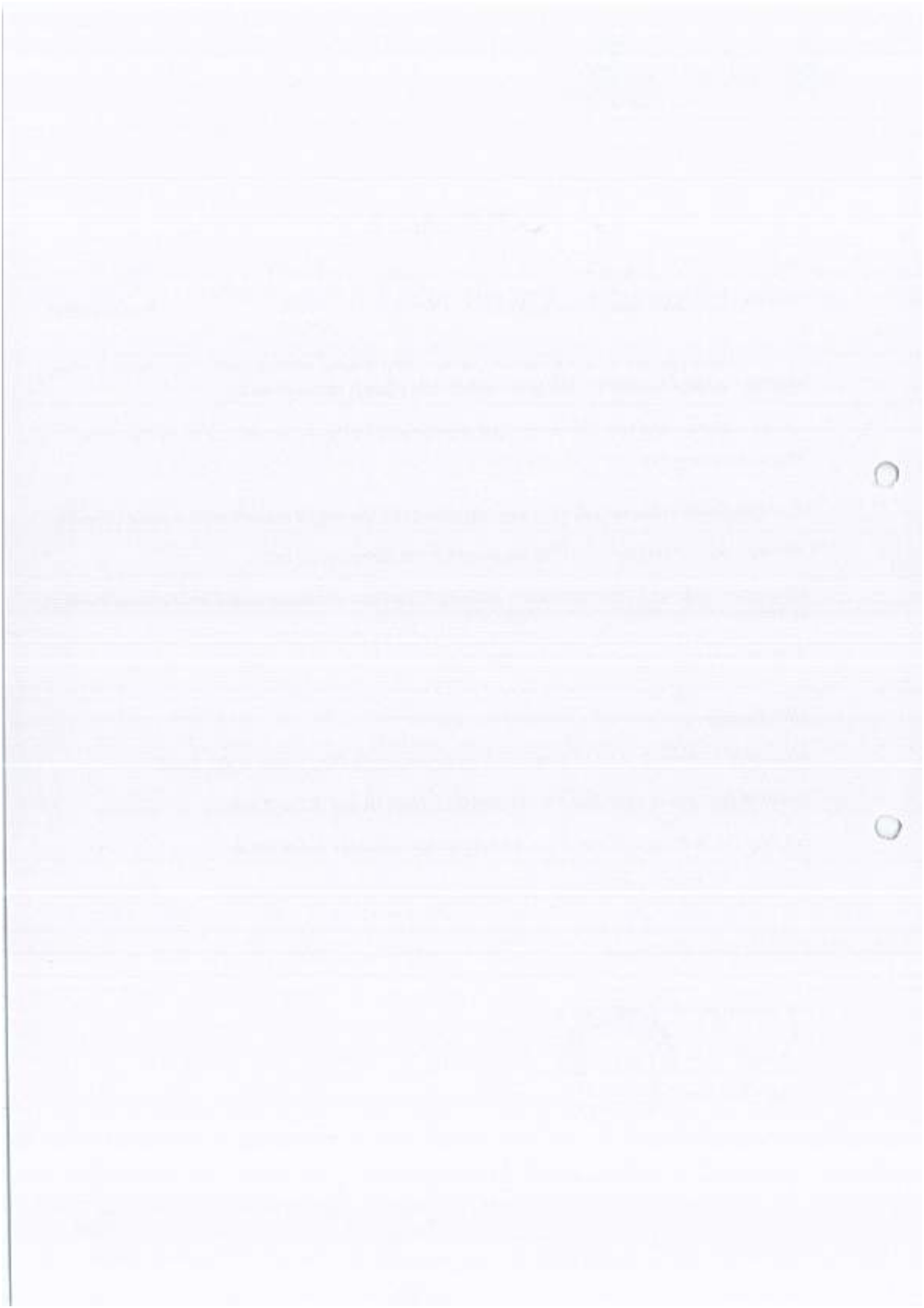
FOR Leggett and Platt (India) Pvt Ltd,

[Handwritten Signature]
Authorized Signatory



[Handwritten Signature]

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 20-March-2021

Dear Mohamed Dhalkhan J (BB - 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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, 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).

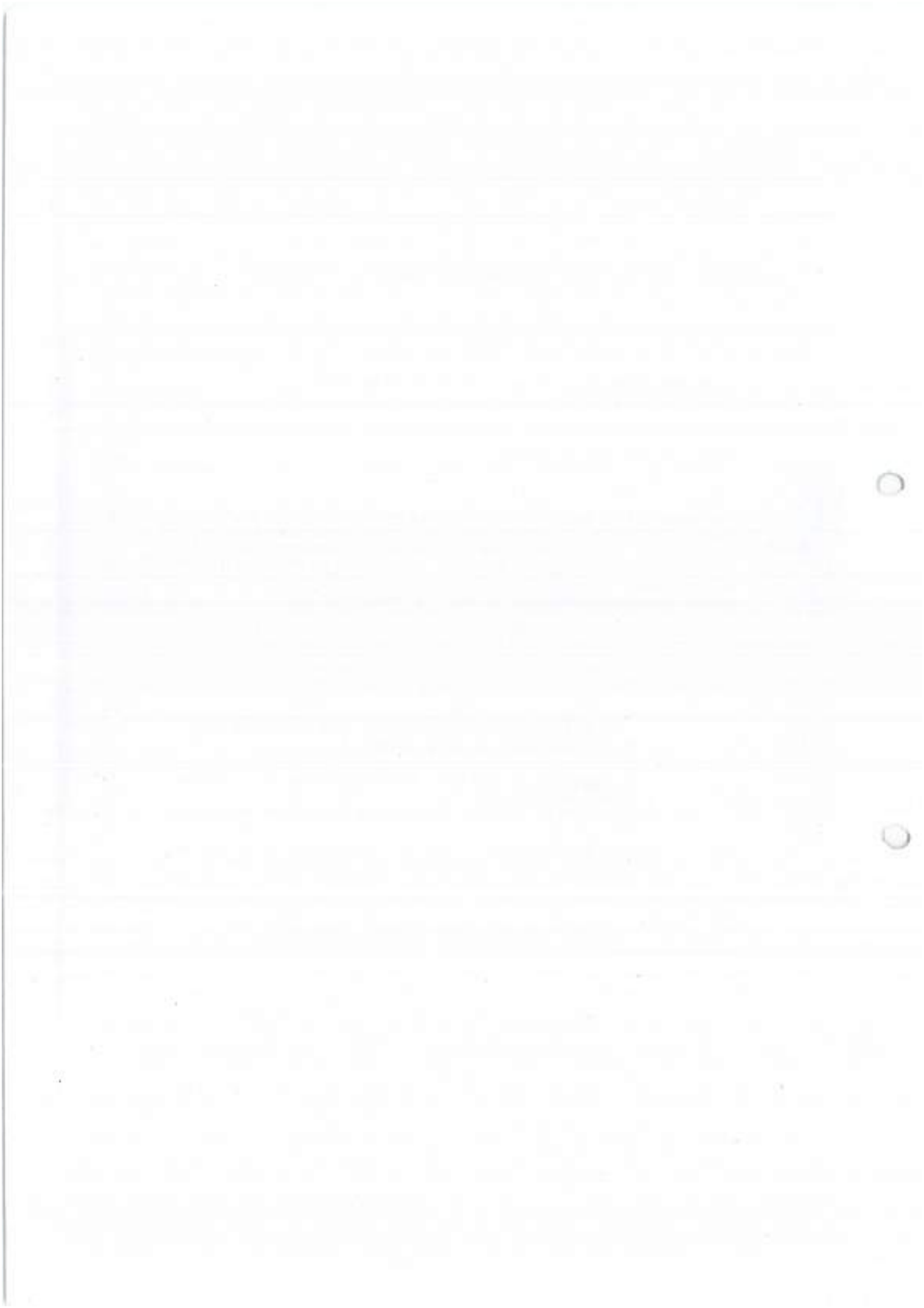
Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required.

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**



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No- 86, 3rd Cross East Street, Metha Nagar, Kundrathur,
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GST : 33AAIFE1445M1ZF ; IEC CODE : AAIFE1445M

OFFER LETTER

EVC:PER/058/2020-2021

Chennai
10th Jan, 2021

Dear Mr. **MOHAMED FAISAL D.**

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 **2nd Apr 2021**. Please confirm your probable date of joining within 7 days from the date of issue of this offer letter.
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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

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- 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

A handwritten signature in blue ink, appearing to be "A. Muhammed Salegh".

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**

ANNEXURE

✓ We go further to make your dreams come true:

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R - Respect for Individuals and united as a Team

I - Integrity

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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



BANGALORE STRATEGIC SOLUTIONS PRIVATE LIMITED

Registered Office: No. 6-A, Peenya Industrial Area, Phase 1, Bangalore - 560 058
Telephone No. 989-45120791 Email: admin@bangalorestrategic.com
CIN: U72900KA2021PTC141439

10th March 2021

MOHAMED FARHAN M,
No. 42, Pudukudiyeruppu, Muthupet,
Thiruvapur - 614 704

Subject: Appointment for post of Graduate Engineer Trainee - Quality.

Dear Mr. MOHAMED FARHAN M.

We are pleased to offer you, the position of Graduate Engineer Trainee - Quality with **Bangalore Strategic Solutions Pvt. Ltd** on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 10th March 2021.

2. Job title

Your job title will be Graduate Engineer Trainee - Quality and you will be an employee of BSS deployed at Surin Automotive Private Limited.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Surin Automotive Private Limited, 6A, Peenya Industrial Area, Phase-1, Bengaluru, Karnataka 560058. You may however be required to work at any place of business which the Company has or may later acquire.

5. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. You are expected to work not less than 9 hours each day, and if necessary, for additional hours depending on your responsibilities.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Bangalore Strategic Solutions Pvt. Ltd

6. Leave/Holidays/Benefits

You are entitled to casual leaves of one day per month.

Leave is applicable post completion of one month in the firm.

Leaves shall not be carried forward post December.

The Company shall notify a list of declared holiday's w.r.t the client's process in the beginning of each year.

7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

Your appointment can be terminated by the Company, without any reason, by giving you not less than one months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean gross salary.

You may terminate your employment with the Company, without any cause, by giving no less than one months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date. However, management reserves the right to not accept any compensation and ask you to serve the notice in full.

The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence or have committed any fundamental breach of contract or caused any loss to the Company.

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**



Bangalore Strategic Solutions Pvt. Ltd

Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent. Please note that you are an employee of BSS who is deployed at clients premises on contract. This in no way guarantees any permanent role at our clients organization.

14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of Karnataka High Court only.

15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Authorized Signatory

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Bangalore Strategic Solutions Pvt. Ltd

10. 4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

At no time, will you remove any Confidential Information from the office without permission.

Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Bangalore Strategic Solutions Pvt. Ltd

Schedule I - Compensation Details

Name of the Employee: MOHAMED FARHAN M

Designation: Graduate Engineer Trainee - Quality.

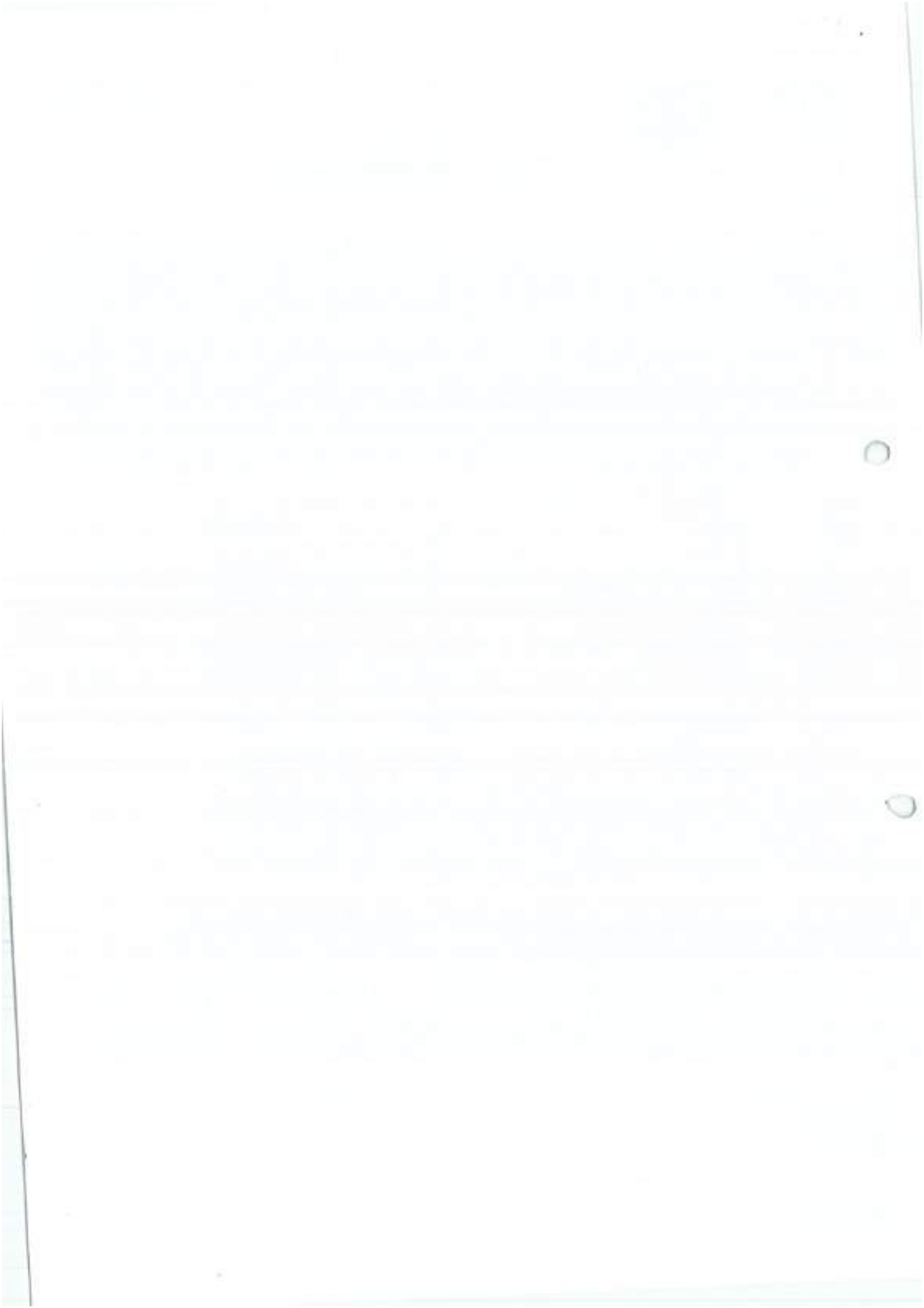
Salary Structure

Basic Salary	1,08,600
House rent allowance	43,440
Fixed Special allowance	19,200
Fixed Special allowance	19,428
Gross Salary	1,90,668
PF Contribution	19,140
ESI Contribution	6,192
CTC PA	2,16,000

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Salary will be processed on or before the 7th of every month.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

Mr. MOHAMED HAMDHAN B

21.04.2021

ROLL NO : 110117114044

Dear Mr. MOHAMED HAMDHAN 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.

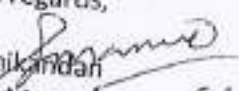
You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

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

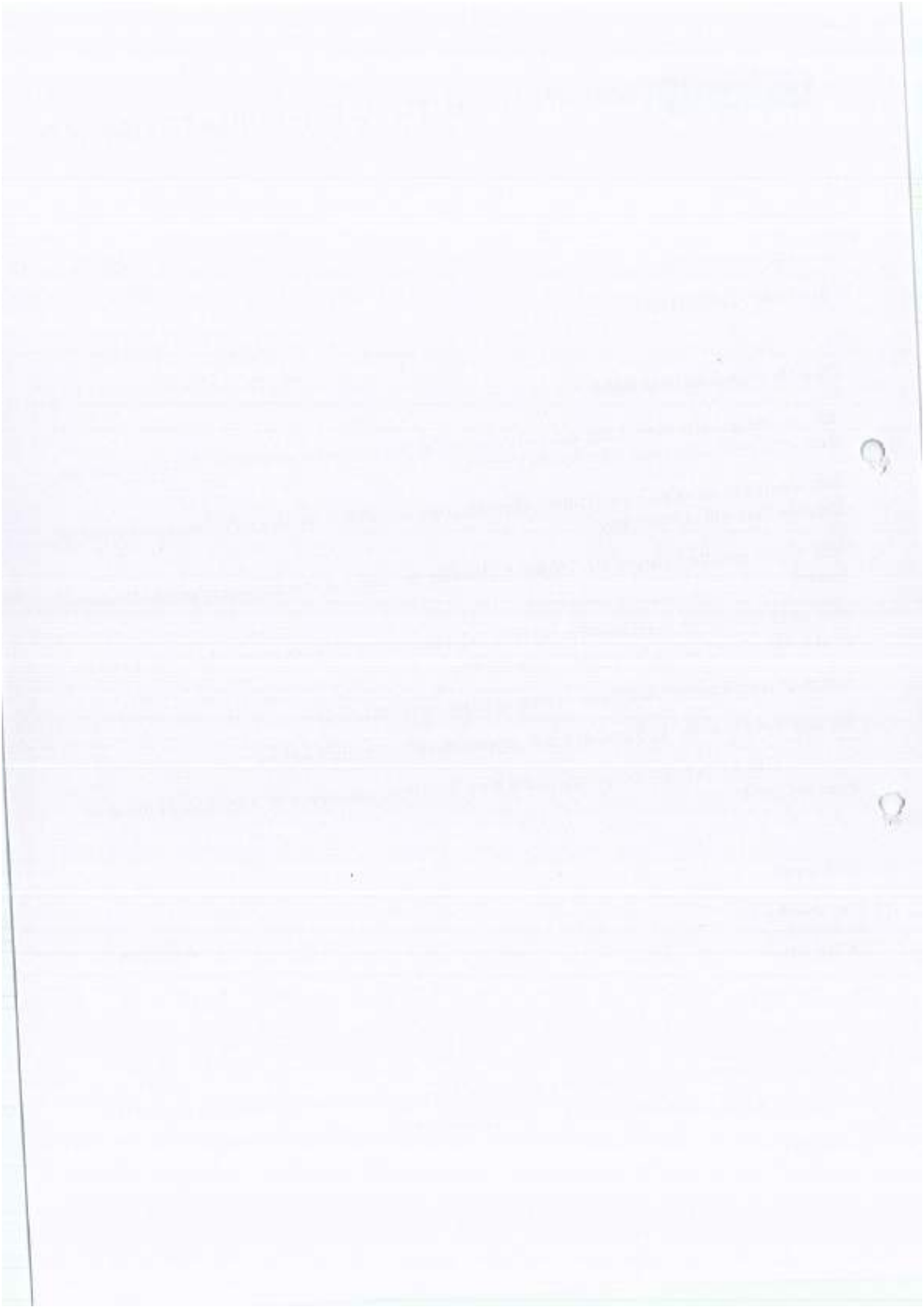
Warm regards,


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 : nlmmyanvhkorea.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:PER/064/2020-2021

Chennai

10th Jan, 2021

Dear Mr. MOHAMED HAMIM R.

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 **2nd Apr 2021**. Please confirm your probable date of joining within 7 days from the date of issue of 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

A handwritten signature in blue ink, consisting of a stylized 'A' followed by a long horizontal stroke.

**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

OFFER LETTER

Date: 15.07.2021

Dear Mr. MOHAMED HARI S 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. 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.

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

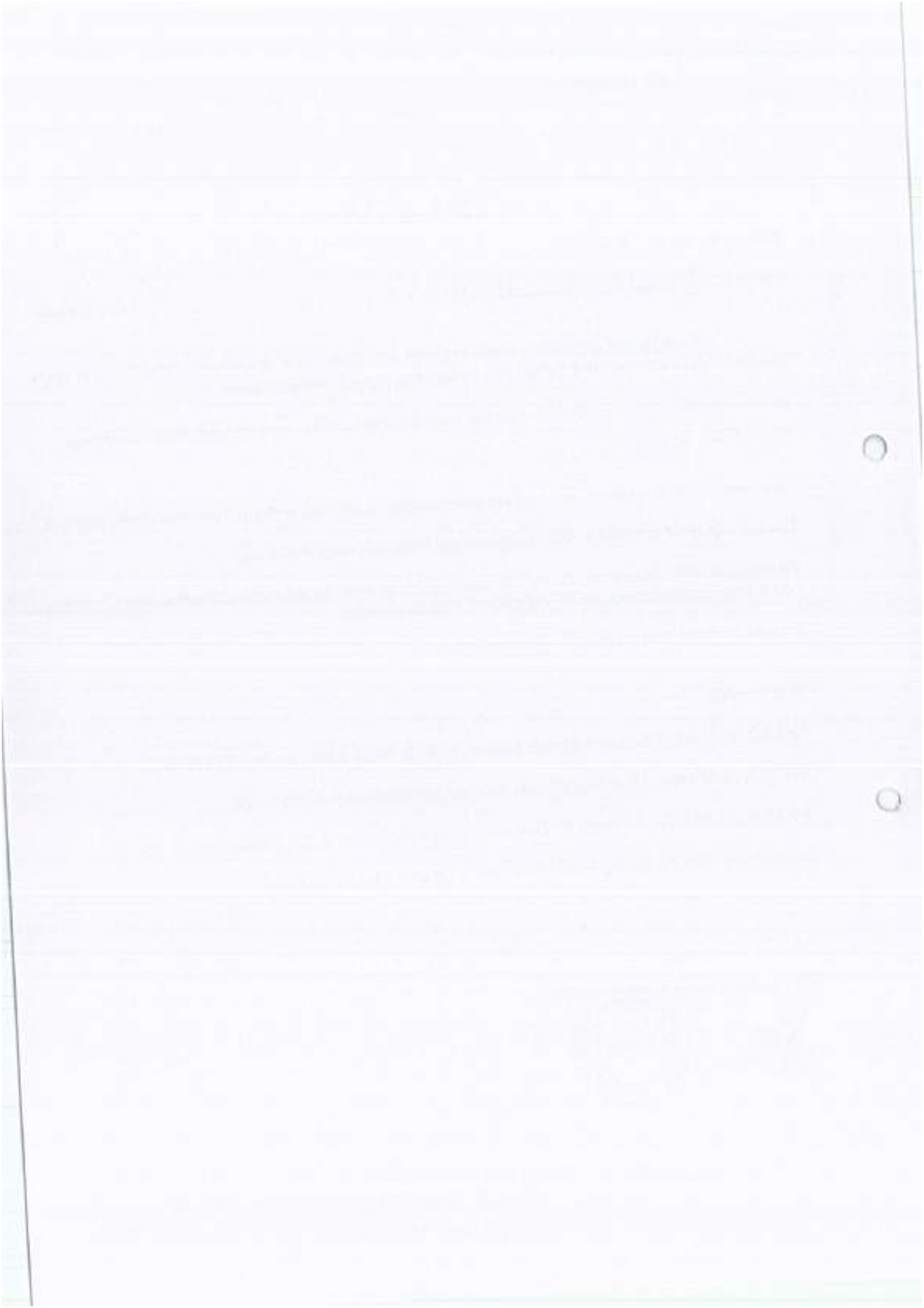
Facility: ESI / Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,



A handwritten signature in blue ink, likely of the Principal, is written above the official stamp.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

Mr. MOHAMED HASAN P M I

21.04.2021

ROLL NO : 110117114047

Dear Mr. MOHAMED HASAN P M I

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.

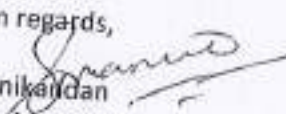
You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

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

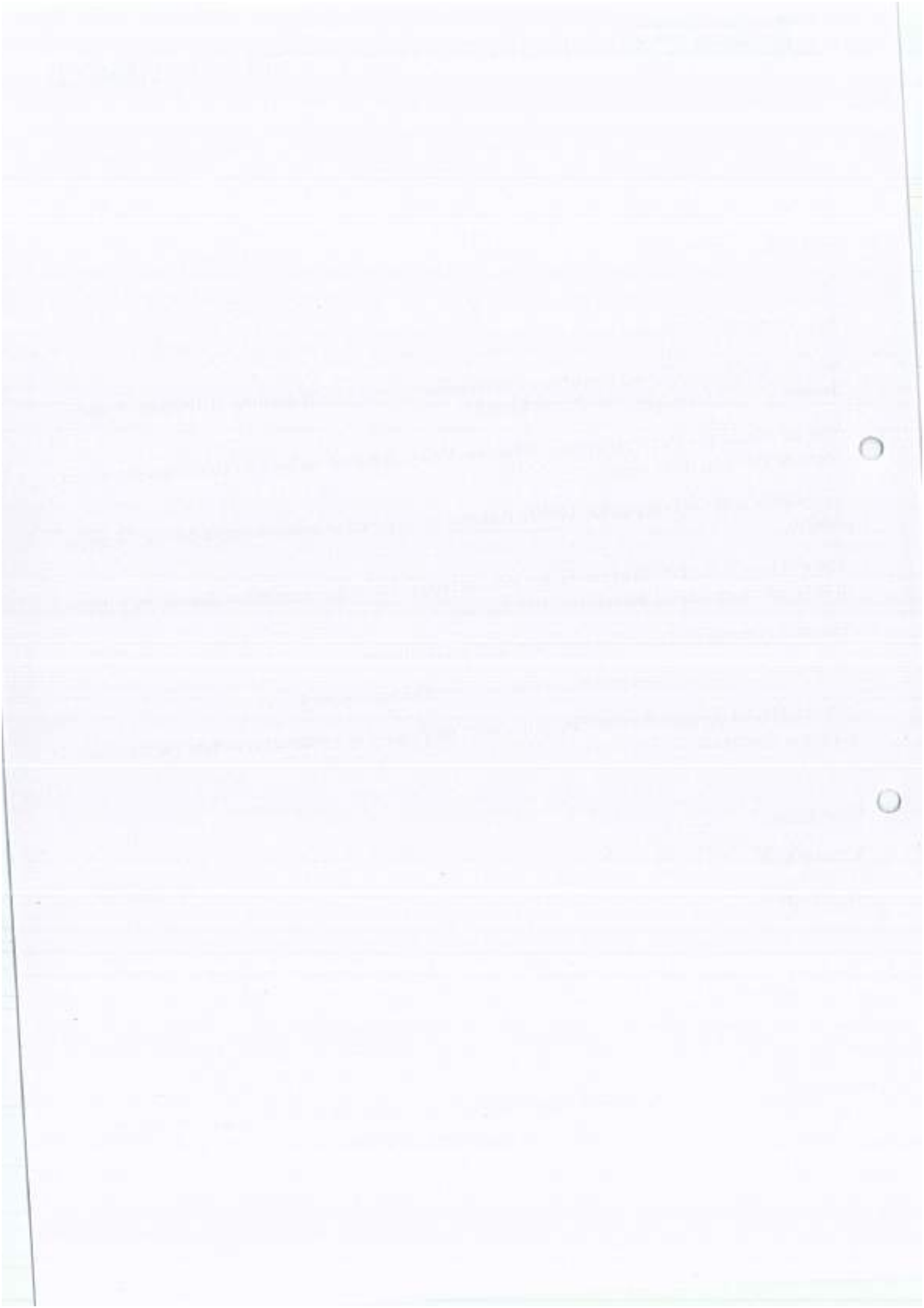
Warm regards,


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,

21.04.2021

Mr. MOHAMEDHASSAN S

ROLL NO : 110117114048

Dear Mr. MOHAMEDHASSAN 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,

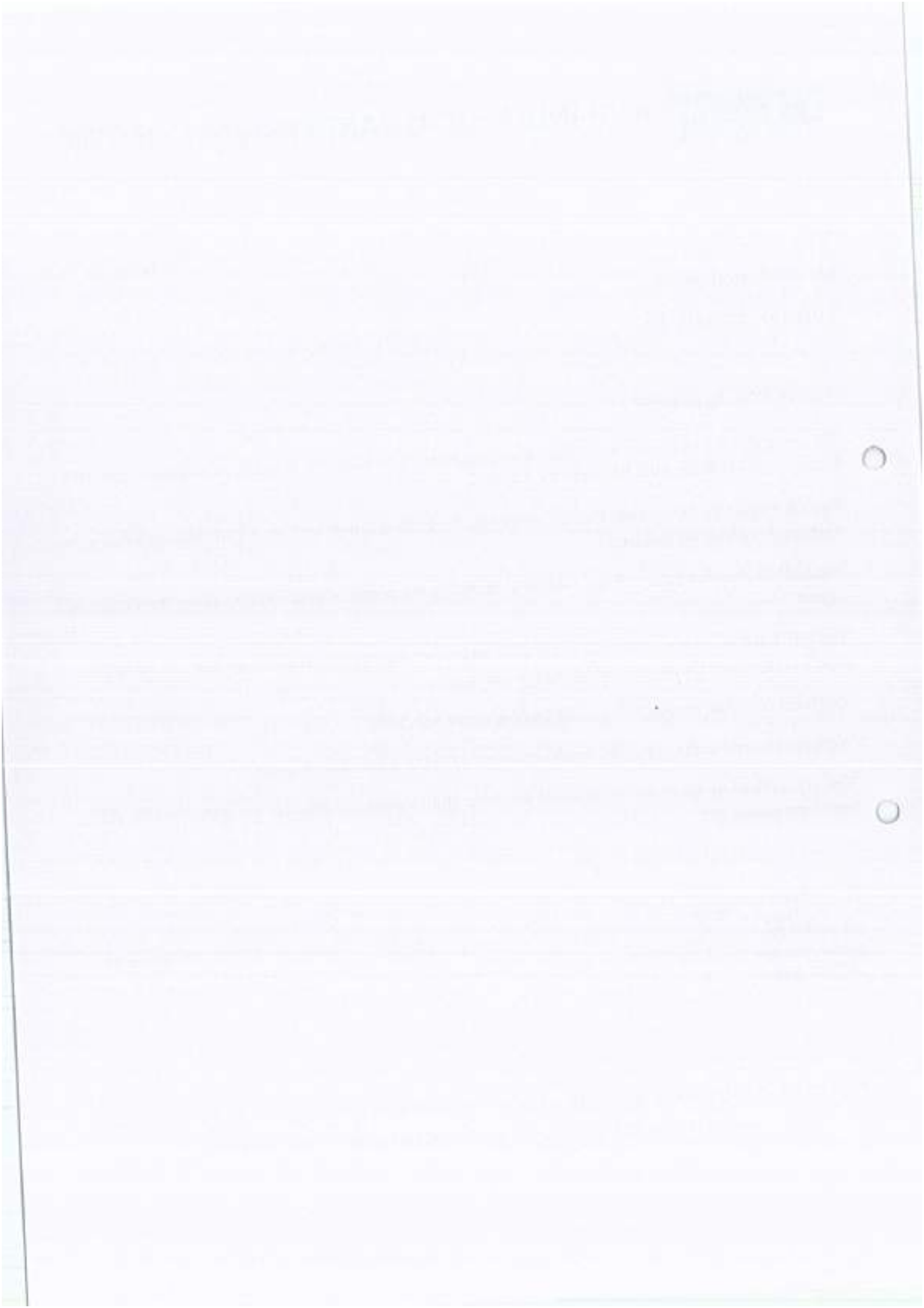

S. Manikandan
Senior Manager
HR, IR & Admin

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





PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 20-March-2021

Dear Mohamed Isbath Ali (BE - MECTI)

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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, 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).

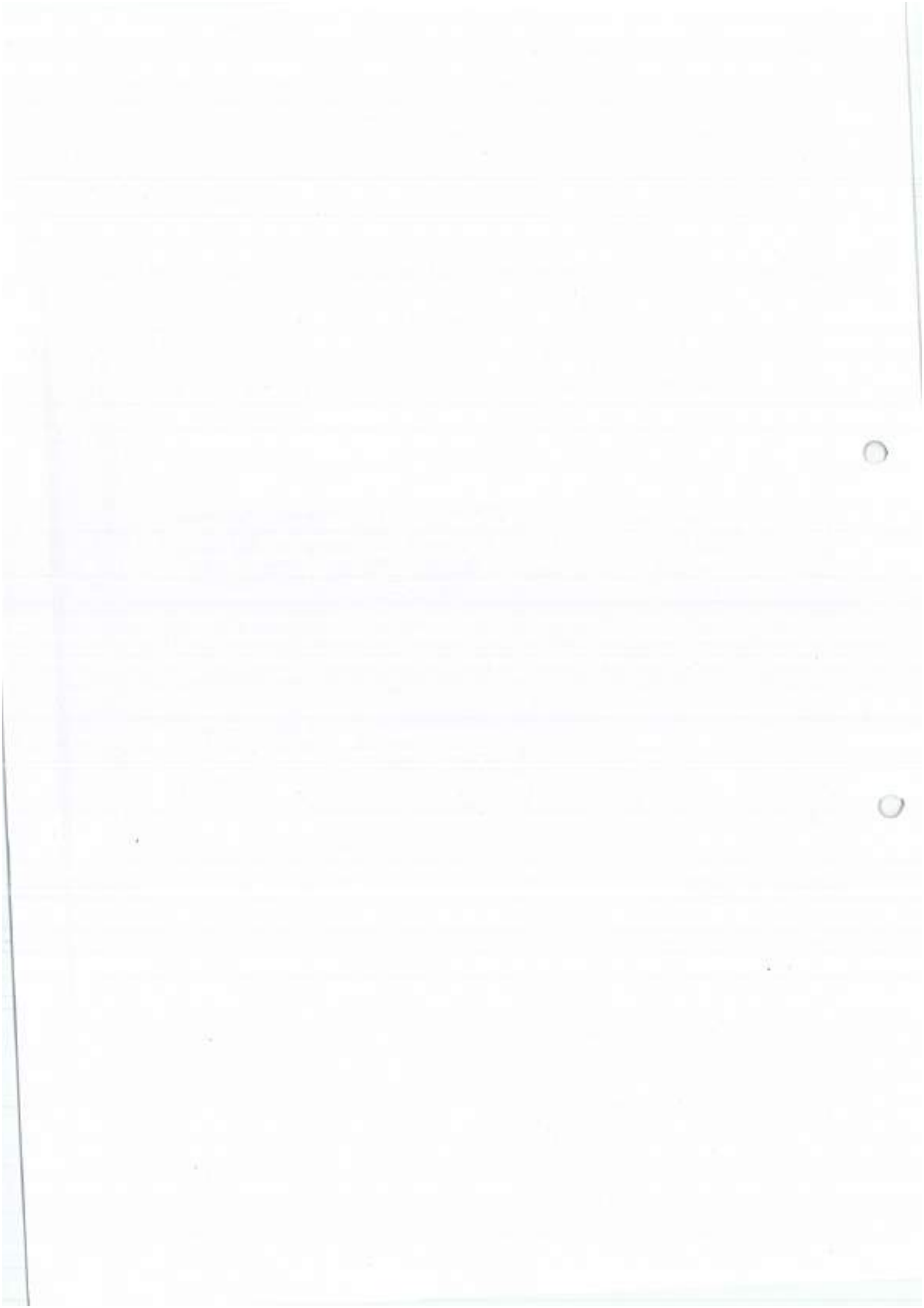
Yours sincerely,

**Talent Acquisition
Sutherland**

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**

This is digitally generated soft copy hence signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063





BANGALORE STRATEGIC SOLUTIONS PRIVATE LIMITED
Registered Office: No. 6-A, Peenya Industrial Area, Phase 1, Bangalore - 560 058
Telephone No. 080-43129791 Email: admin@bangalorestrategic.com
CIN: U72900KA2021PTC144439

10th March 2021

MOHAMED MUSHARAF.R ,
52/106, PARK STREET, NEHRU NAGAR,
ENNORE, CHENNAI-57

Subject: Appointment for post of Graduate Engineer Trainee - Quality.

Dear Mr. MOHAMED MUSHARAF.R.,

We are pleased to offer you, the position of Graduate Engineer Trainee - Quality with **Bangalore Strategic Solutions Pvt. Ltd** on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 10th March 2021.

2. Job title

Your job title will be Graduate Engineer Trainee - Quality and you will be an employee of BSS deployed at Surin Automotive Private Limited.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Surin Automotive Private Limited, 6A, Peenya Industrial Area, Phase-1, Bengaluru, Karnataka 560058. You may however be required to work at any place of business which the Company has or may later acquire.

5. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. You are expected to work not less than 9 hours each day, and if necessary, for additional hours depending on your responsibilities.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Bangalore Strategic Solutions Pvt. Ltd

6. Leave/Holidays/Benefits

You are entitled to casual leaves of one day per month.
Leave is applicable post completion of one month in the firm.
Leaves shall not be carried forward post December.
The Company shall notify a list of declared holiday's w.r.t the client's process in the beginning of each year.

7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

Your appointment can be terminated by the Company, without any reason, by giving you not less than one months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean gross salary.

You may terminate your employment with the Company, without any cause, by giving no less than one months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date. However, management reserves the right to not accept any compensation and ask you to serve the notice in full.

The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence or have committed any fundamental breach of contract or caused any loss to the Company.

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**



Bangalore Strategic Solutions Pvt. Ltd

10. 4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

At no time, will you remove any Confidential Information from the office without permission.

Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**



Bangalore Strategic Solutions Pvt. Ltd

Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

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15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Authorized Signatory

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Bangalore Strategic Solutions Pvt. Ltd

Schedule I - Compensation Details

Name of the Employee: Mr. MOHAMED MUSHARAF.R

Designation: Graduate Engineer Trainee - Quality.

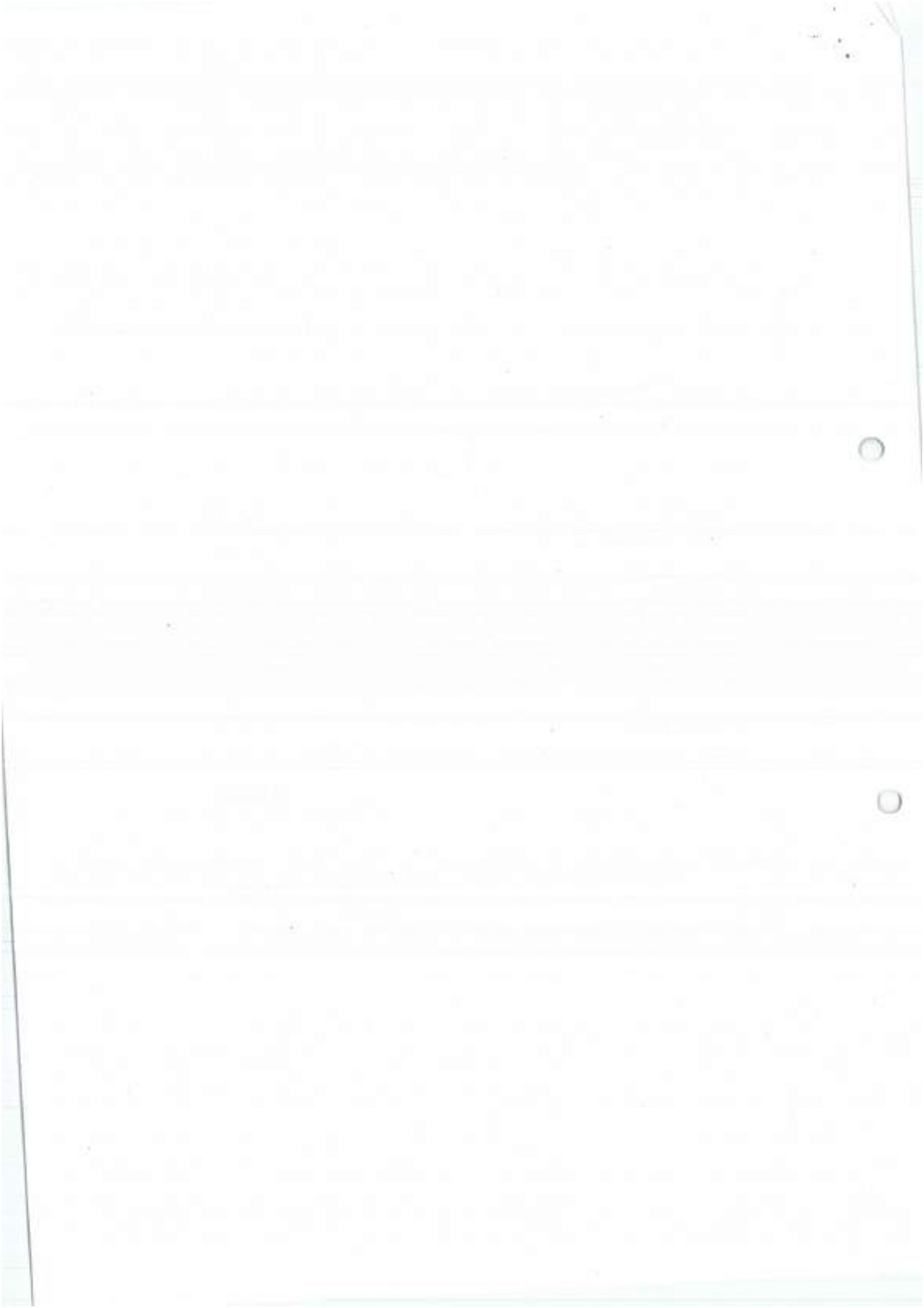
Salary Structure

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House rent allowance	43,440
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Salary will be processed on or before the 7th of every month.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





BANGALORE STRATEGIC SOLUTIONS PRIVATE LIMITED

Registered Office: No. 6-A, Peenya Industrial Area, Phase 1, Bangalore - 560 058

Telephone No. 080-45120791 Email: admin@bangalorestrategic.com

CIN: U72900KA2021PTC144439

10th March 2021

MOHAMED MYDEEN M

No. 15/54, Ganam Kovil Street, Uthamapalayam,
Theni, Tamil Nadu - 625 533

Subject: Appointment for post of Graduate Engineer Trainee - Quality.

Dear Mr.MOHAMED MYDEEN M

We are pleased to offer you, the position of Graduate Engineer Trainee - Quality with **Bangalore Strategic Solutions Pvt. Ltd** on the following terms and conditions:

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Your employment will be effective, as of 10th March 2021.

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**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**



Bangalore Strategic Solutions Pvt. Ltd

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Leaves shall not be carried forward post December.

The Company shall notify a list of declared holiday's w.r.t the client's process in the beginning of each year.

7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

Your appointment can be terminated by the Company, without any reason, by giving you not less than one months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean gross salary.

You may terminate your employment with the Company, without any cause, by giving no less than one months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date. However, management reserves the right to not accept any compensation and ask you to serve the notice in full.

The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence or have committed any fundamental breach of contract or caused any loss to the Company.

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**



Bangalore Strategic Solutions Pvt. Ltd

10. 4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

At no time, will you remove any Confidential Information from the office without permission.

Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Bangalore Strategic Solutions Pvt. Ltd

Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent. Please note that you are an employee of BSS who is deployed at clients premises on contract. This in no way guarantees any permanent role at our clients organization.

14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of Karnataka High Court only.

15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Authorized Signatory

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Bangalore Strategic Solutions Pvt. Ltd

Schedule I - Compensation Details

Name of the Employee: Mr. MOHAMED MYDEEN M

Designation: Graduate Engineer Trainee - Quality.

Salary Structure

Basic Salary	1,08,600
House rent allowance	43,440
Fixed Special allowance	19,200
Fixed Special allowance	19,428
Gross Salary	1,90,668
PF Contribution	19,140
ESI Contribution	6,192
CTC PA	2,16,000

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Salary will be processed on or before the 7th of every month.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

10-10-19

10-10-19

10-10-19

10-10-19

10-10-19



**GREEN COMFORTS
HVAC SYSTEMS**

Ref: GREEN COMFORT/HR/035/2021-2022.

Date:29-04-2021

EMPLOYMENT OFFER LETTER

Dear Mr. MOHAMED RIYANUDEEN.M,

With reference to your interview on 28-04-2021, 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: 08-06-2021.

Yours Truly,

Thanks & Regards,



S.Vasu

(Partner)

(06380119322)

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**

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Main body of handwritten text, appearing as several lines of cursive script.

A small handwritten mark or symbol on the right margin.

Second main body of handwritten text, continuing the cursive script.

A second small handwritten mark or symbol on the right margin.

Final section of handwritten text at the bottom of the page, including what appears to be a signature or closing.



Offer: Computer Consultancy
Ref: TCSL/DT20229933032/Lucknow
Date: 19/02/2022

Mr. Mohamed Rizwan S
No-2Aashad Street,
Bakthavachalapuram,
Chennai-600054,
Tamil Nadu.
Tel# 91-9944907973

Dear Mohamed Rizwan S,

Sub: Letter of Offer

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

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 ₹3,36,877/- per annum, as per the terms and conditions set out herein.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20229933032

TATA CONSULTANCY SERVICES


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, Gulndy, Chennai - 600032

CHN/AO/F25/2832

12 March 2021

Name : Mr. MOHAMED SAKEEL S A
Address : 109/15, A THAIKA STREET,
KAYALPATINAM-628204

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 **10 April 2021**.

1. The period of engagement shall be for a specific period of six months from **10 April 2021**.
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

Mail id: enquiry@tvs.in, Website: www.tvsautomobilesolutions.com

A subsidiary of:



TVS Automobile Solutions Private Limited



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

-2-

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.

Mail id: enquiry@tvs.in, Website: www.tvsautomobilesolutions.com
A subsidiary of:



TVS Automobile Solutions Private Limited

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:PER/060/2020-2021

Chennai

10th Jan, 2021

Dear Mr. MOHAMED SHAFATH N.

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 **2nd Apr 2021**. Please confirm your probable date of joining within 7 days from the date of issue of 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.



1

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

A handwritten signature in blue ink, consisting of a stylized 'A' followed by a long horizontal stroke.

**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
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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

OFFER LETTER

Date: 15.07.2021

Dear Mr. MOHAMED SHAFIQ. 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

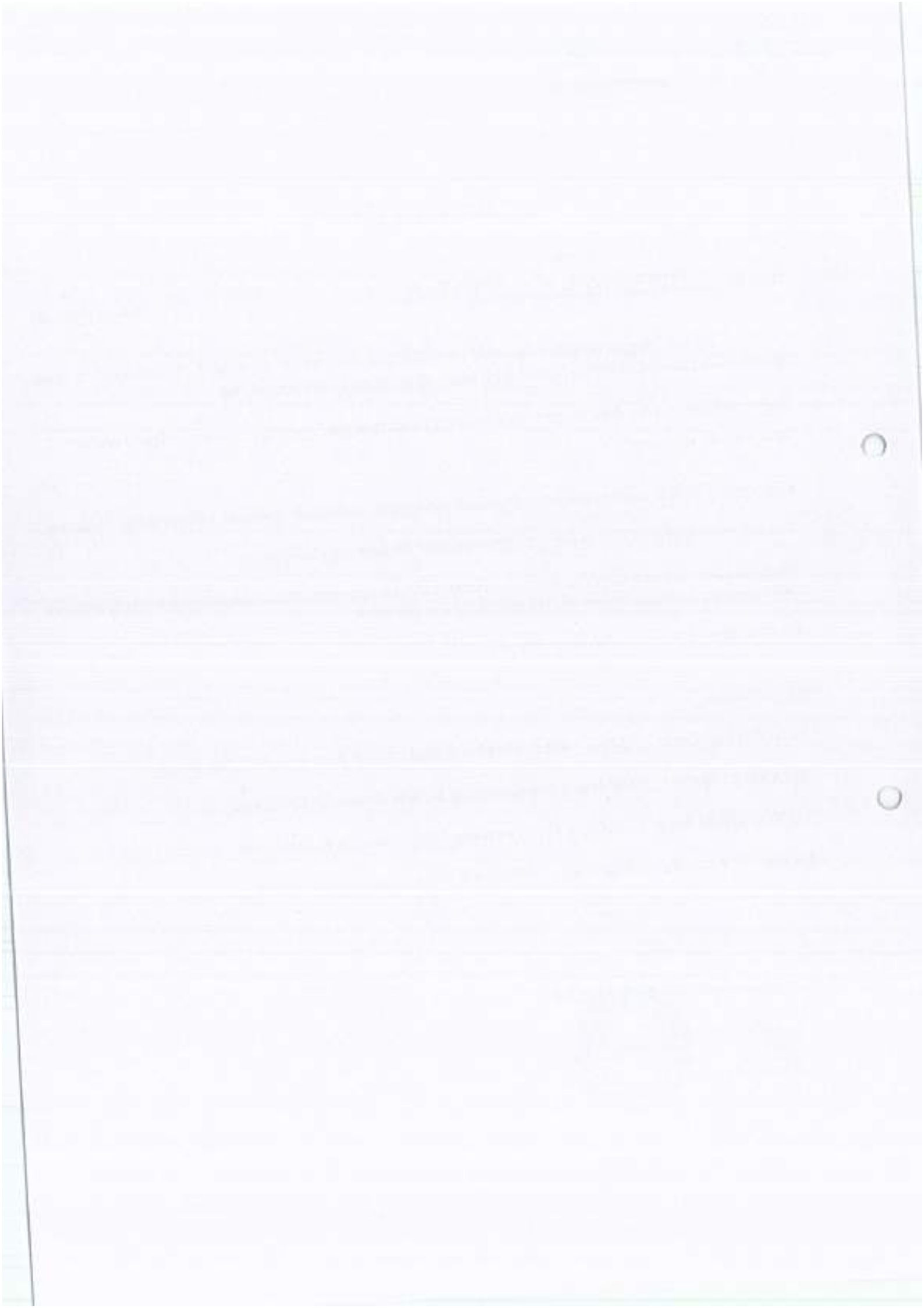
Facility: ESI / Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,



A handwritten signature in blue ink, likely belonging to the Principal Aalim Muhammed Salegh.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 20-March-2021

Dear Mohamed Tameemul Ansari S (B.E - 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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, 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, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

A handwritten signature in blue ink, appearing to be the name of the Principal, Aalim Muhammed Salegh.

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**





NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

21.04.2021

Mr. MOHAMED YASEEN S N

ROLL NO : 110117114063

Dear Mr. MOHAMED YASEEN S 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.

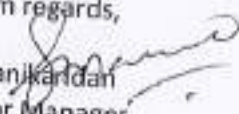
You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

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

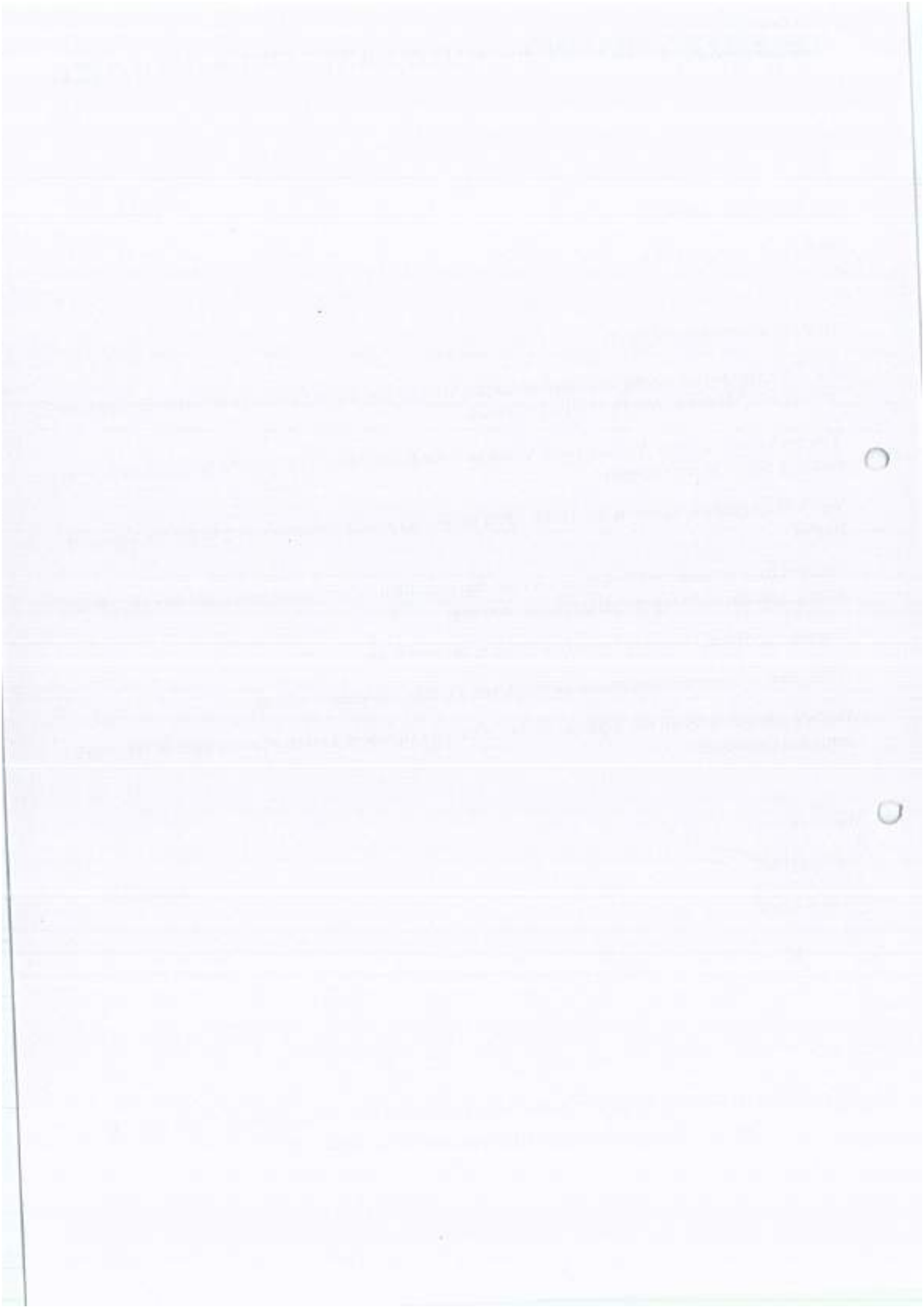
Accepted by,



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



OFFER LETTER

Date: 15.07.2021

Dear Mr. MOHAMED ZUHAIM

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

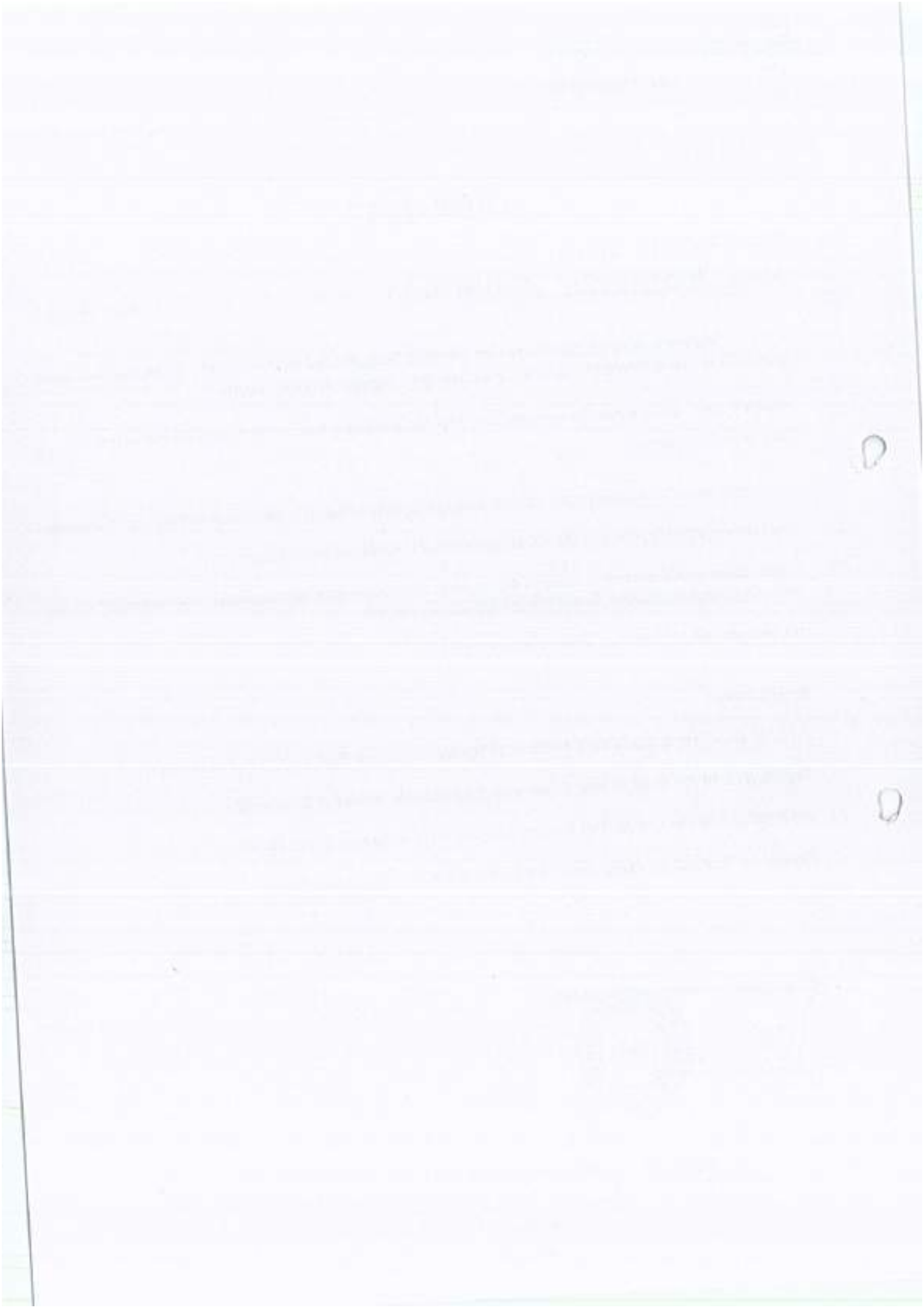
Facility: ESI / Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,



A handwritten signature in blue ink.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



January 7, 2022

Dear Mr. Mohammed Aamir Suhail

Sub: Job offer for the position of Junior Engineer, G1 L1

We take the pleasure to extend an offer of employment to you on behalf of ASMDE. You have been selected for the position of Senior Engineer. Congratulations!

ASM Digital Engineering is an engineering and digital services company that develops products based on customer needs and expectations. Our largest domestic customers are OEM's and Tier – 1 suppliers within the automotive, aerospace, heavy equipment, industry, energy and e-mobility sectors.

Core Engineering Expertise

1. Mechanical Design
2. Simulation
3. Electrical & Electronics
4. Embedded & Digital Services
5. Product Development


We believe that your knowledge, skills and experience would be an ideal fit for our CAD team. We hope you will enjoy your role and make a significant contribution to the overall success of ASMDE.

Please take the time to review our offer. It includes important details about your compensation, benefits and the terms and conditions of your anticipated employment with ASMDE.

You will be issued with a structured Appointment letter at the time of your joining with us.

We welcome you to join the ASMDE Family and have a very good tenure with us.

Sincerely,



Ravishankar Reddy G
Vice President – ASMDE



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

OFFER LETTER

1. COMMENCEMENT OF JOINING DATE

Your joining will be on or before **February 1, 2022**, or such other date as may be mutually agreed.

Note:

- i. You will be given hard copy of your Appointment Letter on the day of your joining

2. MEDICLAIM INSURANCE.

You will be entitled for a Medical Coverage of INR 3,00,000 per family. Members covered – Self, Spouse, 2 Children.

Additional Benefits To include Parents - In case you opt for Parents Medclaim, you will be paying the premium for the first 2 years & later this will be taken over by the company.
GPA (Accident Policy) – Coverage of 5 lacs for Self.

3. LEAVE

Earned Leave / PL (20 working days/year)

- To be earned at the rate of 1.7 days allowance per month of attendance.
- Although PLs are "earned" at the rate specified right from the commencement of employment, such leaves only "accrue" to the employee's credit after one year, at which time such accrued leaves become eligible for "consumption"

Casual Leave (6 working days/year)

- Accrued as per the date of joining at a rate of 0.5 days per month or part month.
- Can neither be carried forward nor be encashed.

Sick Leaves (6 working days/year)

- Accrued as per the date of joining at a rate of 0.5 days per month or part month.
- Can neither be carried forward nor be encashed.

Maximum Accumulation of PL is 60 (Sixty) days. Excess of 60(Sixty) days leave as on 31st December of the year shall get automatically lapsed.

Bereavement Leave (2 working days/Year)

Employees may be granted up to maximum of two days bereavement leave following the death of an immediate close relative or any circumstance that they've suffered a bereavement. Bereavement leave cannot be encashed nor carried forward to subsequent year and shall get lapsed at close of current year.

4. WORKING HOURS

The Company operates on a five-day week from Monday to Friday. Working hours are subject to organizational need and changes and you will be required to work on shifts as and when applicable. However the General Shifts are expected to be 8:00 AM to 5:00 PM. If you are deputed at client location, you will be following as per customer timing.

5. PROBATION PERIOD

You shall be on probation period for a period of Six months, or such extended period as may be decided upon by the Management. During this period, the Appointment can be terminated by either party without assigning any reason by giving One Month's Notice Period. However, the company may elect to relieve you any time during the stipulated Notice period without any Compensation for the balance of the period not required to be served. Should your services be found not satisfactory during or after the probation period, your extended period of probation will be confirmed to you in writing.

6. NOTICE PERIOD

- **The Termination Notice in writing** : 90 (Ninety) Days
- **Commencement of Notice Period** : Effective from the Date of 'Authorized Executive' in HR Department receiving your accepted Resignation letter from the Department Manager.
- **Completion of the Notice Period** : 90 days from receipt of accepted Resignation Letter by the HR Department. It is mandatory.
- Termination of services due to poor performance reasons shall not entitle an employee to any kind of payments by the Company in lieu of termination Notice Period.

7. TAX SAVINGS

We have Tax Savings benefits (Basket of Allowance), where you will find more information in the Annexure.


ACCEPTANCE OF OUR OFFER

Please confirm your acceptance of this offer by signing and returning the duplicate copy. We welcome you, and look forward to receiving your acceptance and to working with you.

Name of the Employee: Mohammed Aamir Suhail A

Signature: 

Date: 07-01-2022



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE

Name Mohammed Aamir Suhail
Designation Junior Engineer
Grade G1 L1
Department CAD

	Figures in INR	Per Annum	Per Month
Basic & DA		180,000	15,000
Allowances			
	HRA	72,000	6,000
	LTA	18,000	1,500
	Special Allowance***	15,542	1,295
	Other Allowance	34,200	2,850
Gross Salary		319742	26645
	Co Contribution to PF	21,600	1,800
	Gratuity	8,658	722
Total Remuneration		350000	29167
	Medical Insurance Premium*	15,000	1,250
	Project Allowance **	54,000	4,500
Cost to the Company (CTC)		419000	34917

*** Medical Insurance Premium**

The above number is subject to vary as per the mediclaim policy

****Project Allowance Component comprises of:**

a. **Shift Allowance:** This component which is applicable for employees in the 1st and 2nd shift as per policy. The shift is allotted based on the Customer/Business requirements only and is at the discretion of the Department Head.

b. **Onsite Allowance:** This component is applicable during deputation to customer location; the same would be subject to change depending on the city of deputation and initial individual employment contract as applicable.

*** Some part of Special allowance could be converted into "Basket of Allowances" as per the policy and guidelines applicable to your grade and level.

Standard Deductions such as Income Tax and any other deductions would be applicable as per policy.

This offer is valid for 3 working days from the day of us sending the same. Please do send across to us your acceptance during the specified time frame.

G. R. Reddy

Ravishankar Reddy G
 Vice President - ASMDE



PRINCIPAL
 AALIM MUHAMMED SALEGH
 COLLEGE OF ENGINEERING



PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date:25-April-2021

Dear Mohammed Arif 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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

THE UNIVERSITY OF CHICAGO

PHYSICS DEPARTMENT

PHYSICS 439

LECTURE 10: QUANTUM MECHANICS OF THE ATOM

1. The Schrödinger equation for a particle in a central potential $V(r)$ is

$$\nabla^2 \psi + 2m(E - V(r))\psi = 0$$

2. For a hydrogen atom, $V(r) = -\frac{e^2}{r}$

3. The radial equation for the hydrogen atom is



BANGALORE STRATEGIC SOLUTIONS PRIVATE LIMITED

Registered Office: No. 6-A, Peenya Industrial Area, Phase 1, Bangalore - 560 058

Telephone No. 089-43120791 Email: admin@bangalorestrategic.com

CIN: U72900KA2021PTC144439

10th March 2021

MOHAMMED NABIDHU S,
174/4, THIRUMALAI KOVIL ADIVARIM
PANPOLI, TIRUNELVELI - 627 807

Subject: Appointment for post of Graduate Engineer Trainee - Quality.

Dear Mr. MOHAMMED NABIDHU S

We are pleased to offer you, the position of Graduate Engineer Trainee - Quality with **Bangalore Strategic Solutions Pvt. Ltd** on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 10th March 2021.

2. Job title

Your job title will be Graduate Engineer Trainee - Quality and you will be an employee of BSS deployed at Surin Automotive Private Limited.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Surin Automotive Private Limited, 6A, Peenya Industrial Area, Phase-1, Bengaluru, Karnataka 560058. You may however be required to work at any place of business which the Company has or may later acquire.

5. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. You are expected to work not less than 9 hours each day, and if necessary, for additional hours depending on your responsibilities.

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**



Bangalore Strategic Solutions Pvt. Ltd

6. Leave/Holidays/Benefits

You are entitled to casual leaves of one day per month.

Leave is applicable post completion of one month in the firm.

Leaves shall not be carried forward post December.

The Company shall notify a list of declared holiday's w.r.t the client's process in the beginning of each year.

7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

Your appointment can be terminated by the Company, without any reason, by giving you not less than one months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean gross salary.

You may terminate your employment with the Company, without any cause, by giving no less than one months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date. However, management reserves the right to not accept any compensation and ask you to serve the notice in full.

The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence or have committed any fundamental breach of contract or caused any loss to the Company.

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**



Bangalore Strategic Solutions Pvt. Ltd

10. 4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

At no time, will you remove any Confidential Information from the office without permission.

Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**



Bangalore Strategic Solutions Pvt. Ltd

Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent. Please note that you are an employee of BSS who is deployed at clients premises on contract. This in no way guarantees any permanent role at our clients organization.

14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of Karnataka High Court only.

15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Authorized Signatory

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Bangalore Strategic Solutions Pvt. Ltd

Schedule I - Compensation Details

Name of the Employee: MOHAMMED NABIDHU S

Designation: Graduate Engineer Trainee - Quality.

Salary Structure

Basic Salary	1,08,600
House rent allowance	43,440
Fixed Special allowance	19,200
Fixed Special allowance	19,428
Gross Salary	1,90,668
PF Contribution	19,140
ESI Contribution	6,192
CTC PA	2,16,000

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Salary will be processed on or before the 7th of every month.

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**



OFFER LETTER

Date: 15.07.2021

Dear Mr. MOHAMMED NAZIRDEEN.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.

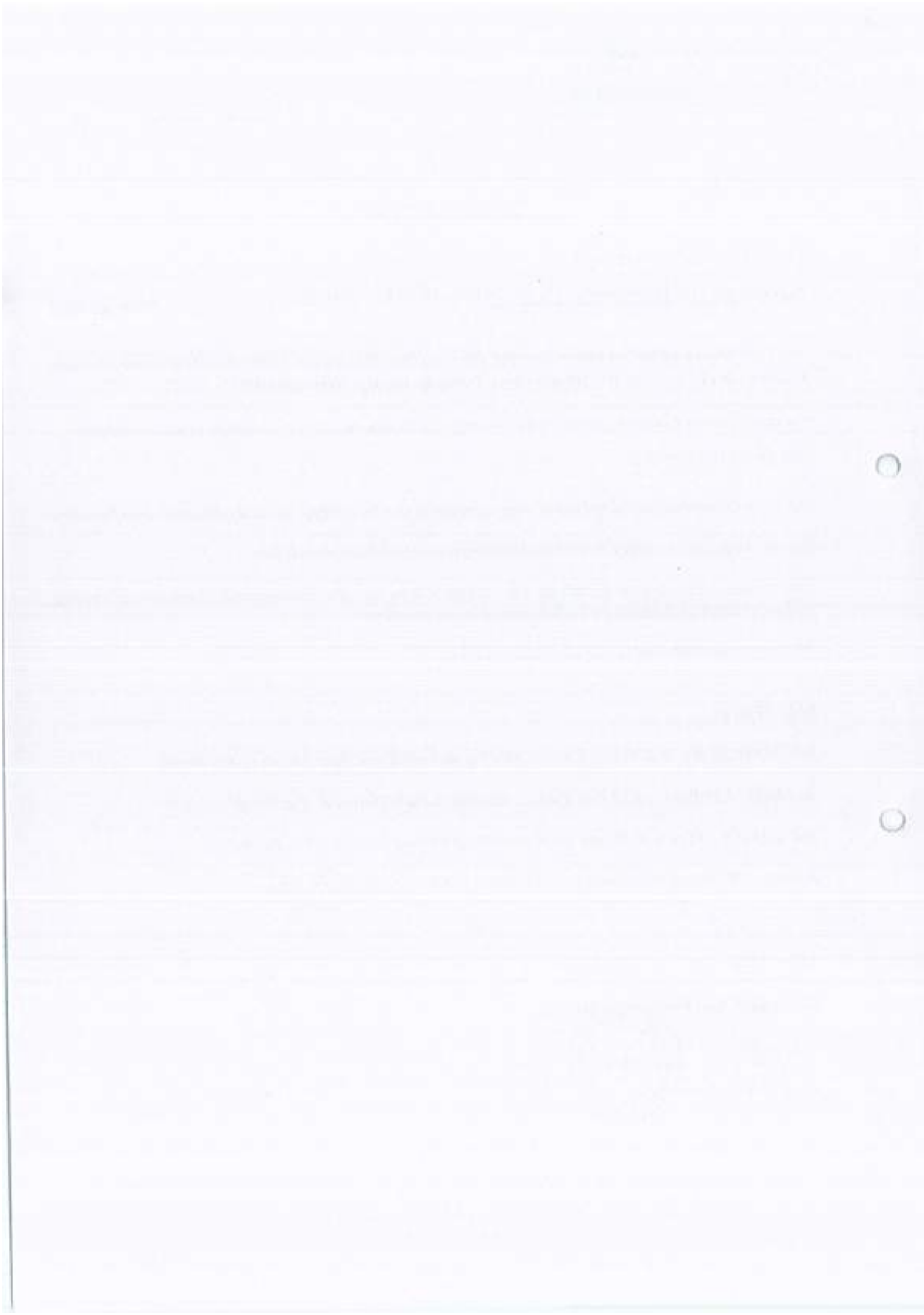
FOR Leggett and Platt (India) Pvt Ltd,

(Handwritten Signature)
Authorized Signatory



(Handwritten Signature)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

21.04.2021

Mr. MOHAMMED NOWFEL S

ROLL NO : 110117114069

Dear Mr. MOHAMMED NOWFEL 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.

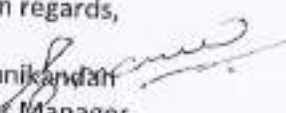
You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

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

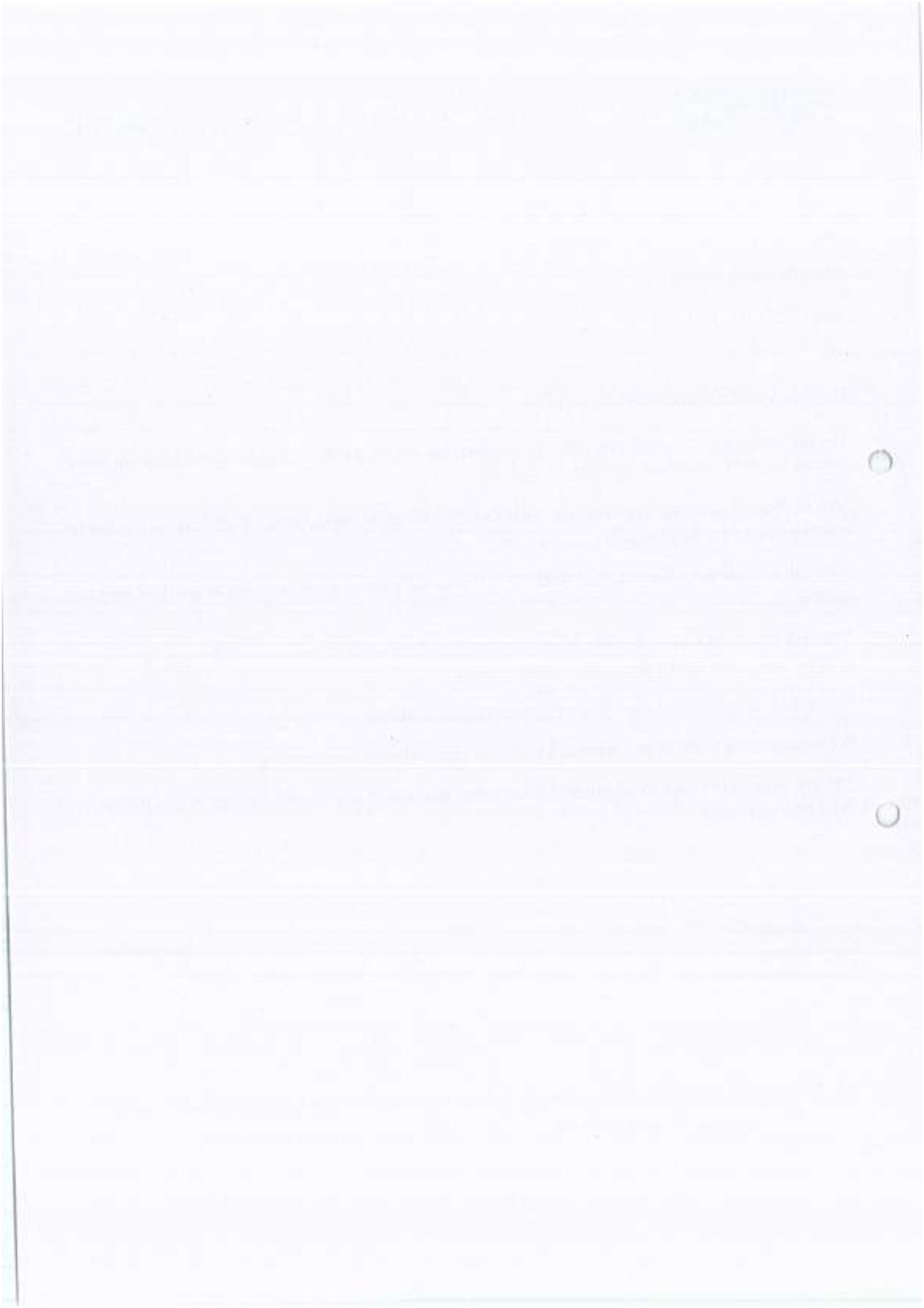
Accepted by,



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



OFFER LETTER

Date: 15.07.2021

Dear Mr. MOHAMMED RNAS. 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,



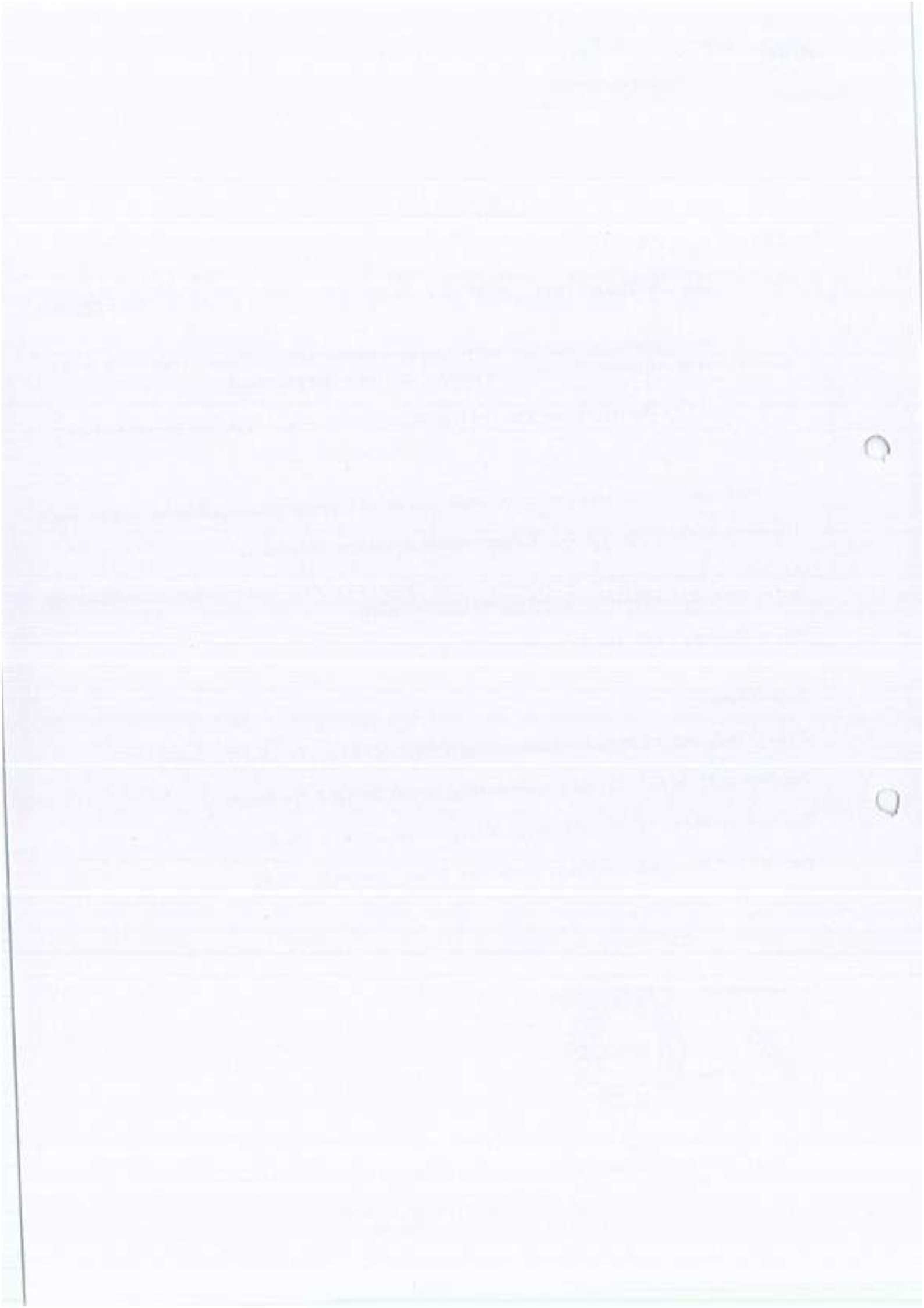
PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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, Ambatur Industrial Estate, Chennai - 600 058, India.

Phone : +91 -44 - 2635 0512, Fax : +91 -44 - 2635 0510

CIN : U34300TN2005PTC136677, websites : www.leggett-automotive.com



12-04-2021

Mohammed Siddik K N
Chennai

Subject: LETTER OF OFFER

Dear Mohammed Siddik K 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 **14-07-2021**

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

(Signature)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Mohammed Siddik K N	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-07-2021	
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

(Signature)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

21.04.2021

Mr. MOHAMMED UMAR D

ROLL NO : 110117114073

Dear Mr. MOHAMMED UMAR 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.

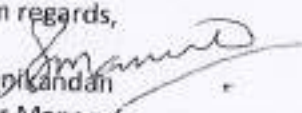
You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

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

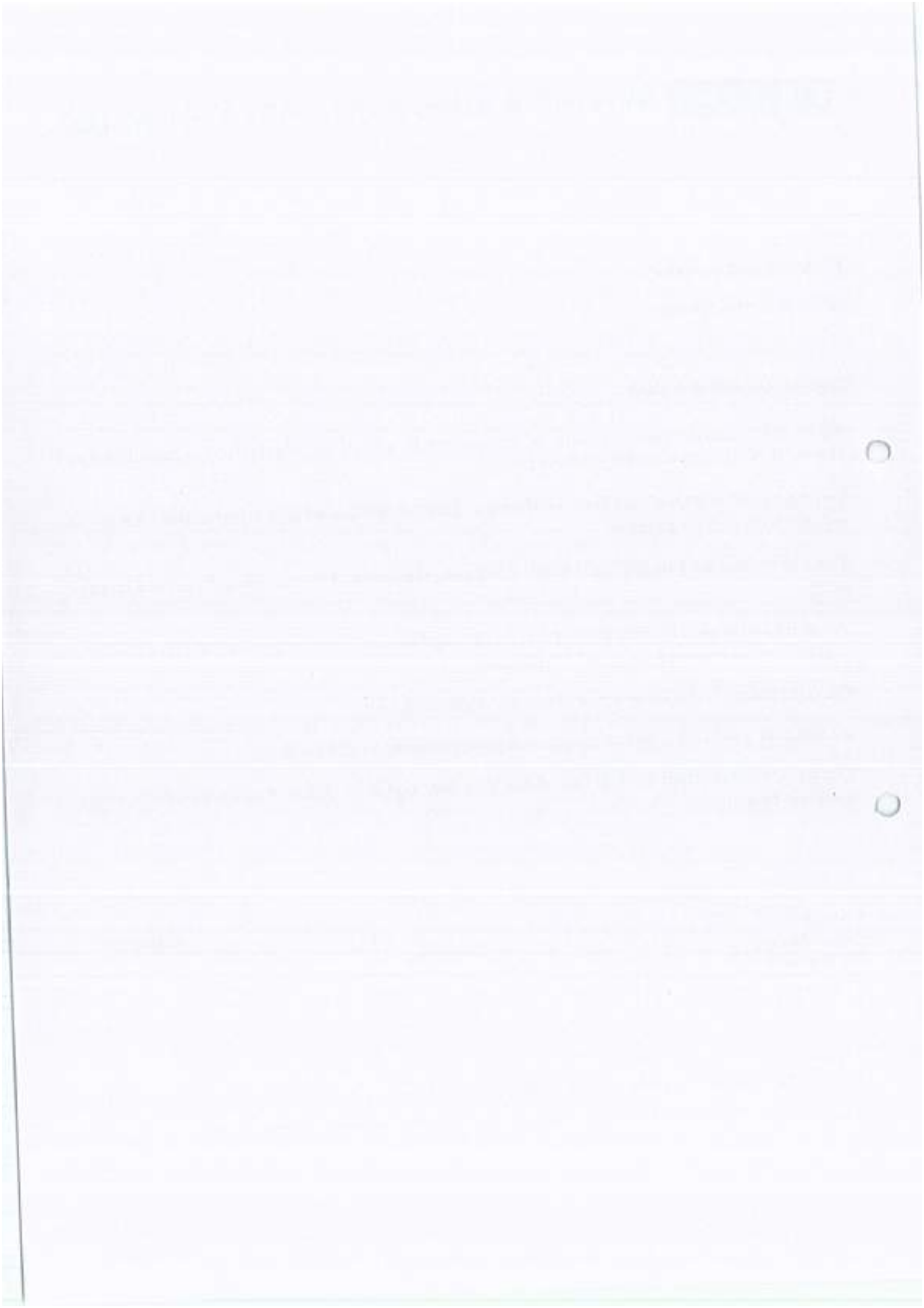
Accepted by,

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



EMAAR VALVES & CONTROLS

No- 86, 3rd Cross East Street, Metha Nagar, Kundrathur,
Chennai – 600 069, Tamil Nadu, INDIA

TELEPHONE: 91-9884009911, 91-9838664735

<http://www.emaarvalves.in> * E-mail: info@emaarvalves.in

GST : 33AAIFE1445M1ZF ; IEC CODE : AAIFE1445M

OFFER LETTER

EVC:PER/065/2020-2021

Chennai

10th Jan, 2021

Dear **Mr. MUBARAK 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 **2nd Apr 2021**. Please confirm your probable date of joining within 7 days from the date of issue of 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



A handwritten signature in blue ink, appearing to be "Aalim Muhammed Salegh".

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

ANNEXURE

✓ We go further to make your dreams come true:

Value of EMAAR:

PRIDE

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



3

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/F25/2833

12 March 2021

Name : **Mr. MUHAMMAD ARSHAD M**
Address : 27, LAKSHIMI GARDEN, PVR NAGAR,
RAJAGOPALAPURAM,
PUDUKOTTAI-622003

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 **10 April 2021**.

1. The period of engagement shall be for a specific period of six months from **10 April 2021**.
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

-2-

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

Mail Id: enquiry@tvs.in, Website: www.tvsautomobilesolutions.com

A subsidiary of :



TVS Automobile Solutions Private Limited



Door no: 230,17th Street, Defence Officers Colony, Ekkattuthangal, Chennai-600 032.
Mail: office@optimalmep.com, gobinath@optimalmep.com.

REF: Optimal/AL/NEW/055/2020-2021

01.02.2021

Mr. Muhsin Kameel

Door No - 110/1, T.P Street, Vadakarai, Tenkasi, Tamilnadu - 627812

Mobile: +91 822056773, Email : muhsinkameel@gmail.com

Dear Mr. Muhsin Kameel,

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 lillies 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. *Notwithstanding 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*

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 :

Muhsin Kameel



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

21.04.2021

Mr. MUNEER AHAMED G

ROLL NO : 110117114078

Dear Mr. MUNEER AHAMED G

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

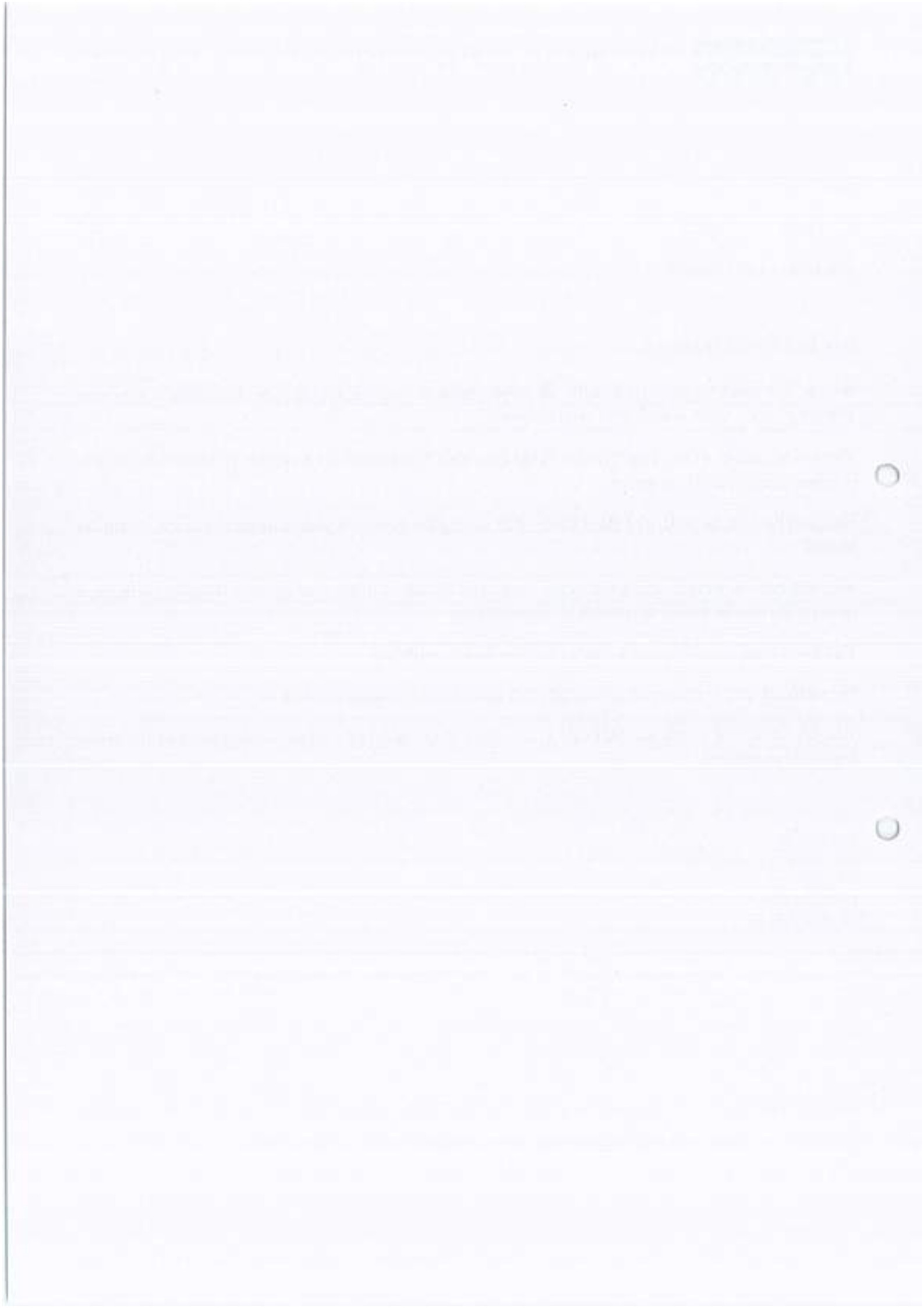
Accepted by,



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,

21.04.2021

Mr. NAVEEN KUMAR K

ROLL NO : 110117114079

Dear Mr. NAVEEN KUMAR 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.

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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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THE HISTORY OF THE UNITED STATES

The history of the United States is a story of growth and change. From the first settlers to the present day, the nation has evolved through various stages of development. The early years were marked by exploration and the establishment of colonies. The American Revolution led to the birth of a new nation, and the subsequent years saw the expansion of territory and the growth of a diverse population. The Civil War was a pivotal moment in the nation's history, leading to the abolition of slavery and the strengthening of the federal government. The 20th century brought significant social and economic changes, including the rise of the industrial revolution and the emergence of the United States as a global superpower. Today, the United States continues to play a leading role in the world, facing new challenges and opportunities.



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NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

21.04.2021

Mr. NITHISH KUMAR J

ROLL NO : 110117114080

Dear Mr. NITHISH KUMAR J

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.

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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

THE UNIVERSITY OF CHICAGO

THE UNIVERSITY OF CHICAGO
DEPARTMENT OF CHEMISTRY
5800 S. UNIVERSITY AVENUE
CHICAGO, ILLINOIS 60637
TEL: (773) 835-3100
WWW: WWW.CHEM.UCHICAGO.EDU



THE UNIVERSITY OF CHICAGO
DEPARTMENT OF CHEMISTRY
5800 S. UNIVERSITY AVENUE
CHICAGO, ILLINOIS 60637
TEL: (773) 835-3100
WWW: WWW.CHEM.UCHICAGO.EDU





NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

21.04.2021

Mr. RAJESH KANNA S

ROLL NO : 110117114081

Dear Mr. RAJESH KANNA 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.

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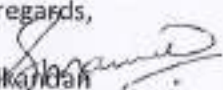
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Warm regards,


S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,

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PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

THE UNIVERSITY OF CHICAGO

PHYSICS DEPARTMENT

PHYS 441 - QUANTUM MECHANICS

LECTURE 10: THE HARMONIC OSCILLATOR

DATE: _____

NAME: _____

PROBLEM 1

Consider a harmonic oscillator with mass m and angular frequency ω . The potential energy is given by $V(x) = \frac{1}{2}m\omega^2 x^2$.

(a) Write down the time-independent Schrödinger equation for the harmonic oscillator.

(b) Find the ground state wave function $\psi_0(x)$ and its energy E_0 .

(c) Find the first excited state wave function $\psi_1(x)$ and its energy E_1 .

(d) Calculate the expectation value of the position $\langle x \rangle$ for the ground state.

(e) Calculate the expectation value of the momentum $\langle p \rangle$ for the ground state.

(f) Calculate the expectation value of the energy $\langle E \rangle$ for the ground state.

(g) Calculate the expectation value of the position $\langle x \rangle$ for the first excited state.

(h) Calculate the expectation value of the momentum $\langle p \rangle$ for the first excited state.

(i) Calculate the expectation value of the energy $\langle E \rangle$ for the first excited state.

(j) Calculate the expectation value of the position $\langle x \rangle$ for the second excited state.

(k) Calculate the expectation value of the momentum $\langle p \rangle$ for the second excited state.



NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

21.04.2021

Mr. RASIK FAREED M

ROLL NO : 110117114082

Dear Mr.

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.

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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,

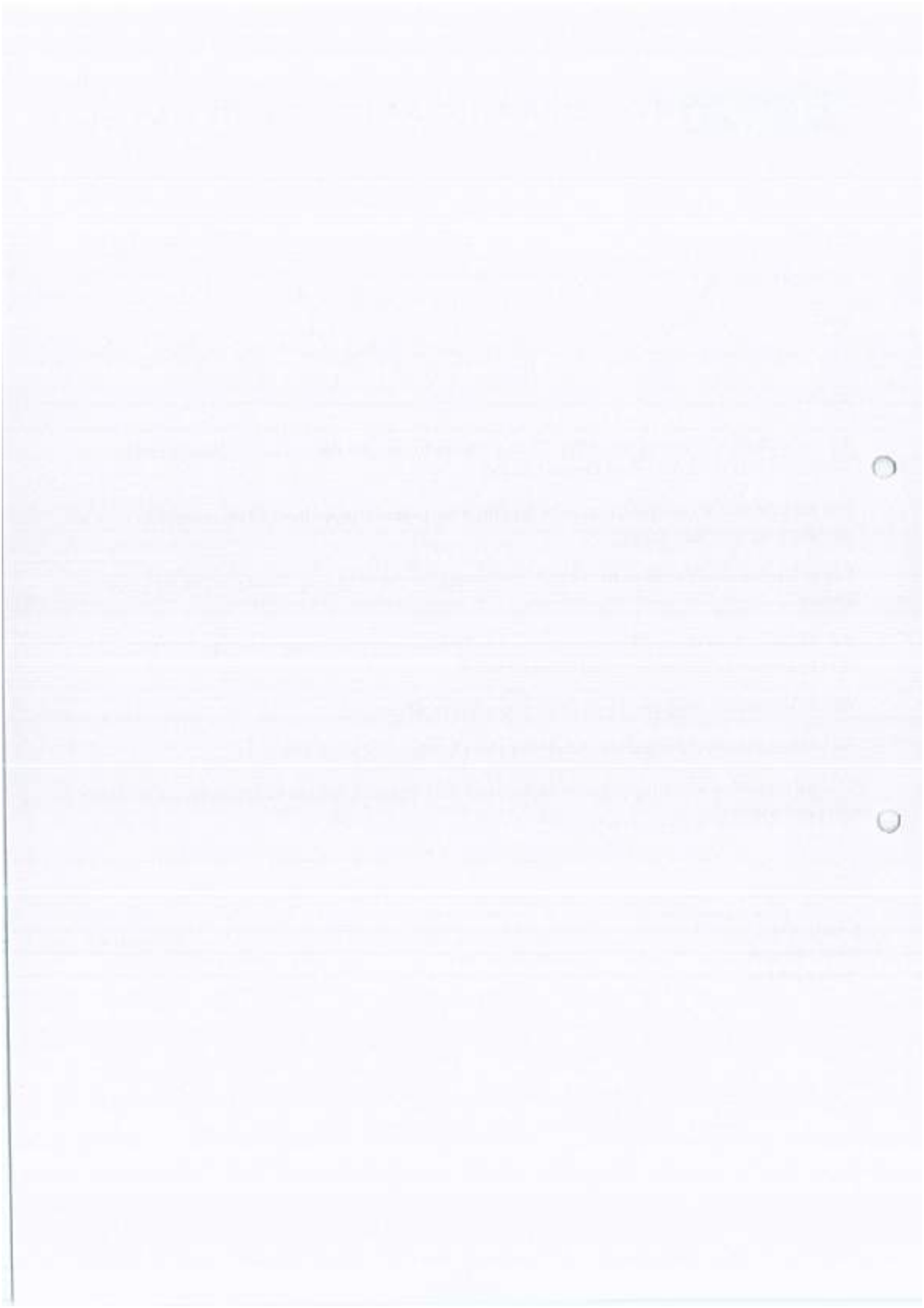

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

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PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

21.04.2021

Mr. SAFWAN NAZEER AHAMED N

ROLL NO : 110117114083

Dear Mr. SAFWAN NAZEER 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.

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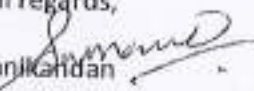
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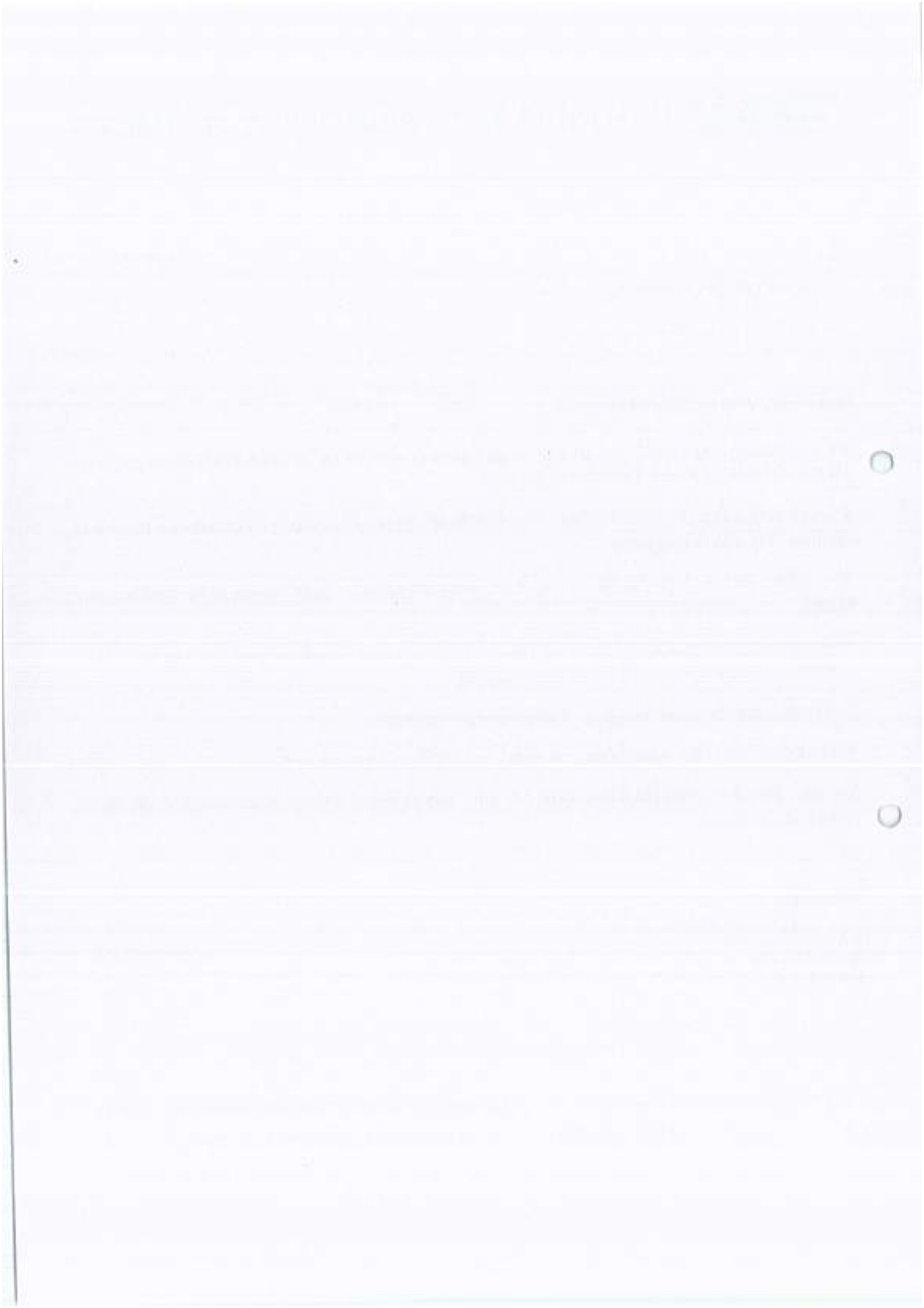

S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

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PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

21.04.2021

Mr. SAMEER RAJA S

ROLL NO : 110117114084

Dear Mr. SAMEER RAJA 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.

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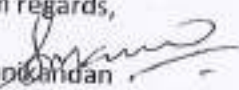
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Warm regards,


S. Manikandan
Senior Manager
HR, IR & Admin

Accepted by,

PLOT NO B 67 & 68, SIPCOT Industrial Park, Irungattukottai, Sriperumbudur Taluk, Kancheepuram Dt – 602117,

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PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

1. Introduction

2. Methodology

3. Results

4. Discussion

5. Conclusion

6. References

7. Appendix

8. Acknowledgements



Ref: GREEN COMFORT/HR/031/2021-2022.

Date:12-04-2021

EMPLOYMENT OFFER LETTER

Dear Mr. SANJAY KUMAR G,

With reference to your interview on 07-04-2021, 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: 14-07-2021.

Yours Truly,

Thanks & Regards,

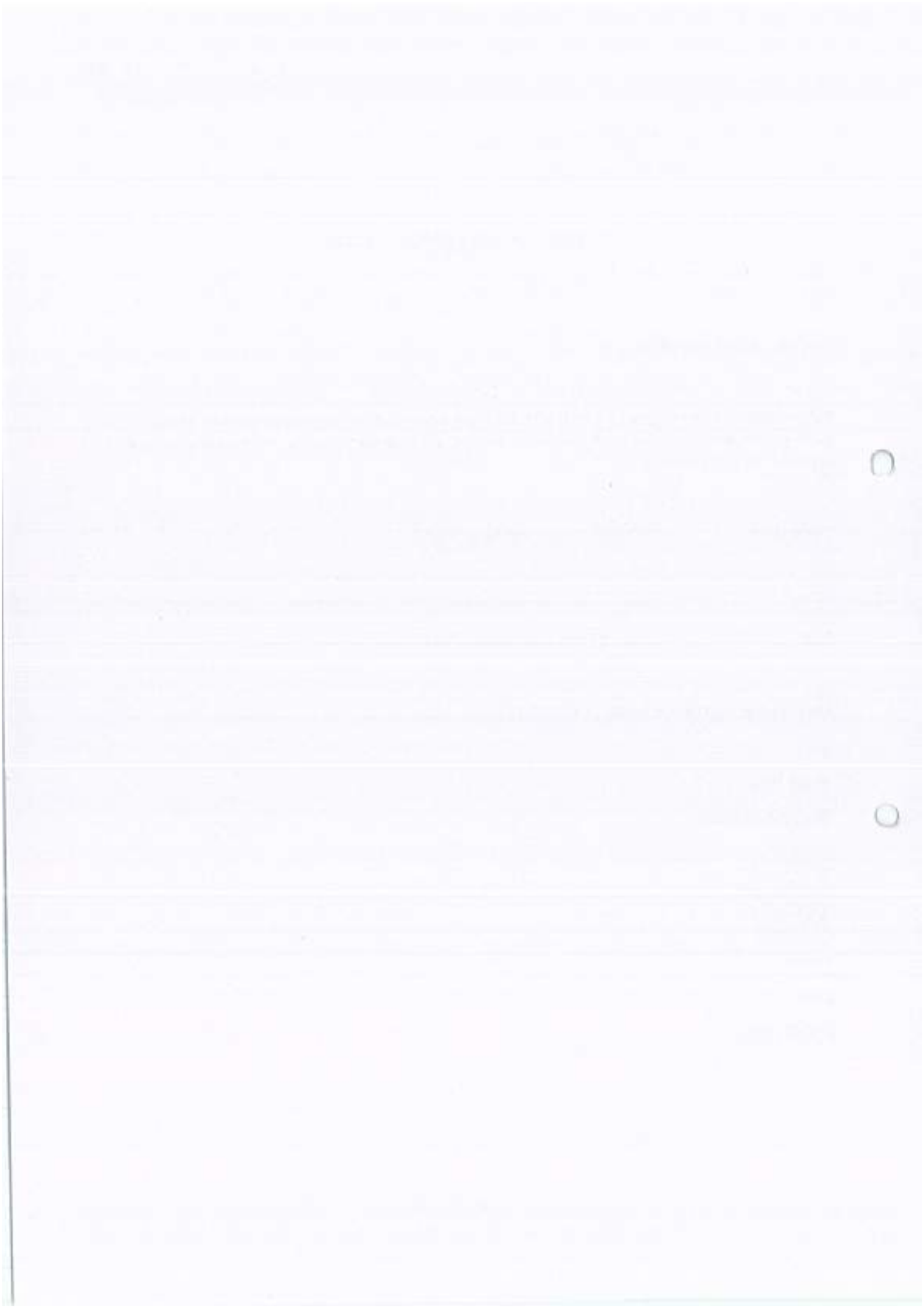


S.Vasu

(Partner)

(06380119322)

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**



OFFER LETTER

Date: 15.07.2021

Dear Mr. SANTHA KUMAR 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,



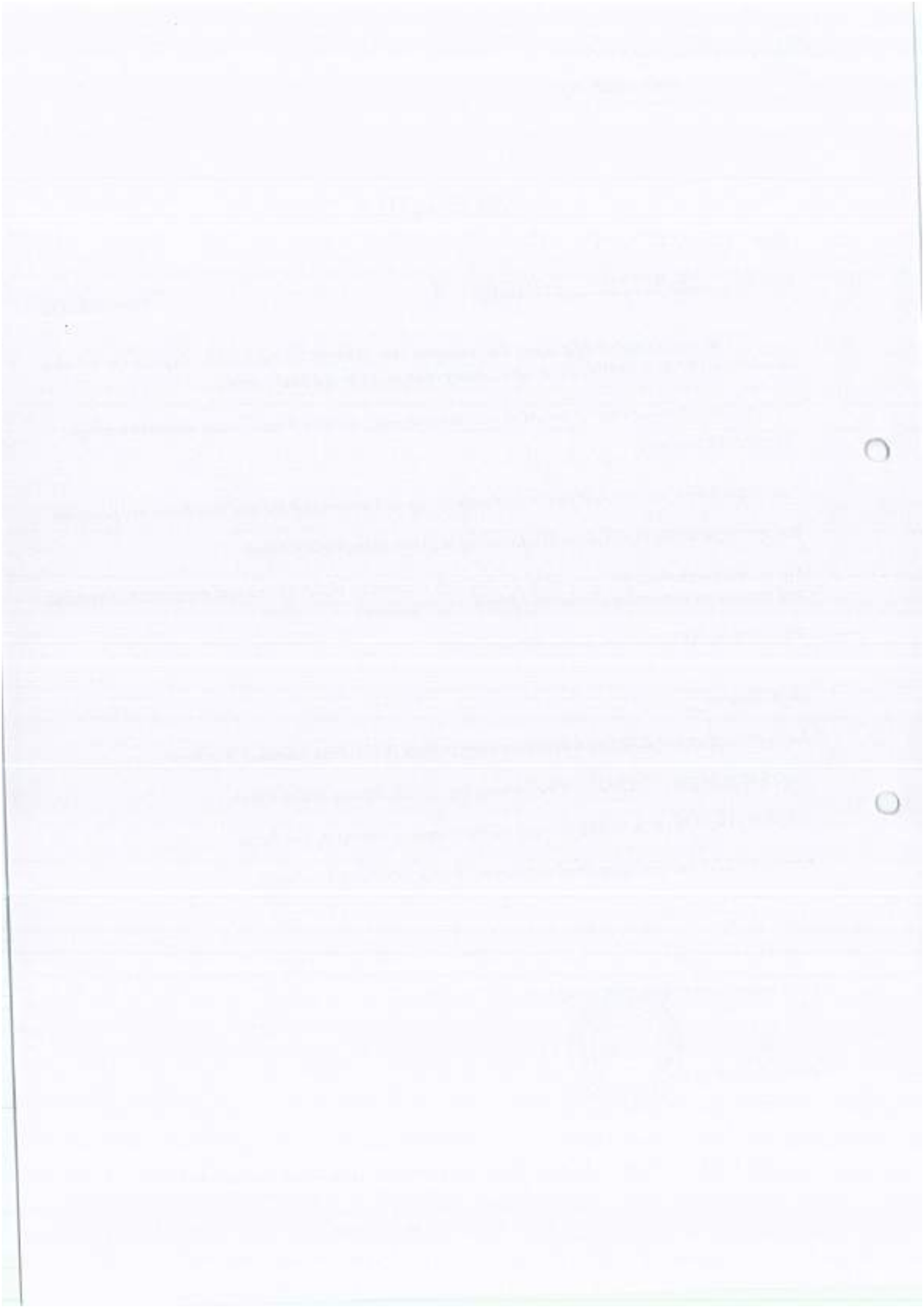
A handwritten signature in blue ink, appearing to be "AALIM MUHAMMED SALEGH", is written above the name of the Principal.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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, Ambalath Industrial Estate, Chennai - 600 058, India.

Phone : +91 - 44 - 2635 0512, Fax : +91 - 44 - 2635 0510

CRV : U34300TN2006PTC138577, websites : www.leggett-automotive.com





NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

21.04.2021

Mr. SATHISHKUMAR T

ROLL NO : 110117114088

Dear Mr. SATHISHKUMAR 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.

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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

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Seventeenth line of handwritten text.



NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

21.04.2021

Mr. SHAHEEN AHMED S

ROLL NO : 110117114090

Dear Mr. SHAHEEN AHMED 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.

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HR, IR & Admin

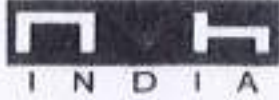
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NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

21.04.2021

Mr. SHAMEER M

ROLL NO : 110117114091

Dear Mr. SHAMEER 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.

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Warm regards,


S. Mahakandan
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

OFFER LETTER

Date: 15.07.2021

Dear Mr. SRI RAM D

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.

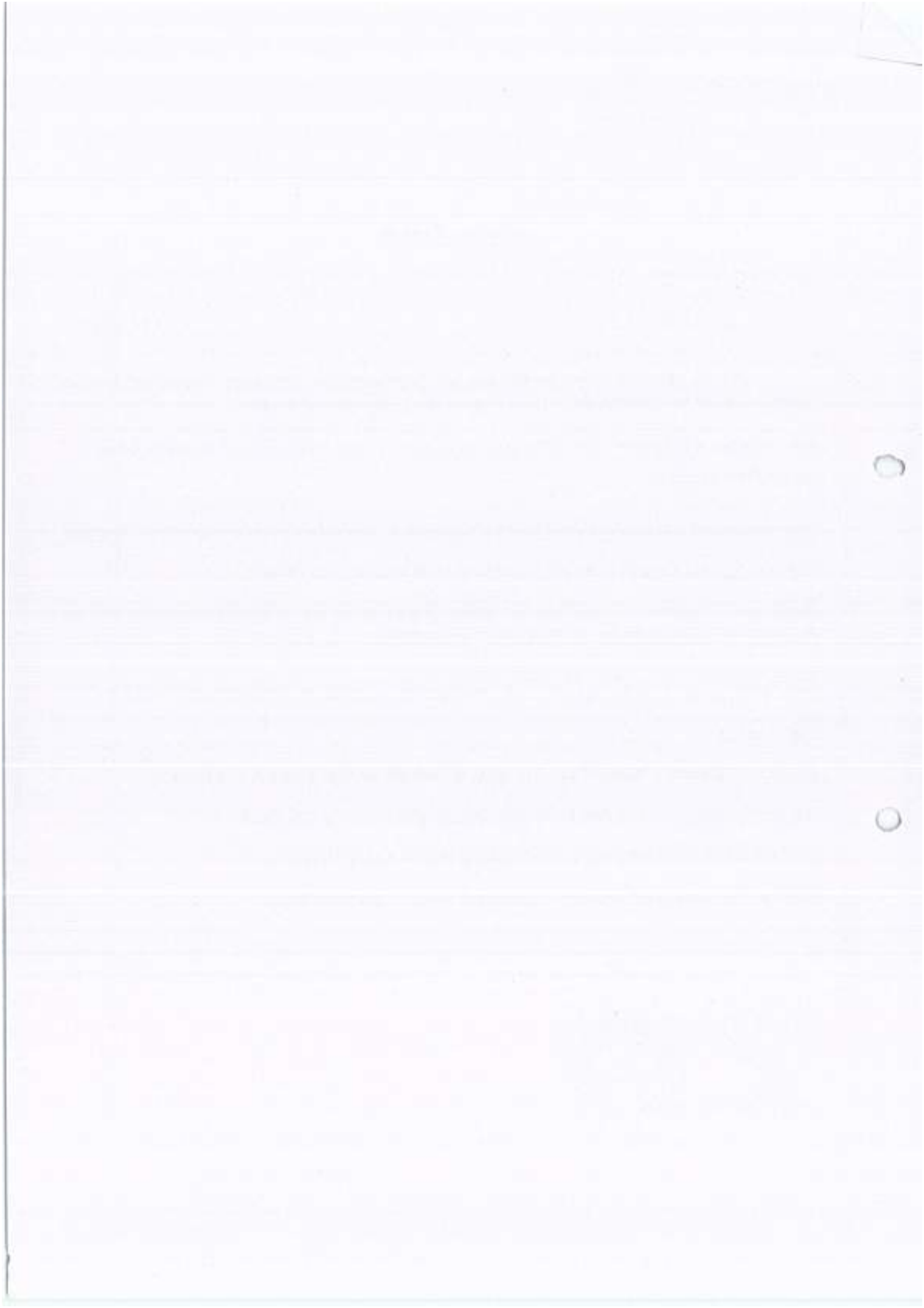
FOR Leggett and Platt (India) Pvt Ltd,


Authorized Signatory





PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

21.04.2021

Mr. SUHAIB AHMED P A

ROLL NO : 110117114093

Dear Mr. SUHAIB AHMED P 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.

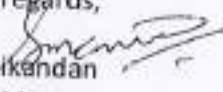
You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

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

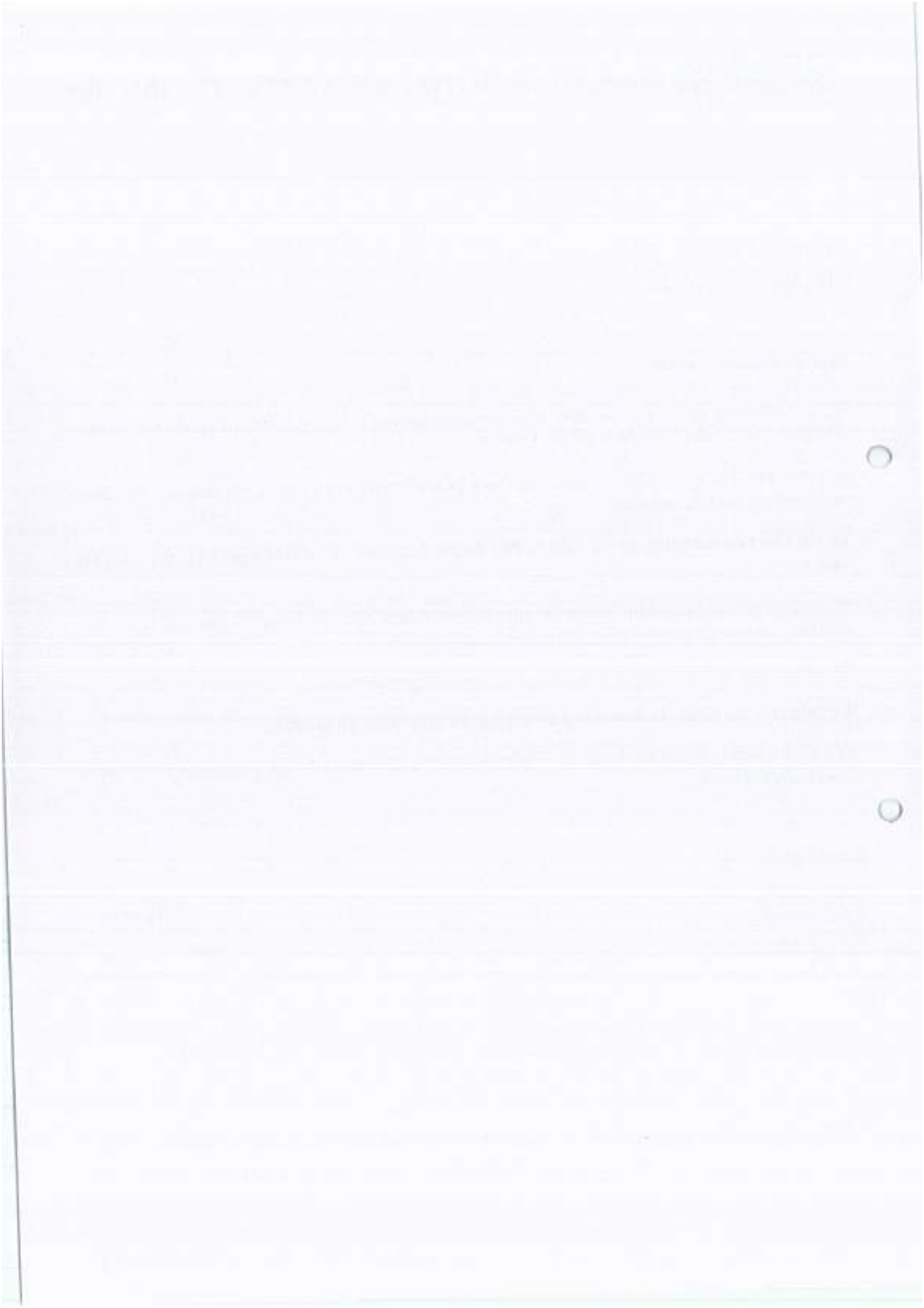
Accepted by,



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





BANGALORE STRATEGIC SOLUTIONS PRIVATE LIMITED
Registered Office: No. 6-A, Peenya Industrial Area, Phase 1, Bangalore - 560 055
Telephone No. 080-45120791 Email: admin@bangalorestrategic.com
CIN: U72900KA2021PTC144439

10th March 2021

SURIYA KRISHNAN R

28/5, VINOBA NAGAR, 7TH STREET,
CHENNAI - 600 081

Subject: Appointment for post of Graduate Engineer Trainee - Quality.

Dear Mr. SURIYA KRISHNAN R

We are pleased to offer you, the position of Graduate Engineer Trainee - Quality with **Bangalore Strategic Solutions Pvt. Ltd** on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 10th March 2021.

2. Job title

Your job title will be Graduate Engineer Trainee - Quality and you will be an employee of BSS deployed at Surin Automotive Private Limited.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Surin Automotive Private Limited, 6A, Peenya Industrial Area, Phase-1, Bengaluru, Karnataka 560058. You may however be required to work at any place of business which the Company has or may later acquire.

5. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. You are expected to work not less than 9 hours each day, and if necessary, for additional hours depending on your responsibilities.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Bangalore Strategic Solutions Pvt. Ltd

6. Leave/Holidays/Benefits

You are entitled to casual leaves of one day per month.

Leave is applicable post completion of one month in the firm.

Leaves shall not be carried forward post December.

The Company shall notify a list of declared holiday's w.r.t the client's process in the beginning of each year.

7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

Your appointment can be terminated by the Company, without any reason, by giving you not less than one months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean gross salary.

You may terminate your employment with the Company, without any cause, by giving no less than one months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date. However, management reserves the right to not accept any compensation and ask you to serve the notice in full.

The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence or have committed any fundamental breach of contract or caused any loss to the Company.

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**



Bangalore Strategic Solutions Pvt. Ltd

10. 4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

At no time, will you remove any Confidential Information from the office without permission.

Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Bangalore Strategic Solutions Pvt. Ltd

Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent. Please note that you are an employee of BSS who is deployed at clients premises on contract. This in no way guarantees any permanent role at our clients organization.

14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of Karnataka High Court only.

15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Authorized Signatory

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Bangalore Strategic Solutions Pvt. Ltd

Schedule I - Compensation Details

Name of the Employee: SURIYA KRISHNAN R

Designation: Graduate Engineer Trainee - Quality.

Salary Structure

Basic Salary	1,08,600
House rent allowance	43,440
Fixed Special allowance	19,200
Fixed Special allowance	19,428
Gross Salary	1,90,668
PF Contribution	19,140
ESI Contribution	6,192
CTC PA	2,16,000

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Salary will be processed on or before the 7th of every month.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Date: 30/08/2021

Shri Suryakumar H
S/O Haridoss. M
No.27, 5th cross street, Gandhi nagar
Pattabiram
Chennai - 600007..

Trainee ID: N124706

Dear Suryakumar H

NEEM Trainee Contract Letter

We are pleased to engage you as NEEM Trainee subject to the following terms and conditions:

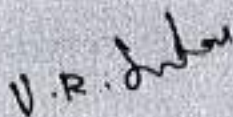
1. The period of training shall be Twelve months with start date 30/08/2021 and end date 29/08/2022.
2. It shall not be obligatory on our part or of the Establishment / Company wherein you will undergo the on the job training to offer any employment to you during or on successful completion of your training period. As a NEEM Trainee undergoing training in the establishment, you shall be a trainee and not a workman / employee and as such, the provisions of any labour legislations shall not apply to you or in relation to you and your on the job training shall be solely governed by the provisions of All India Council for Technical Educational [National Employability Enhancement Mission (NEEM)] Regulations 2017.
3. You shall be given on the job training with Caterpillar India Pvt Ltd for the above mentioned period. You will be imparted training in shifts according to normal hours of work of the establishment to which you are attached for training.
4. During the tenure of your training, you shall abide by the rules and regulations from time to time as intimated to you by us and / or the Establishment wherein you will undergo on the job training including but not limited to all matters of conduct, discipline and safety and carry out all lawful orders of the establishment.
5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. As NEEM Trainee you shall maintain a record of your Training during the period of the NEEM TRAINING in the proforma given by TVS Educational Society.
7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to TVS Educational Society as cost of training such amount as may be determined by TVS Educational Society, In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).

8. Either party may terminate this contract by issuing 30 Days' Notice in writing or payment thereof.
9. The Contract of Training can be terminated without compensation payment to you:
 - a. If you secure gainful employment (on production of copy of the appointment letter); and
 - b. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/surgeon attached to any Government Hospital).
10. During the period of Training, you shall be entitled to a Consolidated Stipend of Rs.15500/- per month. You hereby authorize TVS Educational Society to make all payment required to be made to you either by way of cheque or by directly crediting the amount to your bank account.
11. You will not be entitled to any other emoluments or payments during the period of training.
12. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.
13. TVS Educational Society will formulate a "Training Program" for training the NEEM Trainees and shall make suitable arrangements for facilitating the same.
14. The Stipend for a particular month shall be paid on or before 10th of the following month.
15. Any disagreement or dispute between TVS Educational Society and the NEEM Trainee arising out of the terms and conditions of this Contract or incidental or ancillary thereto, shall be referred to and Governed by the provisions of the terms laid under the All India Council for Technical Education [National Employability Enhancement Mission (NEEM)] Regulations 2017.

ENDORSEMENT

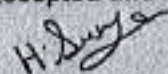
I hereby confirm the acceptance of the above NEEM Contract letter, on the terms and conditions stipulated therein. I understand and agree that my signing this contract does not constitute employment by TVS Educational Society or any guarantee of employment. Also, I confirm that I am accepting this contract letter after understanding the clauses mentioned above and it will be conclusive proof of my acceptance to this letter.

For TVS Educational Society



Authorised Signatory

Accepted and Agreed



Signature & Date
(Suryakumar H)



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

21.04.2021

Mr. SYED ABDUL HASIB

ROLL NO : 110117114097

Dear Mr. SYED ABDUL HASIB

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

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BANGALORE STRATEGIC SOLUTIONS PRIVATE LIMITED
Registered Office: No. 6-A, Peenya Industrial Area, Phase 1, Bangalore - 560 038
Telephone No. 080-4320791 Email: admin@bangalorestrategic.com
CIN: U72900KA2021PTC144439

10th March 2021

SYED ABDUL RAHMAN S ,
3/19,MAIN ROAD,
VALUTHOOR,THANJAVUR-614210

Subject: Appointment for post of Graduate Engineer Trainee - Quality.

Dear Mr. SYED ABDUL RAHMAN S ,

We are pleased to offer you, the position of Graduate Engineer Trainee - Quality with **Bangalore Strategic Solutions Pvt. Ltd** on the following terms and conditions:

1. Commencement of employment

Your employment will be effective, as of 10th March 2021.

2. Job title

Your job title will be Graduate Engineer Trainee - Quality and you will be an employee of BSS deployed at Surin Automotive Private Limited.

3. Salary

Your salary and other benefits will be as set out in Schedule 1, hereto.

4. Place of posting

You will be posted at Surin Automotive Private Limited, 6A, Peenya Industrial Area, Phase-1, Bengaluru, Karnataka 560058. You may however be required to work at any place of business which the Company has or may later acquire.

5. Hours of Work

The normal working days are Monday through Saturday. You will be required to work for such hours as necessary for the proper discharge of your duties to the Company. You are expected to work not less than 9 hours each day, and if necessary, for additional hours depending on your responsibilities.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Bangalore Strategic Solutions Pvt. Ltd

6. Leave/Holidays/Benefits

You are entitled to casual leaves of one day per month.

Leave is applicable post completion of one month in the firm.

Leaves shall not be carried forward post December.

The Company shall notify a list of declared holiday's w.r.t the client's process in the beginning of each year.

7. Nature of duties

You will perform to the best of your ability all the duties as are inherent in your post and such additional duties as the company may call upon you to perform, from time to time.

8. Company property

You will always maintain in good condition Company property, which may be entrusted to you for official use during the course of your employment and shall return all such property to the Company prior to relinquishment of your charge, failing which the cost of the same will be recovered from you by the Company.

9. Borrowing/accepting gifts

You will not borrow or accept any money, gift, reward or compensation for your personal gains from or otherwise place yourself under pecuniary obligation to any person/client with whom you may be having official dealings.

10. Termination

Your appointment can be terminated by the Company, without any reason, by giving you not less than one months' prior notice in writing or salary in lieu thereof. For the purpose of this clause, salary shall mean gross salary.

You may terminate your employment with the Company, without any cause, by giving no less than one months' prior notice or salary for unsaved period, left after adjustment of pending leaves, as on date. However, management reserves the right to not accept any compensation and ask you to serve the notice in full.

The Company reserves the right to terminate your employment summarily without any notice period or termination payment, if it has reasonable ground to believe you are guilty of misconduct or negligence or have committed any fundamental breach of contract or caused any loss to the Company.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Bangalore Strategic Solutions Pvt. Ltd

10. 4 On the termination of your employment for whatever reason, you will return to the Company all property; documents and paper, both original and copies thereof, including any samples, literature, contracts, records, lists, drawings, blueprints, letters, notes, 'data and the like; and Confidential Information, in your possession or under your control relating to your employment or to clients' business affairs.

11. Confidential Information

11. 1 During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.

You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.

At no time, will you remove any Confidential Information from the office without permission.

Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**



Bangalore Strategic Solutions Pvt. Ltd

Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

12. Notices

Notices may be given by you to the Company at its registered office address. Notices may be given by the Company to you at the address intimated by you in the official records.

13. Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent. Please note that you are an employee of BSS who is deployed at clients premises on contract. This in no way guarantees any permanent role at our clients organization.

14. Governing Law/Jurisdiction

Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of Karnataka High Court only.

15. Acceptance of our offer

Please confirm your acceptance of this Contract of Employment by signing and returning the duplicate copy.

We welcome you and look forward to receiving your acceptance and to working with you.

Yours Sincerely,

Authorized Signatory

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Bangalore Strategic Solutions Pvt. Ltd

Schedule I - Compensation Details

Name of the Employee: Mr. SYED ABDUL RAHMAN S

Designation: Graduate Engineer Trainee - Quality.

Salary Structure

Basic Salary	1,08,600
House rent allowance	43,440
Fixed Special allowance	19,200
Fixed Special allowance	19,428
Gross Salary	1,90,668
PF Contribution	19,140
ESI Contribution	6,192
CTC PA	2,16,000

Note: You will receive salary, and all other benefits forming part of your remuneration package subject to, and after, deduction of tax at source in accordance with applicable law.

Salary will be processed on or before the 7th of every month.

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





CONTROL SERVE

CONTROL SERVE ENGINEERING

LETTER OF APPOINTMENT

12.12.2022

Syed Ali Bathusha J

Vadakarai - 627 812

Dear Syed Ali Bathusha,

Appointed as **Quality Control Specialist**

We refer to your recent telephonic interview with us for the above position and are pleased to inform you that we offer you the position **Quality Control Specialist** with our organization effective from 14.12.2022 under the following terms and conditions.

Salary: 12000

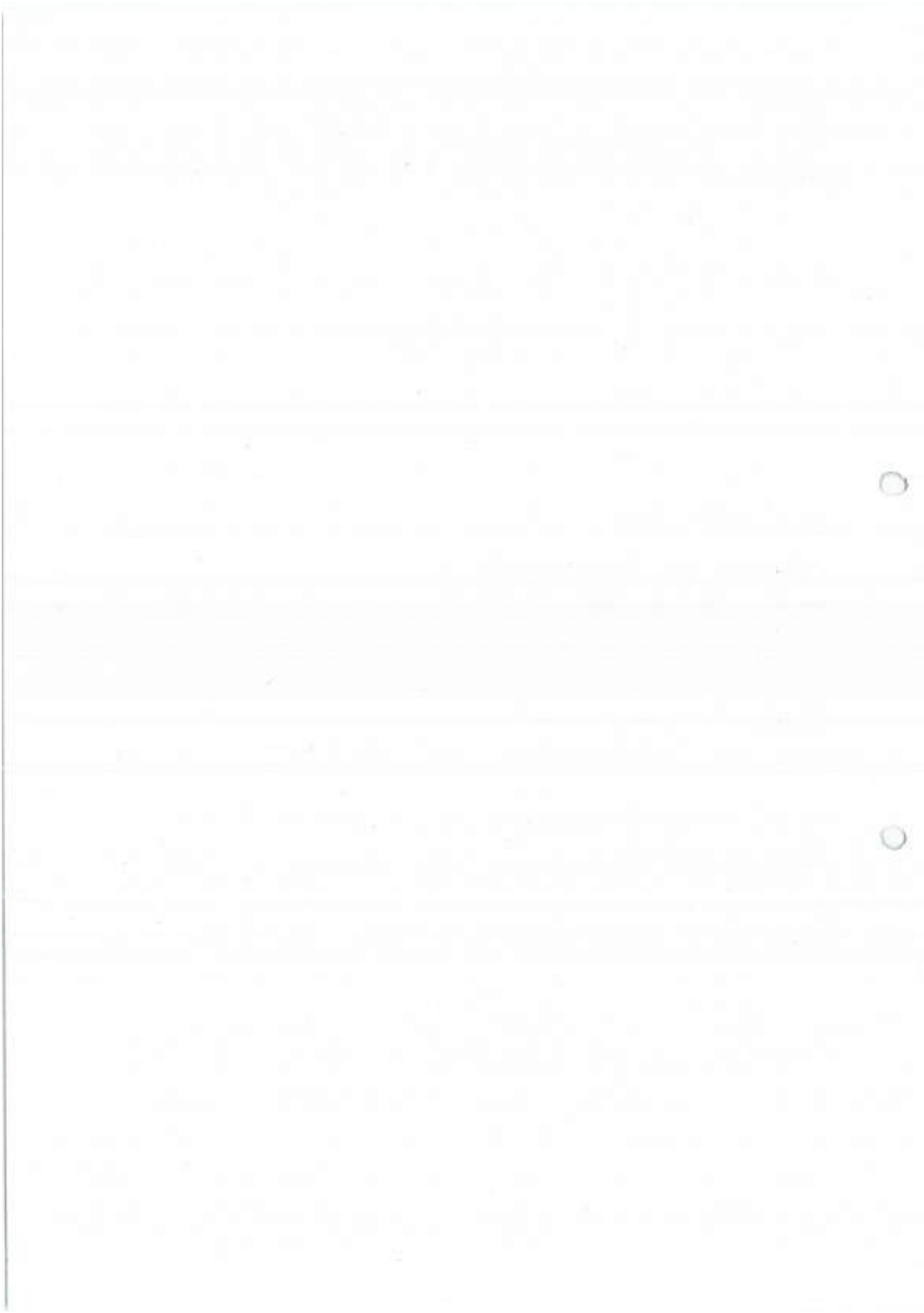
Other Benefits: Accommodation and Food

Attendance Allowance: 500 (if present on all working days in a month)

For Controlserve Engineering

(Srinivasan. K)
Chief Executive

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



OFFER LETTER

Date: 15.07.2021

Dear Mr. SYED ANWAR K.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)



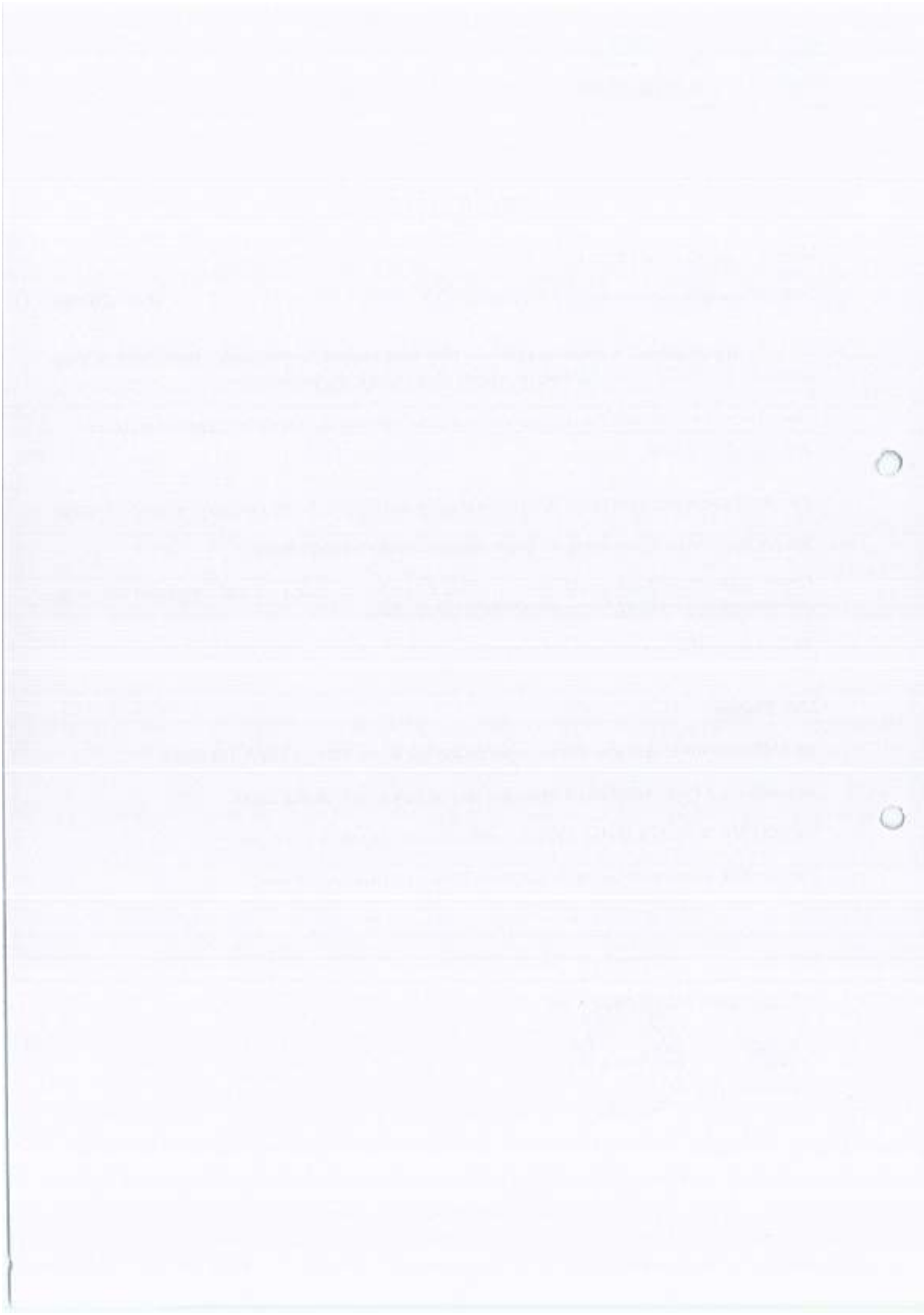

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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





NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

21.04.2021

Mr. SYED MUHAMMAD BUHARI M

ROLL NO : 110117114102

Dear Mr. SYED MUHAMMAD BUHARI 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.

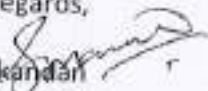
You will have to work in shifts and as per rules and regulations of the management that may be in force or to be introduced during the period of your training.

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

STATE OF TEXAS, COUNTY OF DALLAS

Know all men by these presents, that _____ of the County of _____ State of _____

do hereby certify that _____ of the County of _____ State of _____

is the true and correct owner of the above described premises, and that the same

are being sold to _____ of the County of _____ State of _____

for the purpose of _____ and that the proceeds of the sale shall be used for _____

and that the sale is being made in accordance with the provisions of _____

and that the sale is being made in accordance with the provisions of _____

and that the sale is being made in accordance with the provisions of _____

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and that the sale is being made in accordance with the provisions of _____



SUTHERLAND®

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 20-March-2021

Dear Syed Tauqeer Ahmed S (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, 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).

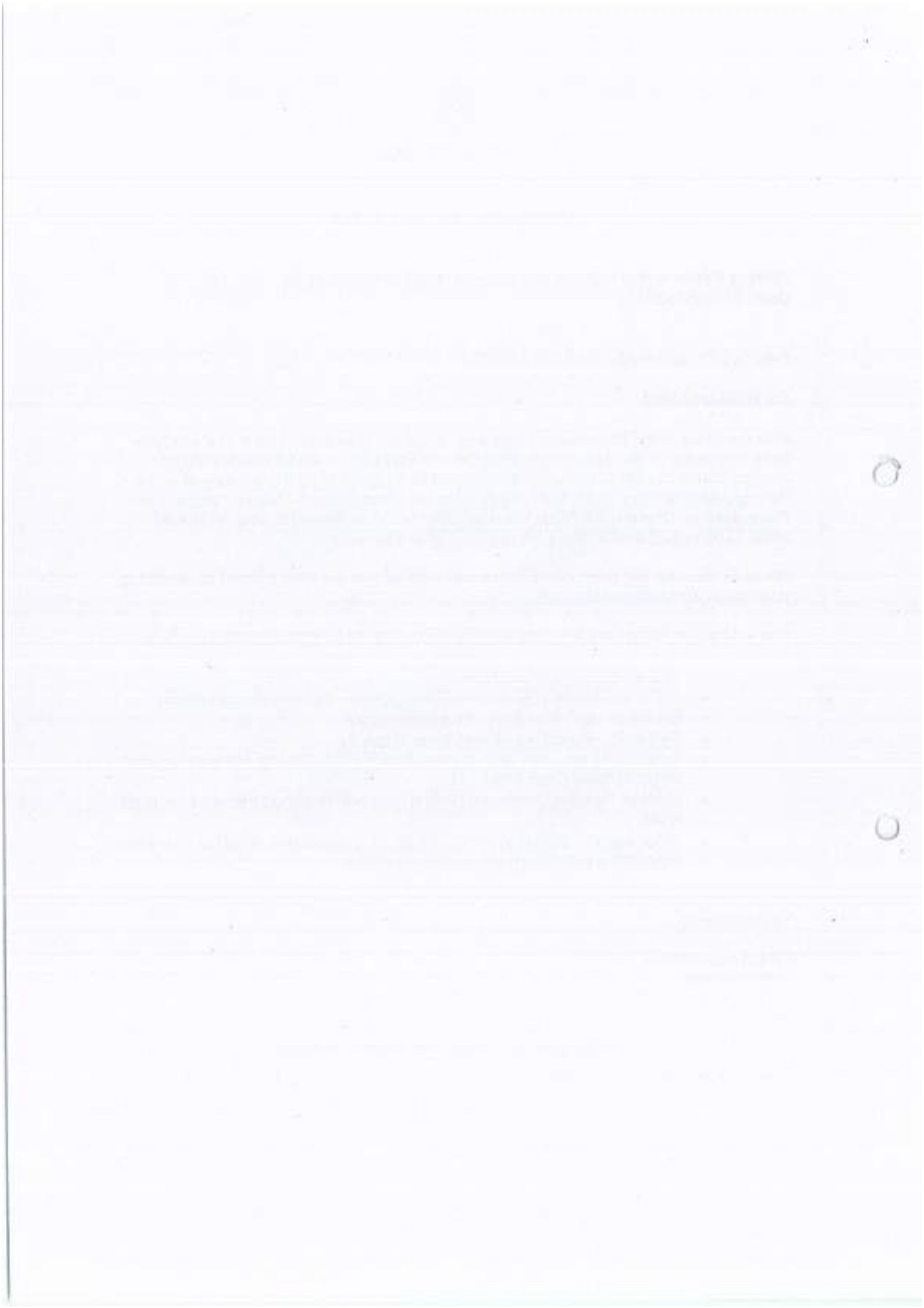
Yours sincerely,

**Talent Acquisition
Sutherland**

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**

This is digitally generated soft copy hence signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



OFFER LETTER

Date: 15.07.2021

Dear Mr. VASIM AKRAM . 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

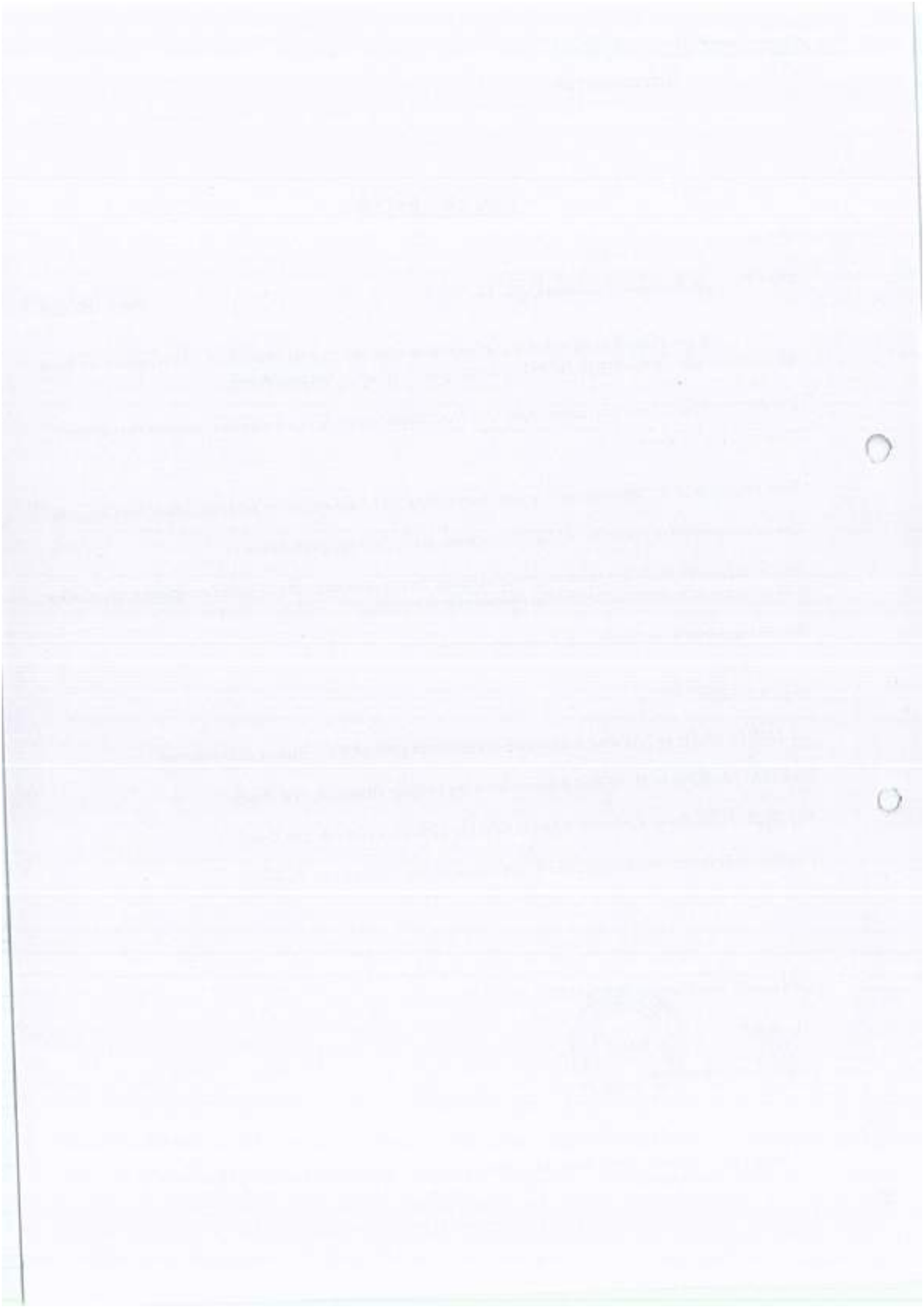
Facility: ESI /Food (working time) / Uniforms & Shoes / Attendance Bonus.

FOR Leggett and Platt (India) Pvt Ltd,

(Authorized Signature)


(Signature)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING





Ref: GREEN COMFORT/HR/030/2021-2022.

Date:12-04-2021

EMPLOYMENT OFFER LETTER

Dear Mr. YOUNUS KHALID M,

With reference to your interview on 07-04-2021, 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: 14-07-2021.

Yours Truly,

Thanks & Regards,



S.Vasu

(Partner)

(06380119322)

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**



**SUTHERLAND****PROVISIONAL OFFER LETTER**

College Name: Aalim Muhammed Salegh College of Engineering
Date: 20-March-2021

Dear Amanullah Z (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, 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, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**





Ref: GREEN COMFORT/HR/029/2021-2022.

Date: 12-04-2021

EMPLOYMENT OFFER LETTER

Dear Mr. BALAJI E .

With reference to your interview on 07-04-2021, 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: 14-07-2021.

Yours Truly,

Thanks & Regards,

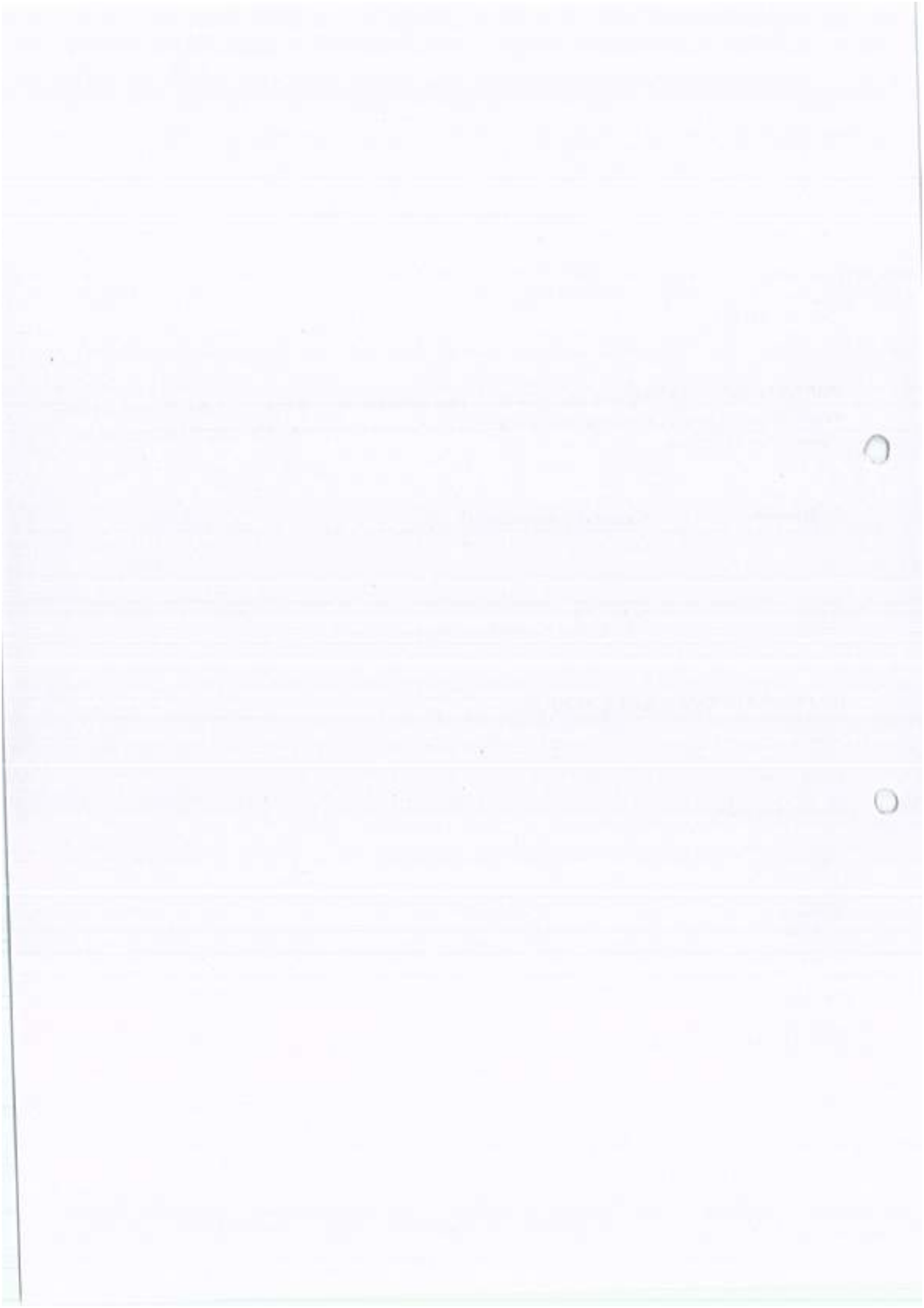


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

S.Vasu

(Partner)

(06380119322)



12-04-2021

Hariharan U
Chennai

Subject: LETTER OF OFFER

Dear Hariharan U,

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 **14-07-2021**

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

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Hariharan U	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-07-2021	
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

[Signature]

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

12-04-2021**Imdad Ahmed E
Chennai**Subject: **LETTER OF OFFER**

Dear Imdad Ahmed 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 **14-07-2021**

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**

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Imdad Ahamed E	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-07-2021	
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 Singh

Regional Head - Human Resources



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



Ref: GREEN COMFORT/HR/028/2021-2022.

Date:12-04-2021

EMPLOYMENT OFFER LETTER

Dear Mr. JAFFAR SHERIFF T S,

With reference to your interview on 07-04-2021, 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: 14-07-2021.

Yours Truly,

Thanks & Regards,

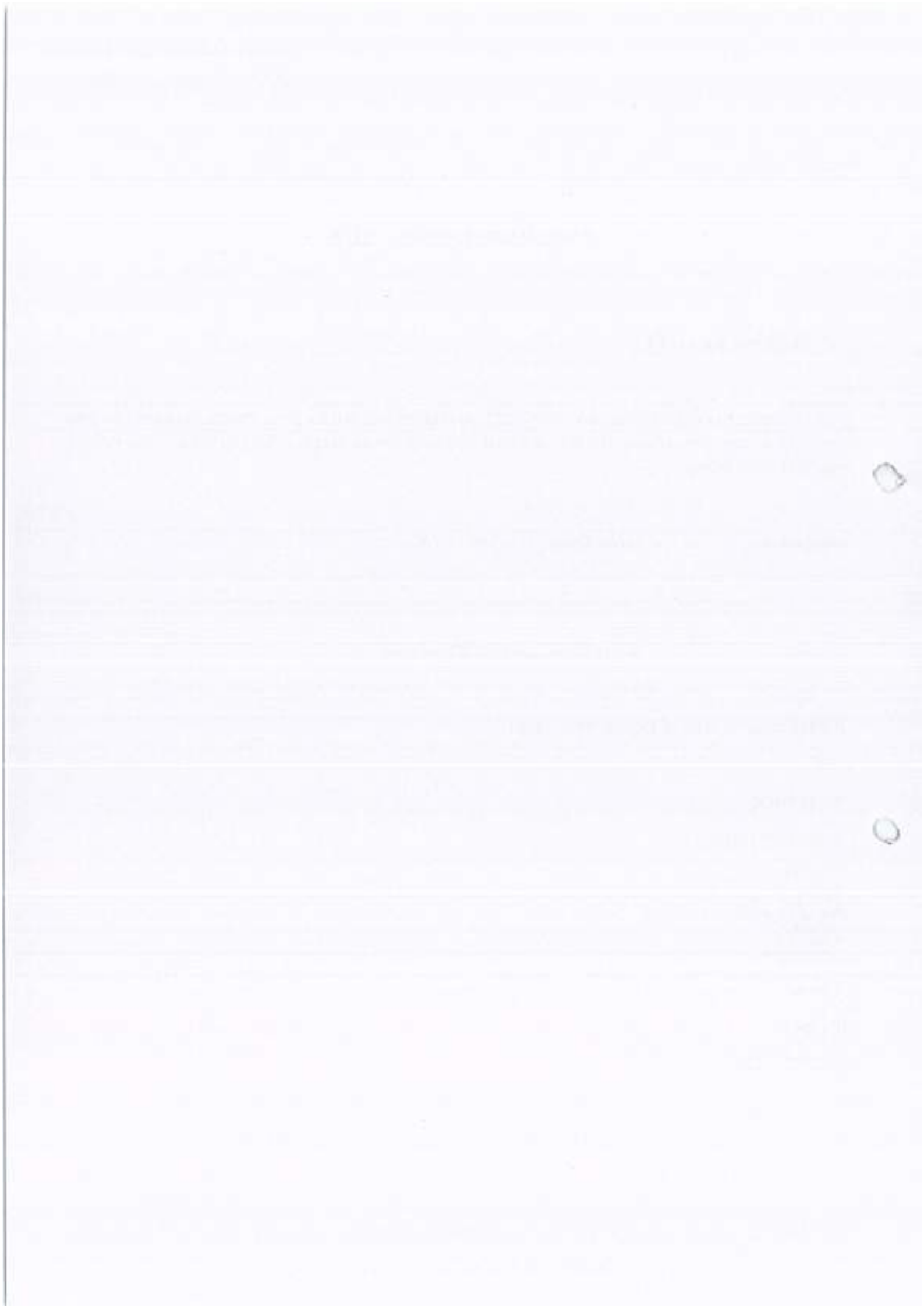


S.Vasu

(Partner)

(06380119322)

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**





NVH INDIA AUTO PARTS PRIVATE LIMITED

To, 21.04.2021
Mr. KRISHNARAJ M
ROLL NO : 110117114310

Dear Mr. KRISHNARAJ 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



SUTHERLAND®

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date: 20-March-2021

Dear Mohamed Abuthahir 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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, 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, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

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12-04-2021

Mohamed Asif S
Chennai

Subject: LETTER OF OFFER

Dear Mohamed Asif 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 **14-07-2021**

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

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Mohamed Asif S	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-07-2021	
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



Madhullika 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:PER/059/2020-2021

Chennai

10th Jan, 2021

Dear Mr. MOHAMED MUKTHAR KHAN 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 **2nd Apr 2021**. Please confirm your probable date of joining within 7 days from the date of issue of 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.



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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



A handwritten signature in blue ink, appearing to be "Aalim Muhammed Salegh".

**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**

ANNEXURE

✓ We go further to make your dreams come true:

Value of EMAAR:

PRIDE

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

12-04-2021

Mohammad Thahaa A
Chennai

Subject: **LETTER OF OFFER**

Dear Mohammad Thahaa 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 **14-07-2021**

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

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Mohammad Thahaa A	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-07-2021	
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

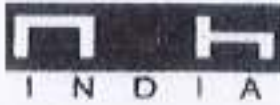
Madhulika

Madhulika Singh

Regional Head - Human Resources



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

21.04.2021

Mr. RAIHAN SHAH SAIKIA

ROLL NO : 110117114319

Dear Mr. RAIHAN SHAH SAIKIA

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

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:PER/061/2020-2021

Chennai

10th Jan, 2021

Dear Mr. RAJESH D.

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 annum (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 2nd Apr 2021. Please confirm your probable date of joining within 7 days from the date of issue of 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.



1

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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



A handwritten signature in blue ink, appearing to be "A. Muhammed Salegh".

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



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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.



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COLLEGE OF ENGINEERING

12-04-2021

Riyas K
ChennaiSubject: **LETTER OF OFFER**

Dear Riyas 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 **14-07-2021**

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.

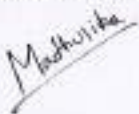
As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

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 ResourcesPRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Riyas K	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-07-2021	
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

(Signature)

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



NVH INDIA AUTO PARTS PRIVATE LIMITED

To,

21.04.2021

Mr. SAMSU KARIMULLAH A

ROLL NO : 110117114322

Dear Mr. SAMSU KARIMULLAH 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,

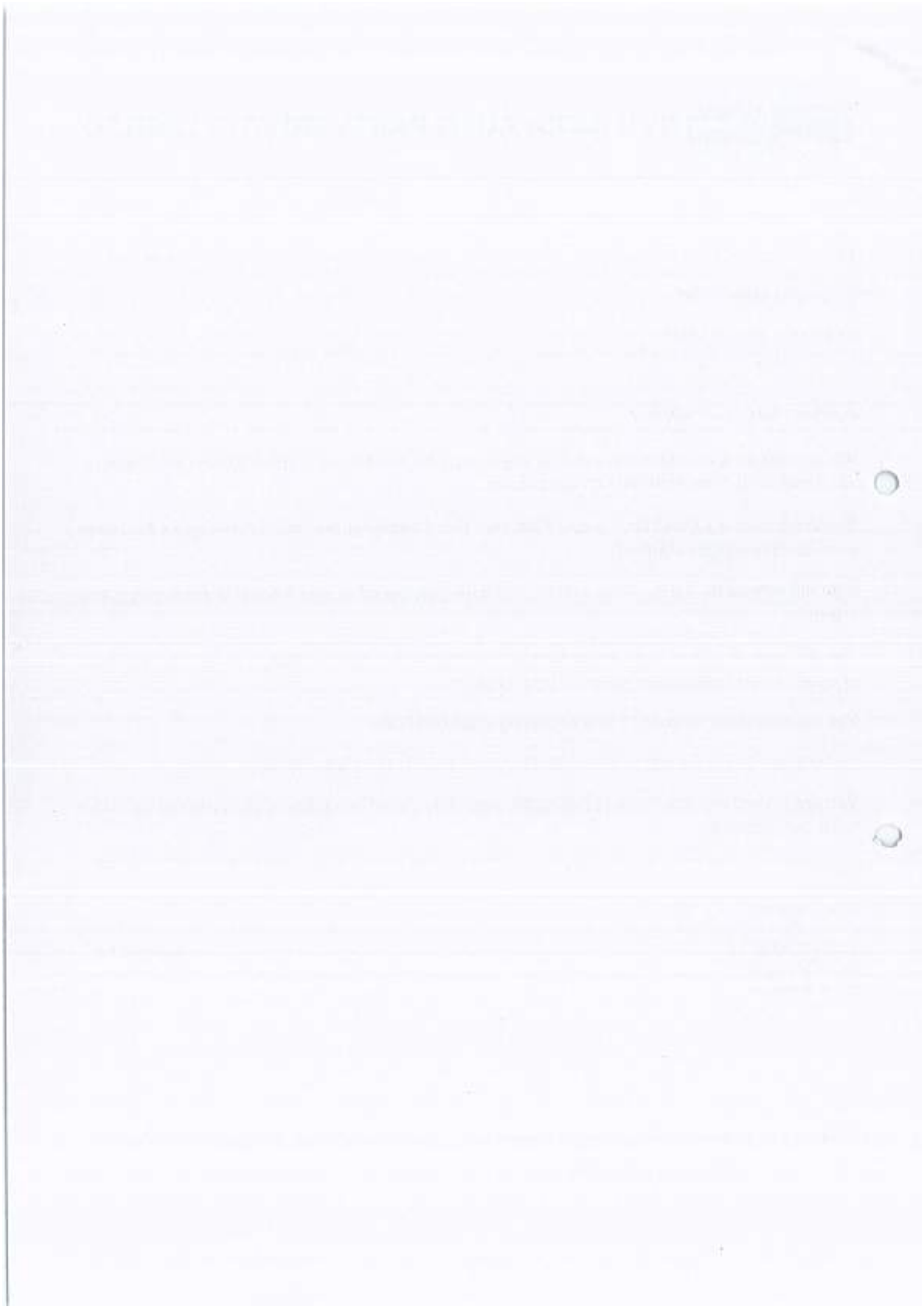

S. Manikandan
Senior Manager
HR, IR & Admin

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





August 02, 2022
RRF : 14323

Mr. Shaik Apsar,
S/O: Shaik Khadhar Basha
3/164, Sadhupeta, East Guduru
Gudur, Nellore, AP 524101

Dear Shaik Apsar,

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

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

TERMS AND CONDITIONS:

- Gross Cost to Company:** The position includes a gross CTC of INR 200,000/- (Rupees Two Lakhs only) per annum, before deductions, as explained further in Annexure 1.
- Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be Rs. 1,79,792/- (Rupees One Lakh Seventy Nine Thousand Seven Ninety Two Only).
- Other Benefits.** Upon you joining the Company, you will be positioned as Grade JL1B in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and processes of the company.
- Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.
- Location:** Your initial place of work will be Chennai. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.
- Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.


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AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

7. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) e-mail address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.
8. **Relocation:** If you are stationed outside of **Chennai**, upon you joining the Company, you will be reimbursed expenses of your relocation to **Chennai** from your current location as per the details enclosed in Annexure 1.
9. **Medically fit:** This employment is subject to you being medically fit and the Company shall also conduct a background and reference check as per Company policy. In the event the results of such checks are unsatisfactory on any account or if any information or declaration given by you to the Company proves to be false or if you are found to have wilfully suppressed any material information, your services will be terminated immediately without prior notice. Further, you will be liable to payback all the expenses incurred by the Company as mentioned in Clause 11.
10. **Probation:** You will be on probation for a period of three (3) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving one (1) month notice in writing or one (1) month of gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
11. **Termination:** Post confirmation of employment, your services may be terminated by either party by giving Thirty (30) days' written notice or one (1) month gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
12. **Return of benefits:** For any reason, should you cease to be an employee of the Company within one (1) year of your joining date, you shall be liable to payback immediately all the expenses incurred by the Company including but not limited to joining bonus, notice period buy-out cost, training cost, relocation expenses, any brokerage commission / fee, certification costs etc. Without prejudice to any other rights of the Company, such liabilities shall be considered as a due from you and recoverable / deductible from any payments payable by the Company to you. However, the Company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.
13. **Unauthorized absence:** Unauthorized absence or absence without permission from duty for a continuous period of five (5) working days would make you lose your lien on employment. In such case, Company reserves its right to terminate your employment without any further notice. In addition, you will be liable to payback all the expenses incurred by the Company up to the effective date of termination.
14. **Secrecy:** During the period of your employment, you will work honestly, faithfully, diligently, and efficiently for the growth of the Company. You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential, any information, instruments, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company. You will also be required to sign a Proprietary Information and Inventions agreement on joining.

CSS Corp Private Limited

Regd Address: No-32 A&B, 6th Floor, Ambit IT Park, Industrial Estate, Ambattur, Chennai
Tel: 91 44 66322000, www.csscorp.com


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

15. **Activities:** During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up (whether part time or otherwise) any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company. Also, you shall not commit / involve (whether directly or indirectly) in any act or omission (whether intentional or reckless or negligent or otherwise) which prejudices the interest(s) / goodwill of the Company. You shall not publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products, services or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the explicit written permission from the Company. Any breach thereof, shall be deemed to be a violation of the Company policies and would be treated in accordance with clause 22 of the terms of this offer and policies of the Company then in force.
16. **Assets and Materials furnished by Company:** Company shall own all assets, materials / equipment it provides to you. You shall return all assets, documents, files, materials / equipment upon the earlier of the termination of your services or Company's request for return of such assets, materials, etc. You shall be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Non-compliance to return of company's assets would entail serious action for the recovery of such asset(s), both by civil and criminal action.
17. **Non-Solicitation:** For a period of one (1) year after termination of your employment with the company, you shall refrain from soliciting for rendering your services in any capacity to any client or customers for which you have performed services as an employee of the Company during the twelve (12) months prior to your separation from the Company. During the term of your employment with the Company and for a period of twelve (12) months thereon, you shall not solicit, entice the employees, agents, any other personnel, and contractors of the Company to terminate their employment with the Company / join with any other organization / firm. For the purpose of this para, the expressions client or customers mean those with whom you have interacted or dealt with by virtue of your employment with the Company, during the term of your employment with the Company.
18. **Work Done For Hire:** All work product(s), tangible / intangible properties prepared or developed or conceived by you, during the term of your employment with the Company, shall be considered works made for hire owned exclusively by Company. You shall not have any rights (of whatsoever nature) in the intellectual property right (of any kind including but not limited to the right to be identified as author and the right of ownership etc) prepared or developed or conceived in connection with your services to Company. You agree to, both during and after the term of your employment with the Company, execute all papers, including without limitation copyright applications, patent applications, declarations, oaths, assignments of priority rights, and powers of attorney, which the Company and/or its customers may deem necessary or desirable in order to protect the rights and interests in any work products and such other deliverables. In addition, you hereby irrevocably designate and appoint the Company and/or its customers as your agent and attorney-in-fact to execute any such papers on your behalf, and to take any and all actions as the Company may deem necessary or desirable in order to protect its rights and interests in any work products or deliverables. To the extent any such work products and/or deliverables is (for any reason whatsoever) determined not to be "work made for hire," You hereby irrevocably and exclusively assign, transfer and convey to the Company and/or its customers all intellectual property rights, in and to any and all such work products and deliverables.

CSS Corp Private Limited

Regd Address: No-32 A&B, 6th Floor, Ambit IT Park, Industrial Estate, Ambattur, Chennai

Tel: 91 44 66322000, www.csscorp.com



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



19. **Governing Agreement:** If you have [executed / to execute] any agreement(s) in connection with the Company then your services shall also be governed by such applicable agreement(s). With respect to any subject matter(s) / issue(s), if any conflict arises between this Offer Letter and any such applicable agreement(s) then the respective provision(s) in such agreement(s) shall prevail over this Offer Letter.
20. **Tax:** All payments due payable to you by the Company shall be subject to deduction of all applicable taxes / levies, as per the prevailing statutory provisions.
21. **Termination for breach:** CSS Corp reserves its right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.
22. **Code of Conduct:** Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination of employment. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to payback any amount in lieu of notice. You shall conduct yourself in conformity with the code of conduct of the Company, as in force from time to time, a copy of which would be provided to you at the time of your joining and can also be viewed in Company's intranet. Further, you shall carryout the instructions in letter & spirit, given by your superiors and shall not disobey the instructions given. You would be given the required opportunity to discuss with your superiors and raise your concerns before the appropriate forums within the organization and you shall not discuss or air your views (which may cause loss to the image and reputation of the Company) in public.
23. **Retirement:** You will retire on the last day of the month in which you complete sixty (60) years of age.
24. **Personal Indebtedness:** Company shall not be responsible for any personal indebtedness or other liabilities incurred by you, during the term of your employment with the Company. You understand and accept that you shall have no authority to pledge the credit of the Company to any person or entity without necessary written authorization from the designated Official of the Company.
25. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force. Only those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.


PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

CSS Corp Private Limited

Regd Address: No-32 A&B, 6th Floor, Ambit IT Park, Industrial Estate, Ambattur, Chennai
Tel: 91 44 66322000, www.csscorp.com



We look forward to having you on board on or before **August 03, 2022**. As a token of acceptance of this offer letter, please sign the duplicate copy attached and return to the Company or confirm your acceptance by e-mail to **Kabilanshankar.krishnan@csscorp.com** before **August 03, 2022** else, this Offer letter stands void.

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

Accepted:

Shaik Apsar

Date

For CSS Corp Private Limited

Pradeep Kumar Jayakumar
Associate Director – HR (TA)

1. Annexure 1 - Salary Working & Benefits
2. Annexure 2 - Mandatory Documents to be produced on Joining Day & Reporting Details
3. Annexure 3 – Terms specific to this Offer

A handwritten signature in blue ink, appearing to be "Aalim Muhammed Salegh".

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

CSS Corp Private Limited

Regd Address: No-32 A&B, 6th Floor, Ambit IT Park, Industrial Estate, Ambattur, Chennai
Tel: 91 44 66322000, www.csscorp.com

Annexure - I				
Salary Working				
Name:	Shaik Apsar			
Designation:	Trainee	Grade:	JL 1B	
	Explanatory Notes	Monthly	Annual	
Guaranteed Compensation				
Basic Pay	30%	On TGC	5,960	71,520
House Rent Allowance	50%	On Basic	2,980	35,760
Statutory Bonus	As per the Act		1,192	14,304
Special Allowance*	Balancing Component		3,708	44,304
Statutory Benefits				
Provident Fund (Employer Contribution)	As per the Act		1,158	13,899
Total Guaranteed Compensation (TGC)			14,982	179,792
Other Allowance				
Extra Day Pay**	4 days Working X Per Day Gross		1,684	20,208
Gross Cost to Company (CTC)				200,000
Conditional Allowance				
Night Shift Allowance (US)	22 days		3,300	39,600
Benefits				
Personal Accident Disability Cover				750,000
Accidental Death Cover				1,500,000
Group Term Life Insurance Cover				1,500,000
Employee Direct Linked Insurance Cover				605,000
Hospitalization Insurance for Self, Spouse & 2 Dependent children				200,000
Gratuity as per prevailing rules				
Leave Encashment upon exit up to	60 days	Basic		
Deductions				
Statutory Deductions like:- Provident Fund, ESIC, Labor Welfare Fund, Income Tax & Profession Tax - As per applicable rules				
*Special Allowance includes Flexi option - LTA, Meal Card and NPS Contribution				
*Tax Exemption on Flexi Option will be provided as per prevailing IT Rules on production of proofs.				
**As per policy, Extra day pay will be paid if employee works on weekly offs.				

CSS Corp Private Limited

Regd Address: No-32 A&B, 6th Floor, Ambit IT Park, Industrial Estate, Ambattur, Chennai

Tel: 91 44 66322000, www.csscorp.com

PRINCIPAL
WALEEM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Annexure 2

MANDATORY DOCUMENTS TO BE PRODUCED ON JOINING DAY:

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

1. Copies of academic credentials:
 - i) Degree certificates and those of other professional qualifications
 - ii) Photocopies of Certifications if any
2. Recent Colour Photographs
 - i) Passport size photographs – 4 Numbers for self
 - ii) Stamp size photographs – 2 Numbers for self
3. From previous employment(s)
 - i) Last 3 months salary slips and/or copy of last salary revision
 - ii) Relieving letter from last employer
 - iii) Service certificates
 - iv) References of two people with whom you have worked.
 - v) Form 16 / IT Computation Sheet from previous employer(s) for the current financial year
4. Personal details
 - i) Copy of Valid Passport and Valid Visas
 - ii) Copy of PAN Card
 - iii) Copy of Ration card / address proof
 - iv) Details of immediate family members (name and Date of birth) for Medical Insurance
5. Signed Copy of Appointment Letter

INFORMATION REQUIRED FOR TRANSFERRING PROVIDENT FUND FROM PREVIOUS COMPANY

If already a member of a Provident Fund with previous employer, then:-

1. Employer's name.
2. Date of joining and leaving service with them.
3. Name and address of the Regional Provident Fund Office.
4. Personal PF account No.
5. UAN no.
6. Names and Date of Birth of Family members you would want to mention as nominees for Provident Fund Scheme.

This is a computer generated offer and does not require any signature



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



CIVIL ENGINEERING



12-04-2021

Ali Fahad S H
Chennai

Subject: LETTER OF OFFER

Dear Ali Fahad S 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 **14-07-2021**

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

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Ali Fahad S H	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-07-2021	
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 Singh

Regional Head - Human Resources



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date:25-April-2021

Dear Arul Selvi 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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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

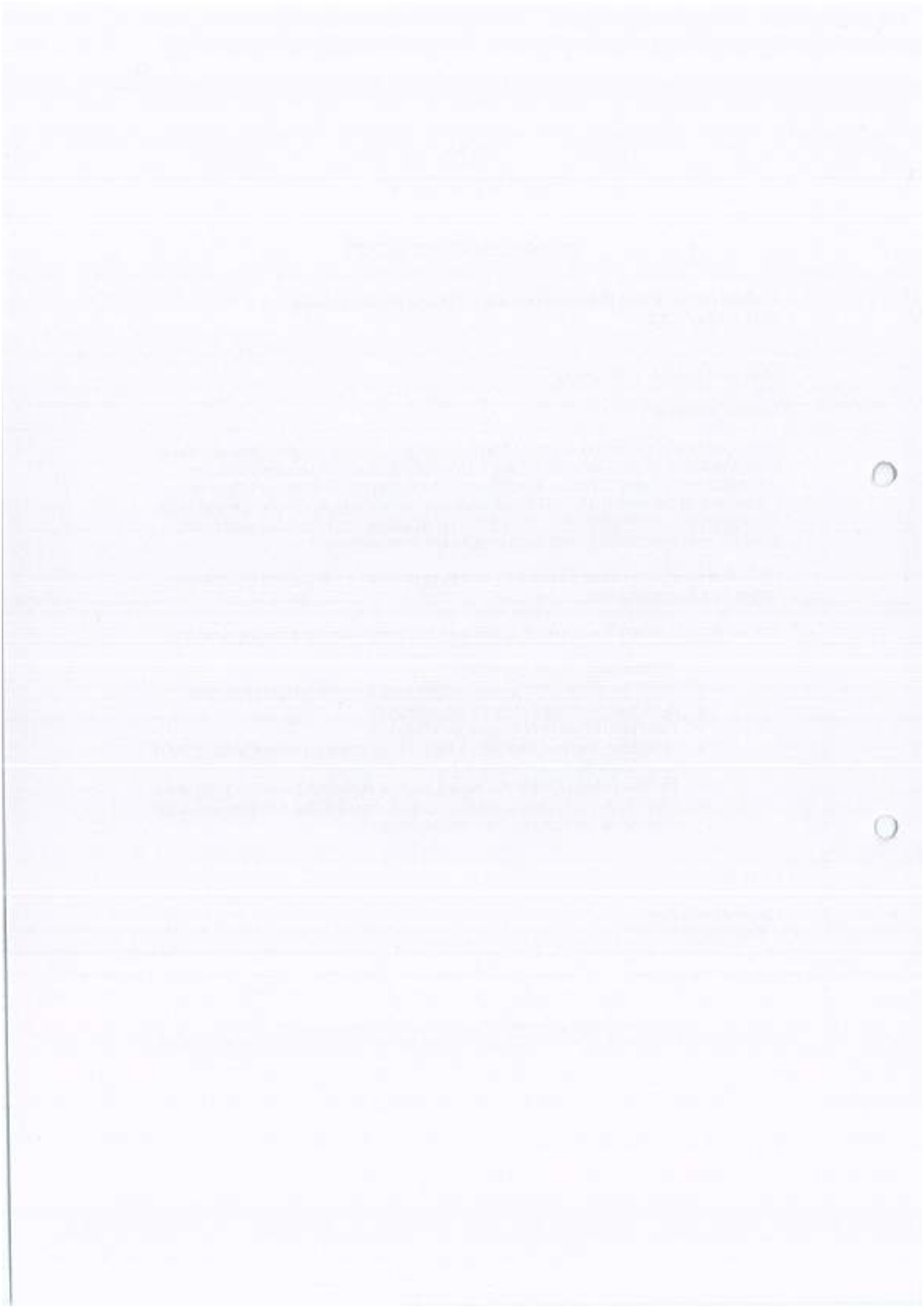
- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- 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

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



**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/032

27.04.2021

Name : Mr. Arun D
Dept : Civil
Position : Junior Engineer - Trainee

With reference to the Placement Drive held at our Office on 27.04.2021, 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 is 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.

G. Arin
Hr Manager
Comfotec Engineering Pvt Ltd



(Signature)
PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Declaration

Accepted By (Sign.)

(Date)

Expected Joining Date :



12-04-2021

Azarudeen I
Chennai

Subject: LETTER OF OFFER

Dear Azarudeen I,

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 **14-07-2021**

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

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Azarudeen I	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-07-2021	
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 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:25-April-2021

Dear Dhanish Mohamed (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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

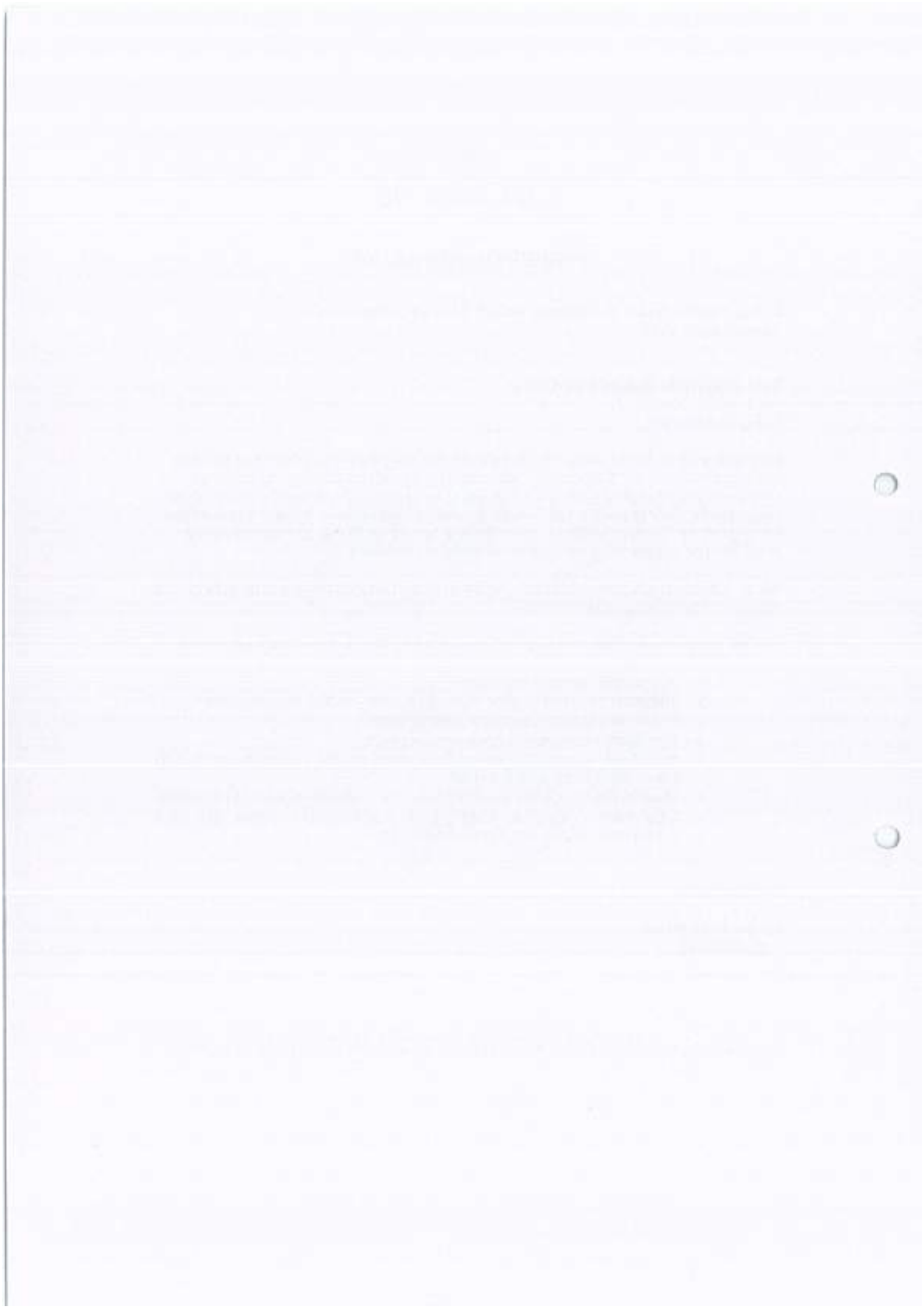
- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- 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

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



12-04-2021

Ijaz Rahman K
Chennai

Subject: **LETTER OF OFFER**

Dear **Ijaz Rahman 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 **14-07-2021**

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

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Ijaz Rahman K	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-07-2021	
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 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/033

27.04.2021

Name : Mr. Kader Ibrahim N
Dept : Civil
Position : Junior Engineer - Trainee

With reference to the Placement Drive held at our Office on 27.04.2021, 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 is 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.

G. Arumugam
Hr Manager
Comfotec Engineering Pvt Ltd



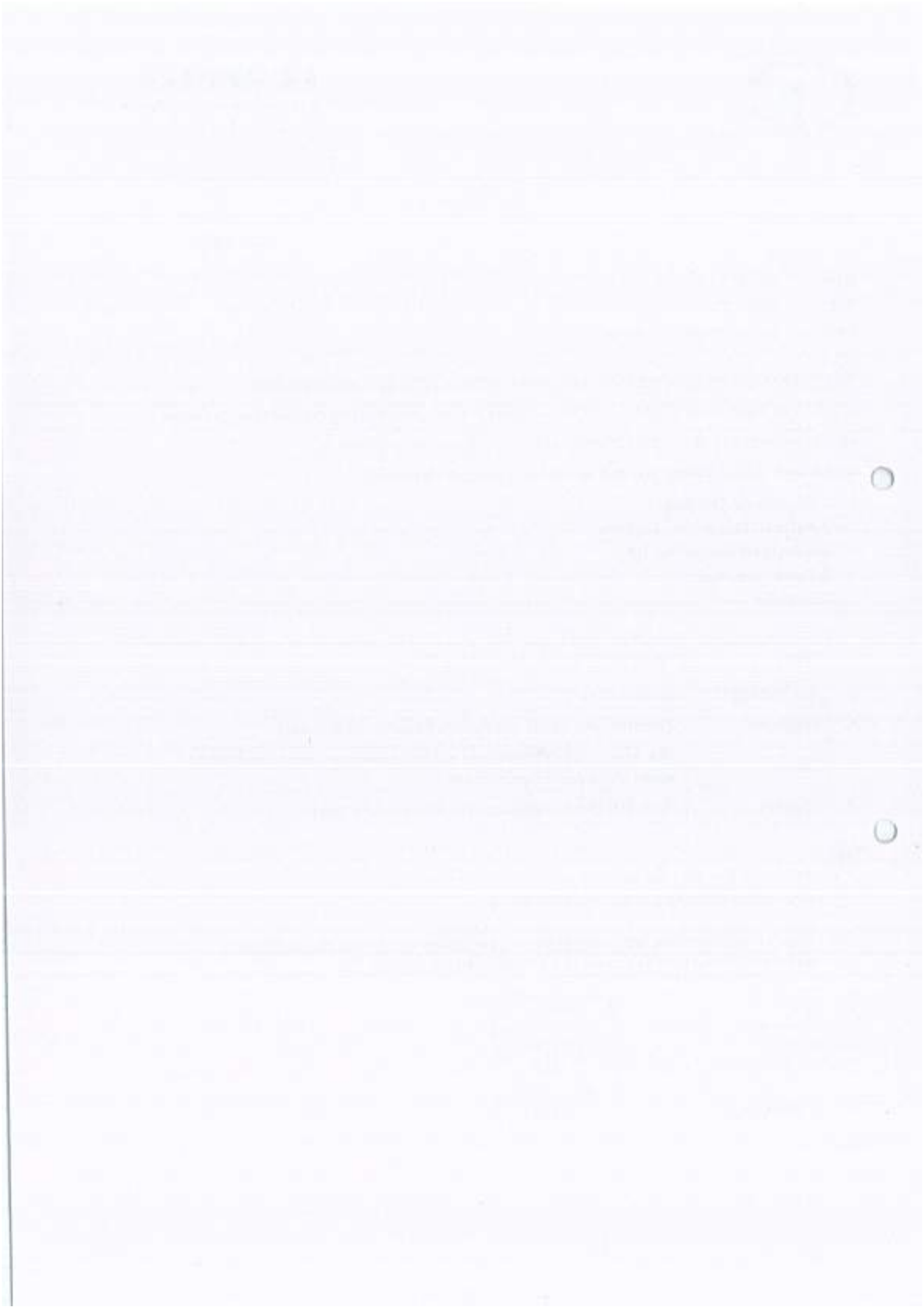
(Signature)
PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

Declaration

Accepted By (Sign.)

(Date)

Expected Joining Date :





SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date:25-April-2021

Dear Karthick P (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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

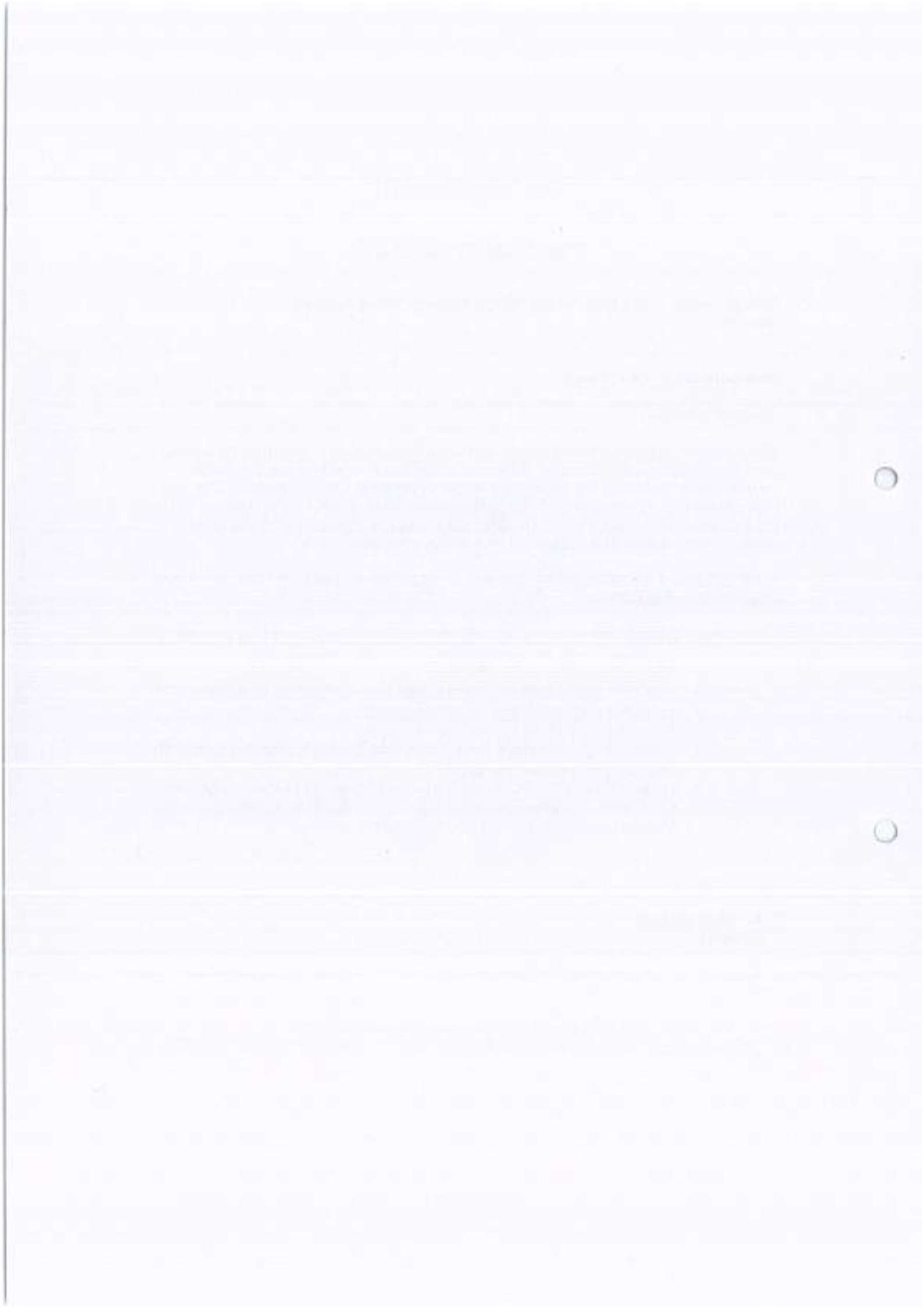
- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- 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

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



12-04-2021

Manikandan A
Chennai

Subject: **LETTER OF OFFER**

Dear Manikandan 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 **14-07-2021**

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.

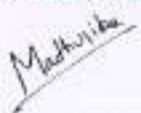
As a part of your joining formalities, a complete verification of your identity documents and your background would be done. On successful submission and verification of your documents and background checks, you shall be issued a Letter of Appointment from the company.

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

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Manikandan A	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-07-2021	
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 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/034

27.04.2021

Name : Mr. Mohamed Kasim Afreed N

Dept : Civil

Position : Junior Engineer - Trainee

With reference to the Placement Drive held at our Office on 27.04.2021, 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 is completed, leaves are as per company policy.
5.	Location	Chennai (Later in Dubai based on your performance).

Note :

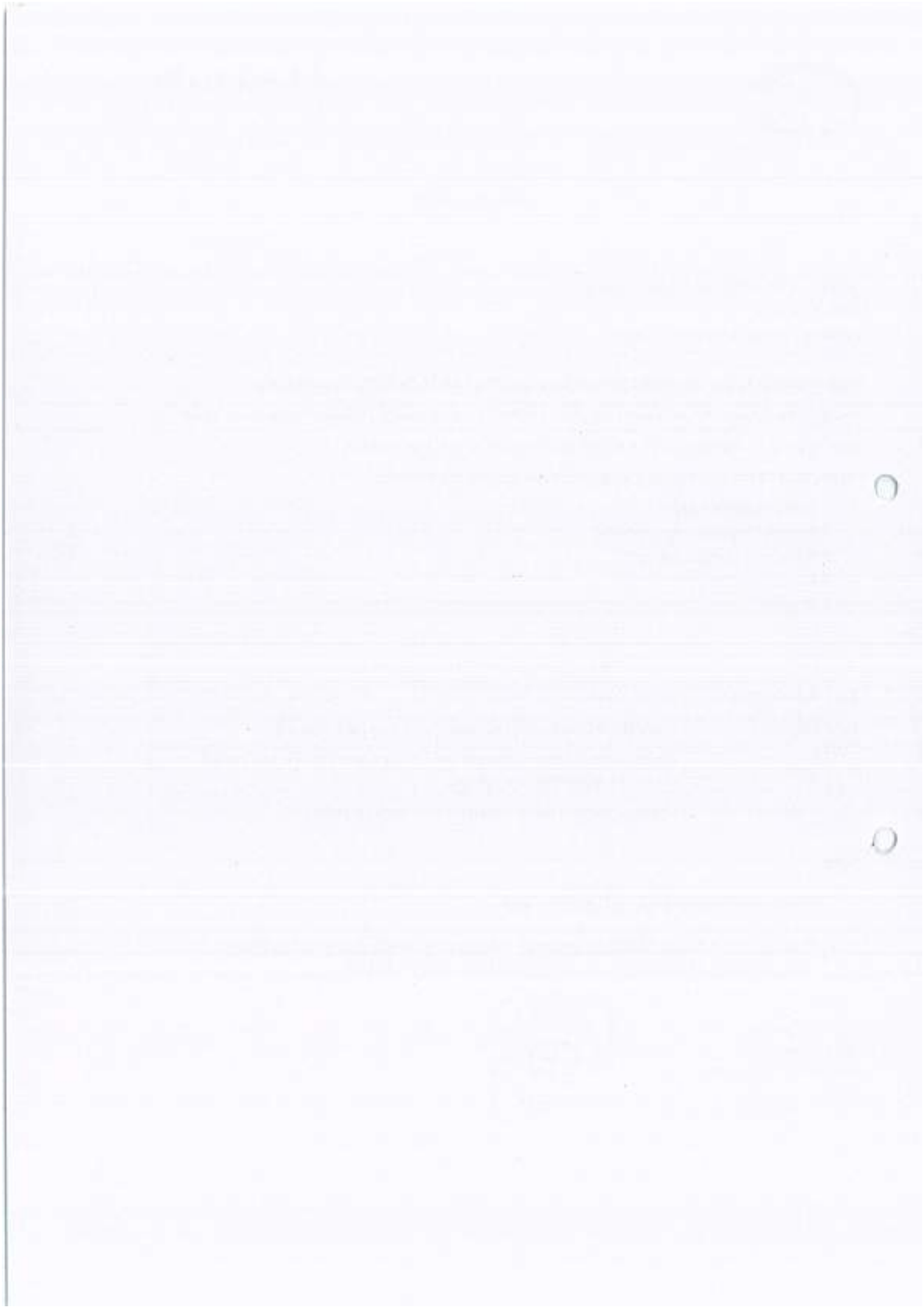
- As informed to you have to undergo Professional training Course for 2 months. After completion of successful training you will be placed with us.
- You shall get a detailed appointment letter upon joining which shall include all terms and conditions of your employment with a detailed salary break up.

*Gr. Asim*Hr Manager
Comfotec Engineering Pvt Ltd
PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**Declaration**

Accepted By (Sign)

(Date)

Expected Joining Date :





PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date:25-April-2021

Dear Mohamed Jaffrin N (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063





PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date:25-April-2021

Dear Mohamed Musraf E (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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

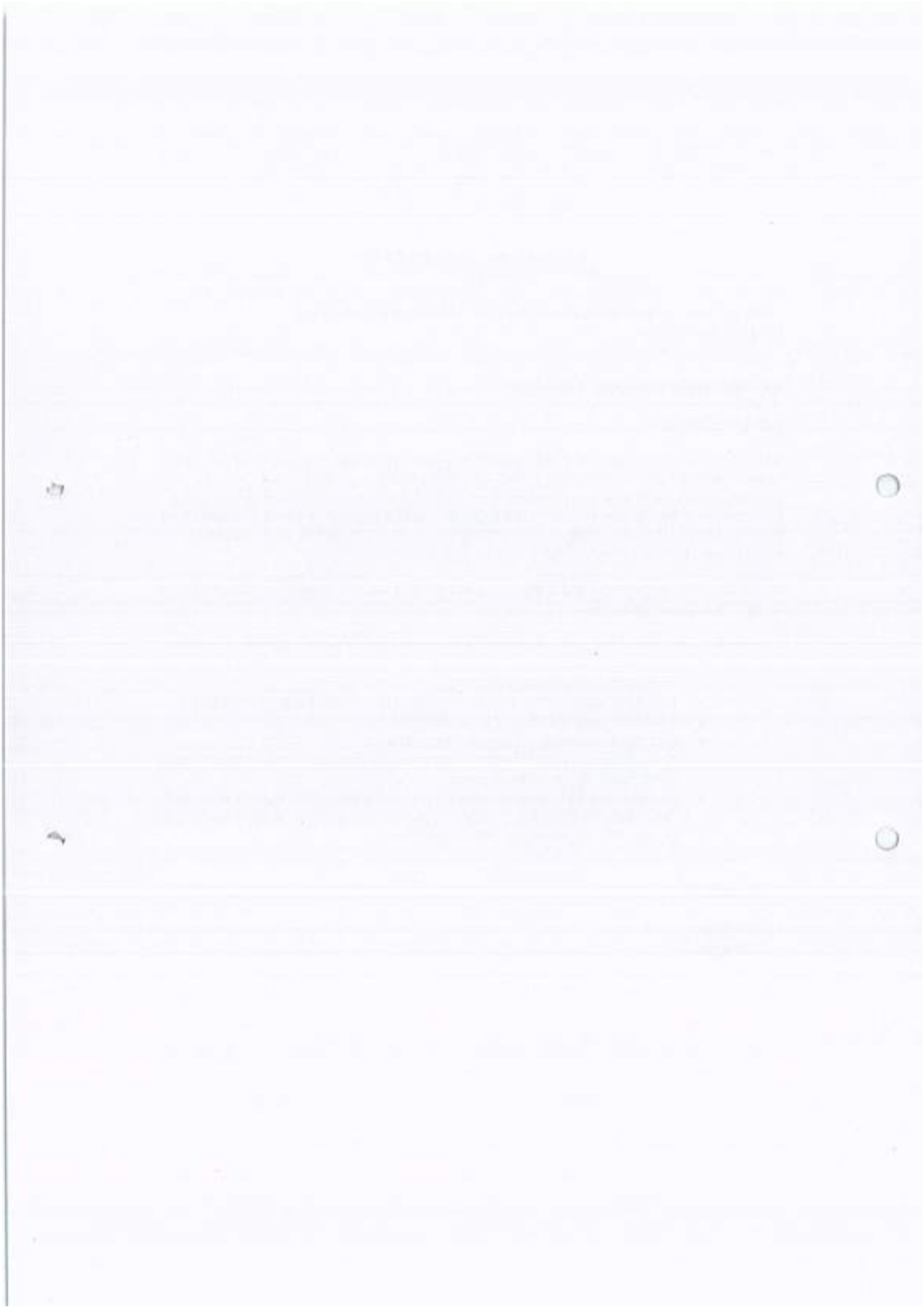
- 10 Passport size photographs
- 10th,12th and UG/PG education certificates – (whichever completed)
- E-Aadhar card-mandatory for address proof.
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- In addition, you can also submit Ration card, Driving license/Passport, PAN Card, Voter ID for address 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



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/035

27.04.2021

Name : Mr. Mohamed Noorul Fahim
Dept : Civil
Position : Junior Engineer - Trainee

With reference to the Placement Drive held at our Office on 27.04.2021, 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 is 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.

Gr. Asim
Hr Manager
Comfotec Engineering Pvt Ltd

**Declaration**

Accepted By (Sign.) _____

(Date) _____

Expected Joining Date : _____

(Signature)
PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

10/10/10





SUTHERLAND

PROVISIONAL OFFER LETTER

**College Name: Aalim Muhammed Salegh College of Engineering
Date:25-April-2021**

Dear Mohamed Sheik Hamthan 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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

**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/036

27.04.2021

Name : Mr. Mohamed Fareedudeen H M
Dept : Civil
Position : Junior Engineer - Trainee

With reference to the Placement Drive held at our Office on 27.04.2021, 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 is 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.

G. Asim
Hr Manager
Comfotec Engineering Pvt Ltd



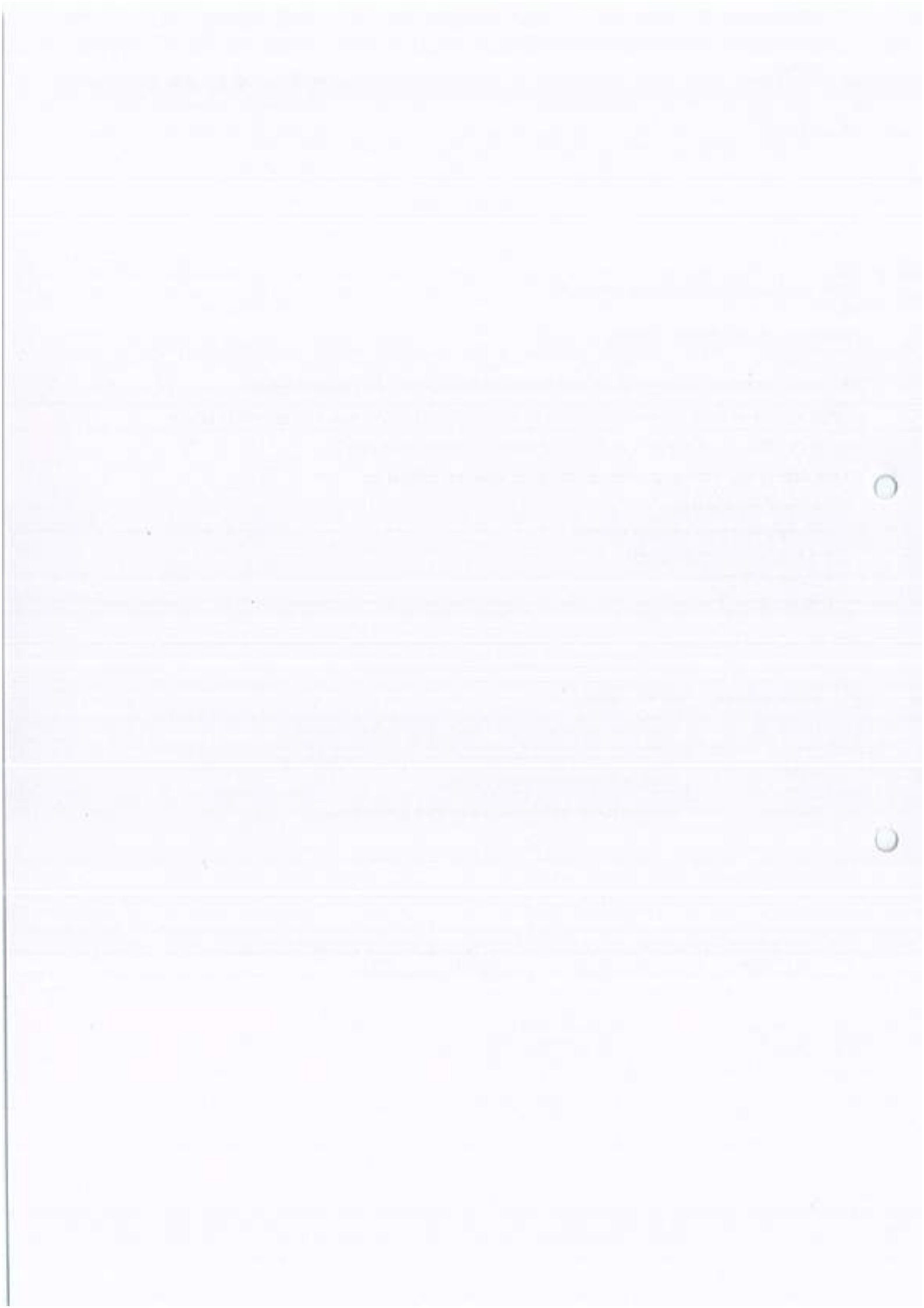
Declaration

Accepted By (Sign.)

(Date)

Expected Joining Date :

(Signature)
PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



12-04-2021

Mohamed Haris S
Chennai

Subject: **LETTER OF OFFER**

Dear Mohamed Haris 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 **14-07-2021**

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

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Mohamed Haris S	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-07-2021	
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 Singh

Regional Head - Human Resources



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date:25-April-2021

Dear Mohammed Saif Salik (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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



PROVISIONAL OFFER LETTER

College Name: Aalim Muhammed Salegh College of Engineering
Date:25-April-2021

Dear Niyajudeen N (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 Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). 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, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063



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 42617439 Mobile: +919884580034 Company GST : 33CGZPD7327L1ZT

Date: 06-01-2021

To

Rahmathullah N

Aalim Muhammed Salegh college of Engineering
Nizara Educational Campus,
Muthapudupet, AVADI IAF
Chennai – 600 055.

Dear Mr. Rahmathulah N

We are pleased to offer your Employment Contract with **Seven Hills National** from the agreed start date.

Position: Trainee

Start Date: 03-05-2021



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 : Rahmathullah N

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

12-04-2021

Rahmathullah S
Chennai

Subject: **LETTER OF OFFER**

Dear Rahmathullah 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 **14-07-2021**

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

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Rahamathullah S	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-07-2021	
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 Singh

Regional Head - Human Resources



**PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING**

12-04-2021

Salman Farish M
ChennaiSubject: **LETTER OF OFFER****Dear Salman Farish 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 **14-07-2021**

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

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Salman Farish M	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-07-2021	
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 Singh
Regional Head - Human Resources



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 : 33CG2PD7327L1ZT

Date : 06-01-2021

To

Mr. Sheik Meeran P

Aalim Muhammed Salegh college of Engineering
Nizara Educational Campus,
Muthapudupet, AVADI IAF
Chennai – 600 055.

Dear Mr. Sheik Meeran P

We are pleased to offer your Employment Contract with **Seven Hills National** from the agreed start date.

Position: Trainee

Start Date: 03-05-2021



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

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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.
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 :Sheik Meeran P

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: 06-01-2021

To

Mr. Uwais Ahamed R

Aalim Muhammed Salegh college of Engineering
Nizara Educational Campus,
Muthapudupet, AVADI IAF
Chennai – 600 055.

Dear Uwais Ahamed R,

We are pleased to offer your Employment Contract with **Seven Hills National** from the agreed start date.

Position: Trainee

Start Date: 03-05-2021



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.
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 - 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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COLLEGE OF ENGINEERING



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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: Uwais Ahamed R

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: +919864580034 Company GST : 33CGZPD7327L1ZT

Date : 06-01-2021

To

Mr. Vasim Khan K

Aalim Muhammed Salegh college of Engineering
Nizara Educational Campus,
Muthapudupet, AVADI IAF
Chennai – 600 055.

Dear Mr. Vasim Khan K,

We are pleased to offer your Employment Contract with **Seven Hills National** from the agreed start date.

Position: Trainee

Start Date:03-05-2021



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.
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PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING



SEVEN HILLS NATIONAL

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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.
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,

PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING

(Signature)
Name: Vasim Khan K

12-04-2021

Faizal Khan S
Chennai

Subject: **LETTER OF OFFER**

Dear ,

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 **14-07-2021**

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

Annexure:-

Annexure - Just Dial Ltd Compensation Structure		
Employee Name	Faizal Khan S	
Department	Sales	
Designation	Certified Internet Consultant	
Effective Date	14-07-2021	
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 Singh

Regional Head - Human Resources



PRINCIPAL
AALIM MUHAMMED SALEGH
COLLEGE OF ENGINEERING