

GROSS SALARY SHEET

Annexure 1

Name Aathavan A M
Designation Systems Engineer
Institute Name Kamaraj College Of Engg. & Tech

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	26,522	3,18,264
2) Performance Pay		
Monthly Performance Pay	4,300	51,600
Performance Bonus*	3,100	37,200
3) City Allowance		
	400	4,800
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
TOTAL GROSS	51,844	7,00,022
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.

*** 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	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	17,272	2,07,264
GRC BOUQUET OF BENEFITS	26,522	3,18,264

T. Adithyan
19UCSE026



Offer Letter

DATE: 29 September 2022

Mr. Adithya
Madurai, INDIA.

Dear Mr. Adithya

Further to the recent meetings and discussions you had with us, we are pleased to offer you the post of "Jr Software Developer - Intern" in Xmplar Management Solutions (P) Ltd in Bangalore.

You are expected to clock 8.5Hrs per day excluding lunch/tea break, you must submit time sheet every Friday to your reporting manager which will form the basis of payment. Stipend will be released within the first 3 working days of the month.

Place of Work	Service fee / Month
Work From office (Madurai)	Rs 12,000

You will be provided with an experience letter post the satisfactory completion of your internship program.

The internship program will last between 3 to 6 months starting from October 6th 2022, request you to dedicate your time and effort for the task given. Post your completion of internship we shall take the next step necessary accordingly.

During Internship period either party may terminate service by giving 7 days' notice or gross salary in lieu thereof, subject to the Company accepting gross salary in lieu of notice.

We welcome you to the Xmplar family and look forward to having you on board with us.

Yours sincerely,

For Xmplar Management Solutions Pvt Ltd,

Rajumohan R



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Ref: UNIMAA/INT/0025/10/2022

13 October 2022.

Sub: Offer Letter: Product Development, Unifo Pvt. Ltd.

To: Mr. Ajay Krishnan B.

Dear Mr. Ajay Krishnan B,

With reference to the test and further rounds of discussions that you had with us; we are pleased to offer you employment opportunity with Unifo Pvt Ltd., Chennai in the product development effective the 01st of November 2022 with the following conditions: -

You will be placed as an intern for the first 3 months with a stipend of ₹10,000.00 (Rupees Ten thousand Only) On successful completion of your Internship you will be further placed with an apprenticeship until your graduation. During this period, you will be paid an increased stipend of ₹20,000.00 (Rupees Twenty thousand Only) Company will report amounts paid to Intern / Apprentice with the Income Tax Department as required by law.

On satisfactory completion of your apprenticeship and graduation with minimum of 6.1 CGPA, you will be appointed as Software Development Engineer-Level-1, with Unifo Pvt Ltd in the Product Development Department based at Chennai. You will be under probation for first 6 months and successful completion of probation you will be confirmed with your employment.

Your salary package will be at par with industry standards at the time of the completion of your degree considering your merit. (Minimum CTC 3.73 LPA or higher)

You will be allowed to visit your college for project submission and examinations.

- o Your internship requires performing the customary duties of the position set forth hereafter or as may be intimated to you from time to time by the management.
- o **Intern Relationship:** *Intern's* relationship with *Company* is that of an *Intern*, and nothing in this *offer* is intended to, or shall be construed to create a partnership, agency, joint venture, employment or similar relationship. *Intern* will not be entitled to any of the benefits that *Company* may make available to its employees, including group health or life insurance, profit-sharing or retirement benefits. *Intern* is not authorized to make any representation, Internship or commitment on behalf of *Company*.
- o **Observance of Company Rules & NDA:** At all times while on *Company's* premises or offsite, *Intern* will observe *Company's* rules and regulations with respect to *company's* confidential information.

Unifo Private Limited

No. 51, Ground Floor, Tower-C, Rattha Tek Meadows, Rajiv Gandhi Salai, Sholinganallur, Chennai-600119, Tamil Nadu, India

www.unifo.in

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2172689 / ELTP-CAMPUS / 2023

15-Dec-2022

Subject: Letter of Intent

Dear **Ajitha**,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- o You being medically fit, having completed your qualifying academic course with a minimum score of **70% or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of 70% or equivalent grade in all other courses completed by you prior to your qualifying academic course
- o You complete the set of learning courses mentioned in **Annexure-A** and clear Tech Mahindra certification test.

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- o You will be under **probation for a period of 3 (Three) months** from the date of joining.
- o You will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- o In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- o At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- o You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.



TECH
mahindra

For information only
Please do not reply
Address: Bangalore, India

Page 2 of 2

Subject: [Illegible]
Date: [Illegible]
[Illegible]

The purpose of this document is to provide information regarding the [Illegible] project. It is intended for [Illegible] use only.

This document is confidential and should not be distributed outside the [Illegible] organization. Any unauthorized disclosure is strictly prohibited.

We appreciate your cooperation in this matter. Thank you for your attention.

Yours faithfully,
[Illegible Signature]

[Illegible Stamp]

[Illegible Title]

[Illegible Address]

Annexure - A

Learning and Certification

Selects to learn the below Udemey courses in self-learning mode and earn the course completion certificate for each course

Detailed learning instructions will be communicated separately.

Category	Udemey Course Name	Course Duration (in Hrs)
Programming Foundations	Programming 101	4.5
Data Structures & Algorithms	Data Structures A-Z : Data Structures + Algorithms Bootcamp	7.5
Web Programming	Complete Web Design Course: HTML, CSS, Javascript and jQuery & Vue JS	27.5
Linux Fundamentals	Learn Linux in 5 Days and Level Up Your Career	13.5
Shell Scripting	Bash Shell Scripting: Crash Course For Beginners	5.5
SQL	SQL for Beginners: Learn SQL using MySQL and Database Design	8
Python basics	The Python Bible Everything You Need to Program in Python	9
Cloud Computing	A Practical Introduction to Cloud Computing	2.5
Agile & Scrum	Agile Fundamentals: Including Scrum and Kanban - 2022	4.5
Software Testing	Certified Tester ISTQB Foundation Level (CTFL) - Updated 2022	9.5
Communication	The Art of Communications ? Become a Master Communicator	4
Email Writing	Write Better Emails: Tactics for Smarter Team Communication	1.5
Business Etiquettes	Business Etiquette 101: Social Skills for Success	4.7

Annexure - B

Total Cost to Company (TCC) (Per Annum)	325000
Components of Total Cost to Company	INR. (Per Annum)
Basic (@40% of Total Fixed Pay)	112394
HRA (@70% of Basic Pay)	78676
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@ 12% of Basic Pay)	13487
Flexible Components of TFP ^	28428
Total Fixed Pay (Per Annum)	280985
Total Variable Pay (TVP) (Per Annum) (*)	31221
Total.....(A)	312206
Additional Benefits....(B)	12794
Gratuity	5407
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) ——(A) + (B)	325000
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay.	
LTA	12,000
Meal Card (Max INR. 2200 per month)	26,400
Bonus / Statutory Bonus , if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii) Insurance	
a) Group Term Life Insurance (GTLI) Coverage: You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of INR 20 lakhs to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of INR 3 lakhs (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be INR 2 lakhs .	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto INR 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.	

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Letter of Intent (LOI)

Superset ID: 3609328

Date: November 25, 2022

Dear **ANGELINE REBECCA S.**,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successful completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand **withdrawn**, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

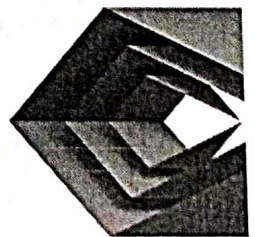
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



19UCSE093
U. Anima

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Ref: UNIMAA/INT/0019/10/2022

10 October 2022.

Sub: Offer Letter: Product Development, Unifo Pvt. Ltd.

To: Mr. Anima.

Dear Mr. Anima,

With reference to the test and further rounds of discussions that you had with us; we are pleased to offer you employment opportunity with Unifo Pvt Ltd., Chennai in the product development with the following conditions: -

You will be placed as an intern for the first 3 months with a stipend of ₹10,000.00 (Rupees Ten thousand Only) On successful completion of your internship you will be further placed with an apprenticeship until your graduation. During this period, you will be paid an increased stipend of ₹20,000.00 (Rupees Twenty thousand Only) Company will report amounts paid to Intern / Apprentice with the Income Tax Department as required by law.

On satisfactory completion of your apprenticeship and graduation with minimum of 6.1 CGPA, you will be appointed as Software Development Engineer-Level-1, with Unifo Pvt Ltd in the Product Development Department based at Chennai. You will be under probation for first 6 months and successful completion of probation you will be confirmed with your employment.

Your salary package will be at par with industry standards at the time of the completion of your degree considering your merit. (Minimum CTC 3.73 LPA or higher)

You will be allowed to visit your college for project submission and examinations.

○ Your internship requires performing the customary duties of the position set forth hereafter or as may be intimated to you from time to time by the management.

○ **Intern Relationship:** Intern's relationship with Company is that of an Intern, and nothing in this offer is intended to, or shall be construed to create a partnership, agency, joint venture, employment or similar relationship. Intern will not be entitled to any of the benefits that Company may make available to its employees, including group health or life insurance, profit-sharing or retirement benefits. Intern is not authorized to make any representation, Internship or commitment on behalf of Company.

○ **Observance of Company Rules & NDA:** At all times while on Company's premises or offsite, Intern will observe Company's rules and regulations with respect to company's confidential information.

Unifo Private Limited

No. 51, Ground Floor, Tower-C, Rattha Tek Meadows, Rajiv Gandhi Salai, Sholinganallur, Chennai-600119, Tamil Nadu, India

www.unifo.in

**Aravind S,
1/131, Middle Street, Maruthadiyur,
Maruthadiyur - 627808.**

12-May-2023

Dear **Aravind**,

Sub: Issue of offer letter as "Trainee - Software Engineer",

This has reference to your application and the subsequent discussions you had with us. We are pleased to offer you as "**Trainee - Software Engineer**" and your joining date would be tentatively **12-Jun-2023**.

The following terms and conditions;

1. You will undergo training for a period of Six Months with effect from the date of joining.
2. Your place of training will be on Virudhunagar, after completing your training your place of work will be at our Chennai facility. However, your services are liable to be transferred either on temporary or on permanent basis at any time as and when it becomes necessary.
3. Your emoluments will be **Rs. 200,000/- (Two Lakh Only)** per annum inclusive of all Allowances (CTC).
4. You are expected to execute a service agreement for a period of three years from the date of joining.
5. At the time of joining, you should submit all the relevant documents as mandated by company as indicated in **Annexure A**.
6. We will issue a detailed appointment letter at the time of joining.

We heartily welcome you to join our Relevantian Family.

Yours truly,
For **Relevantz Technology Services India Pvt. Ltd.**



Allwyn Herbert Raja. A
Director

I accept the above terms and conditions and agree to abide by the same.

Signature

Aravind S

Annexure A

MANDATORY DOCUMENTS TO BE PRODUCED ON THE JOINING DAY: Kindly ensure that the originals of the following documents should be submitted on Day 1.
ID proof (any one of the following documents) *
Valid Passport
Valid Driving license
PAN card
Voter id
Aadhar card
Ration card (applicable only if own photo is printed on it)
Postal id card
Address proof (submit any one of the following documents) *
Valid Passport
Valid Driving license
PAN card
Voter id
Aadhar card
Ration card
Bank pass book
Utility documents
Details of education
10th mark sheet* and 12th/Diploma mark sheet*
UG mark sheet* and UG provisional/ degree certificate*
PG mark sheet and PG provisional/ degree certificate
Professional certificates
Passport*
Other documents
Passport size photo softcopy with white background (size of 35mm x 35mm) *
Passport size photo hard copy with white background 3 no's (size of 35 mm x 35 mm) *

Line item highlighted with the symbol * are mandatory documents to be submitted on the day of joining

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Ref: UNIMAA/INT/0021/10/2022

10 October 2022.

Sub: Offer Letter: Product Development, Unifo Pvt. Ltd.

To: Mr. Aravinth K.

Dear Mr. Aravinth K,

With reference to the test and further rounds of discussions that you had with us; we are pleased to offer you employment opportunity with Unifo Pvt Ltd., Chennai in the product development with the following conditions: -

You will be placed as an intern for the first 3 months with a stipend of ₹10,000.00 (Rupees Ten thousand Only) On successful completion of your internship you will be further placed with an apprenticeship until your graduation. During this period, you will be paid an increased stipend of ₹20,000.00 (Rupees Twenty thousand Only) Company will report amounts paid to Intern / Apprentice with the Income Tax Department as required by law.

On satisfactory completion of your apprenticeship and graduation with minimum of 6.1 CGPA, you will be appointed as Software Development Engineer-Level-1, with Unifo Pvt Ltd in the Product Development Department based at Chennai. You will be under probation for first 6 months and successful completion of probation you will be confirmed with your employment.

Your salary package will be at par with industry standards at the time of the completion of your degree considering your merit. (Minimum CTC 3.73 LPA or higher)

You will be allowed to visit your college for project submission and examinations.

o Your internship requires performing the customary duties of the position set forth hereafter or as may be intimated to you from time to time by the management.

o **Intern Relationship:** Intern's relationship with Company is that of an Intern, and nothing in this offer is intended to, or shall be construed to create a partnership, agency, joint venture, employment or similar relationship. Intern will not be entitled to any of the benefits that Company may make available to its employees, including group health or life insurance, profit-sharing or retirement benefits. Intern is not authorized to make any representation, Internship or commitment on behalf of Company.

o **Observance of Company Rules & NDA:** At all times while on Company's premises or offsite, Intern will observe Company's rules and regulations with respect to company's confidential information.

Unifo Private Limited

No. 51, Ground Floor, Tower-C, Rattha Tek Meadows, Rajiv Gandhi Salai, Sholinganallur, Chennai-600119, Tamil Nadu, India

www.unifo.in



690 Saratoga Ave. #100
San Jose, CA 95129

<https://www.infinstor.com>

11th November, 2022

S. BALAKRISHNAN

Phone: +91 7639324276

Email Id : sbalakrishnan12529@gmail.com

Re: InfinStor, Inc. - Offer of Internship

Dear **S. BALAKRISHNAN**:

On behalf of InfinStor, Inc. (the "Company"), I am pleased to offer you the position of Software Engineering Intern in our Company. This letter sets out the terms of your internship & employment with the Company, which will start no later than December 18th 2022, should you accept this offer.

If you decide to join us, your initial compensation will be INR 12,500 per month, Accommodation will be provided by the Company (if it is not available then additional compensation of INR 5000/- per month would be given). This position is an exempt position, which means you are paid for the internship and not by the hour.

Based on your performance during the Internship you will be offered a full time job as a Software Engineer in the Company. You will also be eligible to participate in various Company fringe benefit plans offered by Company to full-time employees as of the date of this letter in accordance with Company's then-current benefit plan requirements. Company may change its benefit plans from time to time in accordance with applicable laws. You may also be eligible to participate in any incentive compensation plan that may be established by Company during your employment.

You will also need to sign an Agreement with the Company at the start of the internship. The Agreement is a binding commitment to work with the Company for 2 years, from the start of the full time job, if a full time job is offered to you by the Company. This means that during this 2 years period the job cannot be terminated by you at any time for any reason. The Company can terminate the employment relationship at any time, with or without cause or advance notice. In addition, Company reserves the right to modify the terms and conditions of your employment, including your compensation, position, duties or reporting relationship to meet business needs and use its managerial discretion in deciding on appropriate discipline.

Barath Matthew J.A,
13-201/2 Main Road, selvavinayagapuram,
pavoorchatram,
Tenkasi - 627808.

12-May-2023

Dear **Barath Matthew,**

Sub: Issue of offer letter as "Trainee - Software Engineer",

This has reference to your application and the subsequent discussions you had with us. We are pleased to offer you as "**Trainee - Software Engineer**" and your joining date would be tentatively **12-Jun-2023.**

The following terms and conditions;

1. You will undergo training for a period of Six Months with effect from the date of joining.
2. Your place of training will be on Virudhunagar, after completing your training your place of work will be at our Chennai facility. However, your services are liable to be transferred either on temporary or on permanent basis at any time as and when it becomes necessary.
3. Your emoluments will be **Rs. 200,000/- (Two Lakh Only)** per annum inclusive of all Allowances (CTC).
4. You are expected to execute a service agreement for a period of three years from the date of joining.
5. At the time of joining, you should submit all the relevant documents as mandated by company as indicated in **Annexure A.**
6. We will issue a detailed appointment letter at the time of joining.

We heartily welcome you to join our Relevantian Family.

Yours truly,
For **Relevantz Technology Services India Pvt. Ltd.**



Allwyn Herbert Raja. A
Director

I accept the above terms and conditions and agree to abide by the same.

Signature



Barath Matthew J.A

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690 Saratoga Ave. #100
San Jose, CA 95129

<https://www.infinstor.com>

11th November, 2022

BAVITHRA.V
Phone: +91 8610106641
Email Id : bavithravairam@gmail.com

Re: InfinStor, Inc. - Offer of Internship

Dear BAVITHRA V:

On behalf of InfinStor, Inc. (the "Company"), I am pleased to offer you the position of Software Engineering Intern in our Company. This letter sets out the terms of your internship & employment with the Company, which will start no later than December 18th 2022, should you accept this offer.

If you decide to join us, your initial compensation will be INR 12,500 per month, Accommodation will be provided by the Company (if it is not available then additional compensation of INR 5000/- per month would be given). This position is an exempt position, which means you are paid for the internship and not by the hour.

Based on your performance during the Internship you will be offered a full time job as a Software Engineer in the Company. You will also be eligible to participate in various Company fringe benefit plans offered by Company to full-time employees as of the date of this letter in accordance with Company's then-current benefit plan requirements. Company may change its benefit plans from time to time in accordance with applicable laws. You may also be eligible to participate in any incentive compensation plan that may be established by Company during your employment.

You will also need to sign an Agreement with the Company at the start of the internship. The Agreement is a binding commitment to work with the Company for 2 years, from the start of the full time job, if a full time job is offered to you by the Company. This means that during this 2 years period the job cannot be terminated by you at any time for any reason. The Company can terminate the employment relationship at any time, with or without cause or advance notice. In addition, Company reserves the right to modify the terms and conditions of your employment, including your compensation, position, duties or reporting relationship to meet business needs and use its managerial discretion in deciding on appropriate discipline.

21 Jun 2023

To,

Bharathi Muthu M

S/O Manivannan, 94 B4D, Pudhugraman Main Road,
Kovilpatti, Thoothuldudi, Tamil Nadu 628501

Dear Bharathi Muthu M,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to offer a full-time position as a **Trainee** on the broad terms and conditions given below and in Annexure A, B & C.

The date of commencement of employment will be **Monday 26 June 2023**.

Your initial posting will be at **Chennai**. Our current office address is:

SKCL Tech Square, Plot No. 14, 3rd Floor, Lazer Street, South Phase, SIDCO Industrial Estate, Guindy, Chennai - 600032, Tamil Nadu

However, your services are liable to be transferred to any place in India where the Company has its business interests and should the Company so decide.

During the training program, you will receive a monthly stipend of **Rs. 15,000/ (Rs. Fifteen Thousand)** subject to statutory deductions as per rules.

Upon successful completion of the training program, you will receive a gross fixed remuneration of **Rs. 3,00,000/-** per annum subject to statutory deductions as per rules. In addition, you are eligible for an annual performance bonus of **Rs. 30,000/-**. Your detailed compensation break-down post completion of the training program is provided in Annexure

Upon successful completion of the training program, your designation will be **Junior Analyst**.

As per the Company policy, your appointment is contingent upon satisfactory reference, background and medical checks which may be conducted either prior to, or post you joining the Company, and which include verification of your application materials, education and employment history. If any information or representation is found to be incorrect, or if, any material information is detected by us, to have been suppressed by you or any action on your part is found to be in contravention to the conditions stated herein, the Company will have the right to terminate your services at any time without notice.

The appointment is subject to you being in possession of the necessary permits to live and work in India. In case you are a foreign national, the appointment will come into effect once the Company has obtained the necessary work and residence permits, as the case maybe, pertaining to, The Passport (Entry into India) Act, 1920; The Foreigners Act 1946, and the Registration of Foreigners Act, 1939.

Annexure A

The following remuneration will become applicable upon successful completion of the Training period and a written confirmation from the Company towards that.

Name	Bharathi Muthu M
Designation	Junior Analyst

Component	Monthly	Annual
Basic	10,000	1,20,000
HRA	5,000	60,000
Medical Allowance	1,250	15,000
Leave Travel Allowance	833	9,996
Transportation allowance	1,600	19,200
Company contribution to PF	1,800	21,600
Gratuity	481	5,772
Health Insurance Premium	333	4,000
Special Allowance	3,703	44,432
Fixed Cost to Company	25,000	3,00,000
Annual Performance Bonus		30,000
Total Target Annual Compensation		3,30,000

**Any Bonus, allowance, etc. will be recompensed if you exit the Company within 18 months of joining.*

- All the figures are in terms of Indian Rupees
- Statutory Deductions (PT, IT, etc.) as applicable as per State and Central Employment Laws
- Medical Insurance & Accident coverage as per the Company policy
- Bonus payments will be made only if the employee is on the payroll of the Company and has not resigned as on the due date of the payment of the bonus. If a person resigns from the Company, all bonus payments subsequent to that date are automatically cancelled.
- Bonus component will be paid in two tranches in the following year and is linked to individual and Company performance. Amount may be higher, lower or nil depending on the performance assessment.

Annexure – B **Terms and Conditions**

Employment Agreement

Your employment with PFSI Solutions will be governed by the Company's policies, as modified, from time to time and at the Company's sole discretion, upon notice to you. The terms and conditions contained herein ("Terms of Employment") must be read as a part of all of the Company's current policies. These Terms of Employment and the policies shall be subject to modifications, from time to time, upon notice to you.

Terms of Employment

Code of Conduct

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the Company. You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with the Company policies and procedures.

Training Period

You shall be in the training period for one hundred and eighty (180) days from the effective start date of your employment with the Company. The Company may reduce the training period based on the pace of ramping up. The Company may extend the training period for an additional period of ninety (90) days upon notice to you. Unless otherwise communicated to you by the Company, the training period shall expire one hundred and eighty (180) days after your effective start date, unless the training period is extended for an additional ninety (90) day period, in which case, the training period shall expire two hundred seventy (270) days after your effective start date.

Assignments/Transfer/Deputation

Though you have been engaged for a specific position, the Company, in consultation with you, may send you on training/deputation/transfer/assignment whether in India or abroad. In such case, the terms and conditions of service applicable to the new assignment will govern you. In the event of any assignment, transfer or deputation of your services, your salary and other benefits may be adjusted in accordance with the Company's policies, in consultation with you, with respect to such an assignment, transfer or deputation.

Salary and Benefits

Your compensation will be reviewed on an annual basis and your salary may be adjusted, depending upon various factors, including your performance during the preceding performance period. The Company may, at any time, in its sole and absolute discretion, amend, suspend, vary and modify your salary mentioned in Annexure A.

Notwithstanding the above, you acknowledge that it is the Company's policy to review the compensation payable to its employees for successive years depending on various factors, including the overall performance of the Company.

The total amount issued will be your salary less any statutory, standard, permissible or elected deductions or set-offs applicable to your employment. In addition to your salary, you may receive other benefits, as applicable under the Company's benefits or similar policies. The Company may, upon notice to you, at any time and in its sole discretion amend, conditions of these benefits and/or policies. The compensation and/or benefits offered to you by the Company may be pro-rated depending on your effective start or effective termination date.

You will be eligible for the applicable benefits/bonus/incentives, etc. only if you have not resigned as on the due date of the payment of the bonus and if you are still with the Company and on the payrolls. If a person resigns from the Company, all bonus payments subsequent to that date are automatically cancelled. Any joining/ one-time bonus/ relocation allowance, etc. given at the time of joining will be recompensed if you exit the Company within 18 months of joining.

Hours of Work

Positka's next gen solution centre serves to global customer base and is operational 24 hours a day, 365 days a year. You will be required to be flexible as regards your actual working times across our operational working week in order to help us achieve our business objectives. This will involve day and night shifts, weekends and public holidays as permitted under law.

Normal work patterns are established for all employees, and these will be discussed, agreed and recorded at the commencement of your employment. However, Positka is a customer-focused organization and work patterns are reviewed on an ongoing basis.

Positka reserves the right to change your working hours to reflect operational requirements and as maybe required under law. As much notice as possible will be given of any changes to your normal working pattern.

Statutory and Other Benefits

At the start of the first full calendar month after expiration of thirty (30) days from your effective start date, the Company will provide you coverage under the disability, health and/or life insurance policies as is available pursuant to the Company's benefits policies.

Company Assets

You may be provided with the Company assets to facilitate your work. The laptop or any other asset provided by the Company shall remain a property of the Company at all times and you must ensure that the Company asset is being used for company purposes only. The equipment provided to you will not be utilized for any fraudulent activities such as scamming, phishing, Internet fraud, hacking, or any other activity that is illegal as per the Indian Government's Information Technology Act, 2000 (ITA_2000). You agree that you shall be responsible for the security of the company asset while in office or your residence or any other location. If the equipment is damaged (excluding normal wear and tear), lost, or stolen inside or outside of company premises you agree to be responsible for any repair or replacement costs. Upon separation from the company, you agree to return the equipment in good working order. If you fail to return the equipment upon separation from the company, or if it is damaged (excluding normal wear and tear), you authorize a payroll deduction to cover any replacement costs the company might incur.

Leave Policy

Company's leave policy shall apply to your employment and may be modified by the Company at any time, in its sole discretion, upon notice to you.

Confidentiality

You agree, as part of your employment hereunder, you will have access, directly or indirectly, to certain Confidential Information of the Company and its affiliates and their employees, contractors and/or clients.

At any time during the term of your employment, you agree to execute non-disclosure or similar agreements required by the Company and its affiliates and their employees, contractors and/or clients with respect to such Confidential Information.

During the term of your employment and thereafter, you shall:

(a) hold the Confidential Information in the strictest confidence; (b) not disclose or use or attempt to use or disclose, the Confidential Information, except as expressly permitted by the Company and solely for the purpose of which such Confidential Information was disclosed to you; (c) not disclose or divulge the Confidential Information to or for the benefit any third person or entity without the prior authorization of the Company; (d) give prompt notice to the Company of any actual or attempted unauthorized use or disclosure of the Confidential Information; and (e) return the Confidential Information, including any copies or reproductions, at the Company request or upon termination of your employment. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment.

The Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this Section by you, including in the event where you take up or attempt to take up employment with or act or attempt to act as consultant or contractor to, any person, who may be a competitor of the Company, or take up or attempt to take up employment or contract with any person in a manner that may result in disclosure or misuse of Confidential Information.

“Confidential Information” means any proprietary or confidential information, work product (whether produced by you or other resources of the Company or provided to you by the Company or on Company’s and its affiliates’ and their employees’, contractors’ and/or clients’ behalf) designs, business information or plans, inventions, technical data, business strategies, trade secrets or know-how, in any media of the Company, its affiliates and their employees, contractors and/or clients, whether oral or written or in electronic format, and whether marked as confidential or proprietary or not, including but not limited to, research, business plans, product plans, service offerings or services descriptions, projects or opportunities, proposals, Work Product or deliverables, computer programs and documentation, contractor, customer or client lists, software, developments, inventions, processes, formulas, technology, drawings, engineering plans, distribution and sales methods, sales and profit figures, finances, titles and descriptions of any patents or patent applications filed or which could be applied for in any country or jurisdiction, methodologies, training materials, personnel information and internal publications. Confidential Information shall not include information which is publicly available.

Duty of Confidentiality

You agree that during your employment with the Company and for a period of two (2) years following the termination of such employment for any reason, you shall not directly or indirectly divulge or make use of any Confidential Information outside of your employment with the Company (so long as the information remains confidential) without the prior written consent of the Company.

Intellectual Property

You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright, trade secret and design rights, mask rights, whether registerable or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, or other material which you conceive, discover or create during or in consequence of employment hereunder (“Work Product”) shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to the Company and its affiliates upon inception or development.

All Work Product shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation, patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to the Company and its affiliates.

Conflict of Interest

During your employment with the Company, you will not be permitted to undertake any other employment or engage in any external activities of a commercial nature without prior written approval. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity, consulting work, in any other trade or business. You will be required to take written approval from the management if you intend to engage with some other company for any kind of work.

Training Investment

Where the Company pays for investment in training and development programs to help achieve certifications, as per the Company's Learning & Development policy, the employee will commit to work with the Company for a minimum period of 24 months from the date of obtaining the certification for which the training and related expenses were incurred. In case the employee leaves the Company's employment before the expiry of the 24 months investment period, the employee will reimburse an amount of USD 5000 (or equivalent in INR at the prevalent exchange rate) to the Company, and additionally any accreditation/certification bonus paid out related to the training.

If you are unable to pass any exams/trainings that have been sponsored by the Company, you will have to bear the cost of re-takes of the exams/trainings.

Termination of Employment

This contract of employment is terminable, without reasons, by either party giving one month notice during training period and six month notice on confirmation.

The Company has the discretion to reduce the notice period to 1 month in the event of unsatisfactory performance in the assigned role.

The Company 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.

Unauthorized absence or absence without permission from duty for a continuous period of 8 days would make you lose your employment. In such case your employment shall automatically come to an end without any notice of termination.

You will be governed by the Company's laid down code of conduct and if there is any breach of the same or non-performance of contractual obligation or the term and conditions laid down in this agreement, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.

Consequences of Termination

Upon termination or expiration of your employment, for any reason, or as otherwise requested by the Company, you will return to the Company:

Any property belonging to the Company, such as a laptop computer, mobile phone, access card and other devices with details of any passwords or user ids installed therein; and all Confidential Information and any Work Product, including any documents and information, of whatever description or in whatever form, tangible or intangible, in your possession, together with copies, notes or summaries of such documents and your own working papers which are derived of or based on such documents.

Upon termination or expiration of your employment, for any reason, amounts due or payable, from, or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing.

Non-Solicitation of Customers, Customer Prospects, and Vendors

You also covenant and agree that during the term of your employment with the Company and for twenty four (24) months after the termination thereof, regardless of the reason for the employment termination, you will not, directly or indirectly, solicit or attempt to solicit any business from any of the Company's Customers, Customer Prospects, or Vendors with whom you had Material Contact during the last two (2) years of your employment with the Company.

Non-Solicitation of Employees

You also covenant and agree that during the term of your employment with the Company and for twenty four (24) months after the termination thereof, regardless of the reason for the employment termination, you will not, directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, solicit, or induce, or attempt to recruit, solicit, or induce, any non-clerical employee of the Company with whom you had personal contact or supervised while performing your Job Duties, to terminate their employment relationship with the Company.

Warranties

You warrant that your employment with the Company will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party to.

You warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with Company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior the effective start date at the Company.

You warrant that you have not and will not inappropriately, or attempt to, use or disclose any confidential or proprietary information obtained from a third party or otherwise.

You warrant that you will comply with all of the Company's policies and standards (including the Company's Code of Business Ethics) in effect from time to time and shall perform your services in a professional manner and in a manner consistent with the ethical and professional standards of the Company or otherwise as applicable to the services provided by you hereunder.

General

The above terms and conditions including those in Annexure – A are based on the Company's policies, procedures and other rules currently applicable in India and are subject to amendments and adjustments from the time to time. In all service related matters, including those not specifically covered here such as Probation, Leave, Code of Conduct etc. you will be governed by the rules of the Company as shall be in force from time to time.

Annexure – C

The following documents to be submitted (if applicable):

- I. Educational Certificates (*Mark sheets and Certificates of 10th, 12th, graduation, and other education qualifications as mentioned in the resume*)
- II. Certificates of other certification mentioned in the resume if any.
- III. Address Proof and Date of Birth Proof
- IV. Pan Card Copy
- V. Last 3 months Salary Slip
- VI. Appointment Letter from Current Employer (if applicable)
- VII. Salary break up of current salary (*as given by current employer*)
- VIII. Relieving letter from previous (2) organizations (if applicable)
- IX. Form 16/IT computation from the previous employer (if applicable)
- X. Copy of a cancelled check for bank account to which your salary and bonuses are to be remitted

Please note that the above documents may be used for Background Verification process.

You are requested to acknowledge the receipt of this letter.
We are excited to have you onboard.

For PFSI Solutions Pvt. Ltd.,



Authorized Signatory

Acceptance of Offer of Employment

This is to certify that I have gone through and understood all the terms and conditions mentioned in Annexure A and B and I hereby accept and agree to abide them:

Name:

Signature:

Date:

Place:

25/01/2023

To,

BHUVANESHWARAN JEGADEESAN
2/36, KEELA ALAGIANALLUR,
KARIAPATTI(PO),VIRUDHUNAGAR 626001

Dear BHUVANESHWARAN,

We thank you for your interest in joining Aptean India Private Limited ("Company").

Subject to successful completion of your current internship at CareerNet Technologies Pvt. Ltd. and compliance with certain other conditions as indicated below, we shall be pleased to consider you for an opportunity of employment in the position of **Associate Engineer**, at the Company's office at **Madurai**.

Any offer for employment with the Company shall be made subject to and contingent upon your compliance with all the following conditions:

1. Successful completion of your internship at CareerNet Technologies Pvt. Ltd. including meeting all training and assessment goals and key indicators of your internship.
2. Submission of all the relevant documents requested by the Company
3. Successful completion of your graduate / master's degree, as applicable
4. Clearing the background and reference checks to the satisfaction of the Company
5. Signing and agreeing to the terms and conditions called out in the Training Agreement, which includes the training costs incurred, and returnable to company, if you resign from the company within 24 months period from the date of joining. The training costs with the detailed terms and conditions are mentioned in the training agreement that will be issued to you along with the appointment letter on your date of joining.

The offer of employment with the Company shall be as per the terms of the Company's Letter of Offer and the Employment Agreement, which you need to execute and comply with as a condition of being employed with the Company. Such documents along with the indicative start date will be intimated to you in due course, expected around one month prior to your completion of internship, subject however to your compliance with all the conditions.

Should you be offered an opportunity for employment with the Company, your annual compensation for the position offered is up to **INR 6,00,000/- (Rupees Six Lakhs Only)**.

Salary Components	Frequency of Payment	Annual Amount (INR)
Basic Salary	Monthly	3,00,000
House Rent Allowance	Monthly	1,50,000
Education Allowance	Monthly	2,400
Statutory Bonus	Monthly	0
Special Allowance	Monthly	86,610
Leave Travel Allowance	Monthly	24,990
Provident Fund (Company Contribution)	Monthly	36,000
Total Fixed Component		6,00,000

Additionally, you will participate in the Company's annual incentive plan. The details of this incentive plan shall be communicated to you by your hiring manager and the Company reserves the right to review, alter, or amend the plan at any time.

The other benefits of employment with the Company are as follows:

Employee Benefits	Coverage
Group Health Insurance - Reimbursement of hospitalization expenses	Floater benefit - Covers the employee and his/her dependents*. Premium borne by the company
Group Accident Insurance -Covers Employees against the risk of disability / injury sustained due to an accident	Covers only the employee
Term Life Insurance cover	Covers only the employee
Gratuity	As per Gratuity Act

(*Aptean reserves the right to modify or withdraw the benefits at its discretion)

Select employees are also part of the Company's Milestones Program which provides an opportunity to learn multi-skills and related fast-tracked reward mechanism.

Please note that this letter does not constitute an offer or guarantee of employment with the Company.

Please indicate your agreement to the terms of this letter by signing below and returning a copy of the letter with your signature within 3 working days, failing which this letter shall automatically be treated as null and void and considered as withdrawn and revoked.

o. India
Ltd.



Aptean India Pvt. Ltd.

Golden Heights, 8th Floor (Level 5), no. 1/59th C Cross Road, 4th M Block Rajajinagar, Bangalore, Karnataka 560010, India
+91 80 67007000 | CIN U72200KA1998PTC023715 | Aptean.com | Info@Aptean.com

We look forward to your successfully complying with all the conditions, as we believe you will find this opportunity both challenging and rewarding. If you have any specific questions about this letter, please contact the undersigned.

Sincerely,
Nicholas Bacon
CHRO

Conditional Employment Offer Acceptance

I Bhuvaneshwaran J, have read and understood the provisions of this conditional offer of employment with Aptean India Private Limited ("Company"), and I accept the terms of this letter. I understand that my employment with the Company shall be based on the terms and conditions of the Letter of Offer and Employment Agreement.

Date: 24/08/2023

Signature: J. Bhuvaneshwaran



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25/01/2023

To,

CHRISTY SELVAKUMAR
2/47, TEACHERS LINE,
PASUMALAI, MADURAI 625004Dear **CHRISTY**,

We thank you for your interest in joining Aptean India Private Limited ("Company").

Subject to successful completion of your current internship at CareerNet Technologies Pvt. Ltd. and compliance with certain other conditions as indicated below, we shall be pleased to consider you for an opportunity of employment in the position of Associate Engineer, at the Company's office at Madurai.

Any offer for employment with the Company shall be made subject to and contingent upon your compliance with all the following conditions:

1. Successful completion of your internship at CareerNet Technologies Pvt. Ltd. including meeting all training and assessment goals and key indicators of your internship.
2. Submission of all the relevant documents requested by the Company
3. Successful completion of your graduate / master's degree, as applicable
4. Clearing the background and reference checks to the satisfaction of the Company
5. Signing and agreeing to the terms and conditions called out in the Training Agreement, which includes the training costs incurred, and returnable to company, if you resign from the company within 24 months period from the date of joining. The training costs with the detailed terms and conditions are mentioned in the training agreement that will be issued to you along with the appointment letter on your date of joining.

The offer of employment with the Company shall be as per the terms of the Company's Letter of Offer and the Employment Agreement, which you need to execute and comply with as a condition of being employed with the Company. Such documents along with the indicative start date will be intimated to you in due course, expected around one month prior to your completion of internship, subject however to your compliance with all the conditions.

Should you be offered an opportunity for employment with the Company, your annual compensation for the position offered is up to **INR 6,00,000/- (Rupees Six Lakhs Only)**.

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Ref No: MSPL / 2022 / 2071

23-March-2022

Mr. **DANISH RUBHAN.S**

56A, Amman Kovil Patti Middle Street, Sivakasi 626123.

Dear DANISH RUBHAN.S,

Welcome to the MISTRAL Family!!!

Mistral Solutions Private Limited is hereinafter called MISTRAL or the Company is professionally managed Technology Company with a very high growth rate. We strongly believe in Quality Services and Customer Satisfaction. The main factor for our success in this industry is our people. We strive for an employee friendly work atmosphere and hope your association with the company will be enjoyable and fruitful.

This 'offer' letter is in reference to your application and the subsequent interview for a career opportunity with MISTRAL. We are pleased to offer you the position of **Embedded Design Engineer – Software Design**. The terms and conditions of your offer letter are as follows:

Your annual gross compensation will be **Rs. 5,00,400 (Rupees Five Lakhs Four Hundred Only)**. The detailed breakup of your compensation is provided in Annexure 1. You are solely responsible for the declarations and implications arising thereof for all personal Income Tax purposes.

1. The offer letter validity is subject to
 - a. Your resignation acceptance / Relieving letter from your previous employer.
 - b. Fitness certificate after a medical test from Mistral authorized health checkupcenter.
 - c. Reference check and acceptance of the offer letter with mutually agreed joining date.
2. Your growth and salary will depend solely on your performance and contribution to the Company. Salary changes if any is based on the half year and annual performance review.
3. In order to meet the company's objective and fully develop the potential of Mistralites, you will be assigned roles and responsibilities from time to time by the company or by any person authorized by the Company. Your current assignment is at MISTRAL Bangalore branch. You may also be required to travel from time to time on assignments within India and overseas. Your services are liable to be transferred at any time to any office of the company or its associate organization(s).
4. You are required to sign a Non-Disclosure Agreement with MISTRAL on the date of your joining.
5. You shall be required to apply and maintain the highest standard of personal conduct, integrity and comply with all the Company policies and procedures. You shall be true and faithful to the Company in all your accounts, dealing and transactions, relating to the business of the Company and shall at all times, when required render a true and just account thereof to the Company or any such persons shall be authorized to receive the same.
6. As a full time employee of the Company, you shall devote all your time, energy and attention to the business of the company and shall not engage in any employment or act in any way which either conflicts with the duties and obligations to the company or contrary to the policies or the interests of the company or any of its associated companies and shall not be in any

Regd. Office: # 60, "Adarsh Regent", 100 Ft. Ring Road, Domlur Extn., Bangalore - 560 071 INDIA.

Tel: +91 80 3091 2600 Fax: +91 80 2535 6444 E-mail: info@mistralsolutions.com

CIN: U72200KA1999PTC025232

www.mistralsolutions.com

S. Dand

Letter of Intent (LOI)

Superset ID: 3602133

Date: November 25, 2022

Dear Deva Dharshini S,

We are immensely glad to extend a hearty welcome to you to our Cognizant family

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successful completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct: You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from you within the aforementioned time period, this LOI shall stand withdrawn and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

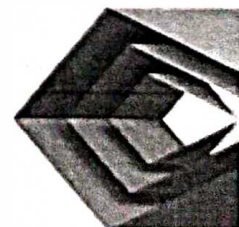
For further queries related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI). <https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps. Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sree Kumar
Vice President - Human Resources



GROSS SALARY SHEET

Annexure 1

Name	Dinesh A N
Designation	Assistant System Engineer-Trainee
Institute Name	Kamraj College Of Engg. & Tech

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
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

TCS Confidential
TCSL/DT20219404449

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Tata Co... S...
415/21-24, Kumar... N... Nhol g... 400 021

Registered Office: Nirmal Buidarg, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 | Email: careers@tcs.com

Divya Shree R R,
6, Kuppu Pillai Lane, South Veli Street,
Madurai-625001.

Dear Divya Shree,

Congratulations! We are delighted to make you an offer as Software Engineer Intern and your role is Software Engineer.

Here are the terms and conditions of our offer:

Joining

Your tentative scheduled date of Joining will be **1st December, 2022**. In case of inconvenience of either parties, adjustments can be made on the joining date.

Location

Your location of posting is at Tirunelveli. 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.

Leave

You are entitled to Earned Leave for 12 working days annually, right from your date of joining. If you take leave on loss of pay ("LOP"), such leave period shall not be included within the meaning of Service Period. You hereby acknowledge and agree that your Service Period shall be extended by the number of days of leave taken on LOP.

Agreement

Our offer to you as Software Engineer is subject to the execution of the Service Agreement. The Service Agreement details i.e., the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Centizen Inc., from the date of your joining and up to a period of 30 months including internship and training period. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the Service Agreement will result in denial of employment with the Company.

Salary

Your Stipend for the Internship period of first six months will be **INR 10,000 per month**. After internship your Total Gross Salary will be **INR 25,625 per month**. There will be an increment in your salary based on your performance after the completion of two years' service. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I and Annexure – II.

Notice period

During the service 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.

On confirmation, you will be required to give three months' notice 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 two months' notice. Notice period can be served only after the service agreement period.

Background checks

The Company may, at its discretion, conduct background checks prior to or after your scheduled date of joining. You expressly consent to the Company conducting such background checks.

The Company, at its discretion, may request further validation of the details provided by you. If the outcome of the background check is found to be unsatisfactory, we reserve the right, in our sole discretion, to withdraw this offer without notice nor compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

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 Centizen-Inc. 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.

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 Tirumelveli, India.

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

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

Yours sincerely,

A JOSEPH
Vice President
Centizen Inc.

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

Date:

Sign your name

Print your name . Location

OL/1848

08-Nov-2022

OFFER LETTER

Dear Ganeshguru A,

Congratulations!

You have been selected to join VINSINFO through the Campus Recruitment process held at your College / University.

We are pleased to offer you the position of **Associate Developer** with a consolidated pay of Rs. 331884/- p.a. (Rupees Three lakhs thirty one thousand eight hundred and eighty four only per annum). This consolidated pay includes your Basic Salary, Gratuity, Medical & Health Insurance.

Probation

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

Non-Disclosure Agreement and Service Agreement

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

Leaves

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

Maternity and Paternity Policy

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

Working Hours

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

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

(45)

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Pranion Technology Ventures Pvt. Ltd.



IN PRINCIPLE OFFER LETTER

22-Mar-2023

Gokul K.,

30-B, Virudhunagar Main Road,
Aruppukottai.

Dear Gokul,

We are pleased to have you join Pranion in the capacity of "Software Engineer". We look forward to a long and enriching journey.

Your compensation package is set at Rs. 1,62,850/- (Rs. One Lakh Sixty-Two Thousand Eight Hundred and Fifty Only), total Cost-To-Company (CTC). A detailed offer letter containing the breakup of the salary structure will be provided to you on the date of joining.

This offer letter is valid for 30 days or date of joining whichever is earlier. If the candidate is unable to join Pranion at the agreed date, the onus is on the candidate to inform Pranion about the revised joining date over email.

We take pleasure in welcoming you to our organization and sincerely hope that your period of employment with us will be long, pleasant and mutually beneficial.

Sincerely,
For Pranion Technology Ventures Pvt. Ltd.

Subham Jain D.
Senior Executive – People Operations

Mailing address: No. 8, Type 2 Phase 1, Dr.V.S.I Estate, Rajiv Gandhi Salai (OMR), Thiruvanniyur, Chennai – 600041, TamilNadu, India.

Registered address: Old 73 New 30, Block No 3, Flat No 5D, Indus Amber Apartments, West Jones Road, Saidapet, Chennai- 15, India.



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Ref: UNIMAA/INT/0028/10/2022

18 October 2022.

Sub: Offer Letter: Product Development, Unifo Pvt. Ltd.

To: Mr. Hariharan GS.

Dear Mr. Hariharan GS,

With reference to the test and further rounds of discussions that you had with us; we are pleased to offer you employment opportunity with Unifo Pvt Ltd., Chennai in the product development effective the 01st of November 2022 with the following conditions: -

You will be placed as an intern for the first 3 months with a stipend of ₹10,000.00 (Rupees Ten thousand Only) On successful completion of your internship you will be further placed with an apprenticeship until your graduation. During this period, you will be paid an increased stipend of ₹20,000.00 (Rupees Twenty thousand Only) Company will report amounts paid to Intern / Apprentice with the Income Tax Department as required by law.

On satisfactory completion of your apprenticeship and graduation with minimum of 6.1 CGPA, you will be appointed as **Software Development Engineer-Level-1**, with Unifo Pvt Ltd in the **Product Development Department** based at **Chennai**. You will be under probation for first 6 months and successful completion of probation you will be confirmed with your employment.

Your salary package will be at par with industry standards at the time of the completion of your degree considering your merit. (Minimum CTC 3.73 LPA or higher)

You will be allowed to visit your college for project submission and examinations.

- Your internship requires performing the customary duties of the position set forth hereafter or as may be intimated to you from time to time by the management.
- **Intern Relationship:** *Intern's* relationship with *Company* is that of an *Intern*, and nothing in this *offer* is intended to, or shall be construed to create a partnership, agency, joint venture, employment or similar relationship. *Intern* will not be entitled to any of the benefits that *Company* may make available to its employees, including group health or life insurance, profit-sharing or retirement benefits. *Intern* is not authorized to make any representation, Internship or commitment on behalf of *Company*.
- **Observance of Company Rules & NDA:** At all times while on *Company's* premises or offsite, *Intern* will observe *Company's* rules and regulations with respect to *company's* confidential information.

Unifo Private Limited

No. 51, Ground Floor, Tower-C, Rattha Tek Meadows, Rajiv Gandhi Salai, Sholinganallur, Chennai-600119, Tamil Nadu, India

www.unifo.in

Letter of Intent

DATE: 11-10-2022

Hariharan NT
Madurai

Dear Hariharan

Further to the recent meetings and discussions you had with us, we are pleased to offer you the post of "Jr Software Developer - Intern" in Xmplar Management Solutions (P) Ltd. On completion of the Internship period, you will be offered a permanent role in our organization, subject to your performance during the Internship period.

During the Internship period, you will be paid Rs 12,000/Month as Internship fee.

As a part of the Internship there will be continuous assessment on the performance. At the end of the Internship period, final assessment will be done. Based on the performance, you will be offered a permanent role at Xmplar, and your CTC will be in the range of Rs 3,00,000 to Rs 4,00,000 and fixation on the CTC will be based on the Performance Score which you have secured during the Internship period.

Internship duration: The internship will start effective from October 13th 2022. Duration of the Internship period will be for 6 Months or till the last working day at your college. You will be given 3-4 weeks leave during your semester exams and during this period, you will not be eligible for Internship fee.

Work Location: Xmplar Management Solutions Pvt Ltd, Madurai Office,

Working Hours (during Internship): You are expected to clock 8.5Hrs per day excluding lunch/tea break. Time sheet submission will become the basis of payment. Internship fees will be released within the first 3 working days of the month.

Acceptance of the Letter: This letter of Intent will become null and void, if you don't give us a written acceptance within 5 working days from the date of this letter.

On the day of Joining, you are required to submit the following documents

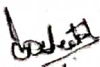
- 10th and 12th Marksheet, 2 Passport size photograph, Relevant copies of Academic attainment

Based on the performance assessment, you will receive a detailed appointment letter during the last phase of the Internship program.

We welcome you to the Xmplar family and look forward to having you on board with us.

With Best Wishes,

For Xmplar Management Solutions Pvt Ltd,



Sheetal T D, HR Manager



33,Chitra Madhavan Enclave,
Hakim AjmalKhan Road
(Near Lady Doak College Back Gate),
Chinna Chokkikulam,
Madurai-625002.

19025034

Training Offer Letter

To,
Harini T,
32/3, Maruthu Pandiyar Nagar, 2nd Street,
Palaganatham, Madurai- 625003.

Dear Ms. Harini,

In reference to your application and discussions, we would like to congratulate you on being selected for the Training with our organization KEVELL GURU for the position as a "Software Developer - Trainee" Effective as of 16th May 2023

The duration of your Training will be for Four months. Once the Four months of Training is completed, there will be a review by the HR/Tech department to evaluate your performance, if successful, you will be given an opportunity for an interview with the Team Manager and The Management of Kevell Guru.

Your office timings will be 10:00 am - 6:00 pm and No Stipend/salary will be provided during the Training period. As a trainee, you will receive "Temporary Employment" status. As a temporary employee, you will not receive any of the employee benefits that are received by the employees of Kevell Guru.

By accepting this offer, you agree that during your Training period, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to us. **A warm welcome to our organization.**

Terms and Conditions:

- The period of the Training Program will be 4 months.
- There will be an assessment at the end of every month. The performance will be evaluated at the end of 4 months based on the overall assessment reports.
- If the candidate is not performing well, their Training duration will be extended.
- If the candidate performs well, there will be an interview scheduled with Team heads and Kevell management team. The candidate will be onboarded if he/she is selected in the interview. The decision-making process for hiring is solely dictated by management's needs at the moment.



info@kevellguru.org
www.kevellguru.org



V. Hariprasad

19UC9E229

2A

Ref: UNIMAA/INT/0006/11/2022

01 November 2022.

Sub: Letter of appointment : Product Development, Unifo Pvt. Ltd.

To: Mr. Hariprasad V.

Dear Mr. Hariprasad V,

With reference to the test and further rounds of discussions that you had with us; we are pleased to appoint you as an Intern under the product development of Unifo Pvt Ltd., Chennai effective the 01st of November 2022 with the following conditions:

You will be placed as an intern for the first 3 months with a stipend of ₹10,000.00 (Rupees Ten thousand Only) On successful completion of your internship you will be further placed with an apprenticeship until your graduation. During this period, you will be paid an increased stipend of ₹20,000.00 (Rupees Twenty thousand Only) Company will report amounts paid to Intern / Apprentice with the Income Tax Department as required by law.

On satisfactory completion of your apprenticeship and graduation with minimum of 6.1 CGPA, you will be appointed as Software Development Engineer-Level-1, with Unifo Pvt Ltd in the Product Development Department based at Chennai. You will be under probation for first 6 months and successful completion of probation you will be confirmed with your employment.

Your salary package will be at par with industry standards at the time of the completion of your degree considering your merit. (Minimum CTC 3.73 LPA or higher)

You will be allowed to visit your college for project submission and examinations.

- Your internship requires performing the customary duties of the position set forth hereafter or as may be intimated to you from time to time by the management.
- **Intern Relationship:** *Intern's* relationship with *Company* is that of an *Intern*, and nothing in this *offer* is intended to, or shall be construed to create a partnership, agency, joint venture, employment or similar relationship. *Intern* will not be entitled to any of the benefits that *Company* may make available to its employees, including group health or life insurance, profit-sharing or retirement benefits. *Intern* is not authorized to make any representation, Internship or commitment on behalf of *Company*.
- **Observance of Company Rules & NDA:** At all times while on *Company's* premises or offsite, *Intern* will observe *Company's* rules and regulations with respect to *company's* confidential information.

Unifo Private Limited

No. 51, Ground Floor, Tower-C, Rattha Tek Meadows, Rajiv Gandhi Salai, Sholinganallur, Chennai-600119, Tamil Nadu, India

www.unifo.in



(17)

Data Patterns (India) Ltd - Internship Joining Letter

1 message

Wed, 14 Sep, 2022 at 4:37 pm

vibhakar.sudhakar <vibhakar.sudhakar@datapatterns.co.in>
To: harithan.suresh@gmail.com
Cc: Karthick <karthick@datapatterns.co.in>, udaya kumar <udaya.kumar@datapatterns.co.in>

Dear Harithan,

Greetings from Data Patterns !!!!

We are pleased to inform you that we are offering you the position of **Project Trainee** in our organization.

Your date of Joining will be **19th Sep 2022 (Monday) @ 8.30 am**

During the training you will be paid a stipend of **Rs. 15,000 /- per month**

During the internship period (Project Trainee) company transport will be charged @ **Rs.250 per month and lunch will be charged @ Rs. 10 /- per day.**

You can use public/own transport and also bring lunch from your Hostel / PG / Home if you want.

You need to sign a **Service Agreement** soon after your joining; the duration of your internship in months + 36 months will be the total agreement period. For eg if you join on 19th Sep then the agreement will be for 46 months (10 months as a Project Trainee and 36 months once you come on our rolls as a permanent employee)

Attached is the list documents you have to mail (soft copy) and submit (hard copy) on **19th Sep 2022 (Monday)**

Please confirm your acceptance through mail with the following content without changing the subject line:

Your Name :

Guarantor's Name :

Guarantor's Father's name :

Guarantor's permanent address :

Please note that the guarantor has to be only your father/mother, if alive. Else, please contact us for other options.

Looking forward to hear from you

Note

As our facility is a restricted one, audited by the Intelligence Bureau, we are sorry that we will be unable to allow your parents/other familymembers/friends inside our premises; please avoid bringing them at the time of joining. They can drop you at our company and leave.

--
Regards
Vibhakar.S
Executive-HRD

Data Patterns (India) Ltd
H-9, 4th Main Road,
Sipcot IT Park,
Siruseri (Off OMR)
Chennai -603103
Mob: +91-7010873410 / 9944320964 /9384051514
Tel: +91-44-47414000 Extn:4071
Mail: vibhakar.sudhakar@datapatterns.co.in
www.datapatternsindia.com

04/04/2023

To,

JAINUL MUFAFIKA H
72,Nandhavanapatti street Srivilliputtur
Tamilnadu 626125

Dear JAINUL MUFAFIKA,

We thank you for your interest in joining Aptean India Private Limited (“**Company**”).

Subject to successful completion of your current internship at Yashaswi Academy for Skills and compliance with certain other conditions as indicated below, we shall be pleased to consider you for an opportunity of employment in the position of **Associate Engineer**, at the Company’s office at **Madurai**.

Any offer for employment with the Company shall be made subject to and contingent upon your compliance with all the following conditions:

1. Successful completion of your internship at Yashaswi Academy for Skills including meeting all training and assessment goals and key indicators of your internship.
2. Submission of all the relevant documents requested by the Company
3. Successful completion of your graduate / master’s degree, as applicable
4. Clearing the background and reference checks to the satisfaction of the Company
5. Signing and agreeing to the terms and conditions called out in the Training Agreement, which includes the training costs incurred, and returnable to company, if you resign from the company within 24 months period from the date of joining. The training costs with the detailed terms and conditions are mentioned in the training agreement that will be issued to you along with the appointment letter on your date of joining.

The offer of employment with the Company shall be as per the terms of the Company’s Letter of Offer and the Employment Agreement, which you need to execute and comply with as a condition of being employed with the Company. Such documents along with the indicative start date will be intimated to you in due course, expected around one month prior to your completion of internship, subject however to your compliance with all the conditions.

Should you be offered an opportunity for employment with the Company, your annual compensation for the position offered is up to **INR 6,00,000/- (Rupees Six Lakhs Only)**.

Salary Components	Frequency of Payment	Annual Amount (INR)
Basic Salary	Monthly	3,00,000
House Rent Allowance	Monthly	1,50,000
Education Allowance	Monthly	2,400
Statutory Bonus	Monthly	0
Special Allowance	Monthly	86,610
Leave Travel Allowance	Monthly	24,990
Provident Fund (Company Contribution)	Monthly	36,000
Total Fixed Component		6,00,000

Additionally, you will participate in the Company's annual incentive plan. The details of this incentive plan shall be communicated to you by your hiring manager and the Company reserves the right to review, alter, or amend the plan at any time.

The other benefits of employment with the Company are as follows:

Employee Benefits	Coverage
Group Health Insurance - Reimbursement of hospitalization expenses	Floater benefit - Covers the employee and his/her dependents*. Premium borne by the company
Group Accident Insurance -Covers Employees against the risk of disability / injury sustained due to an accident	Covers only the employee
Term Life Insurance cover	Covers only the employee
Gratuity	As per Gratuity Act

(*Aptean reserves the right to modify or withdraw the benefits at its discretion)

Select employees are also part of the Company's Milestones Program which provides an opportunity to learn multi-skills and related fast-tracked reward mechanism.

Please note that this letter does not constitute an offer or guarantee of employment with the Company.

Please indicate your agreement to the terms of this letter by signing below and returning a copy of the letter with your signature within 3 working days, failing which this letter shall automatically be treated as null and void and considered as withdrawn and revoked.

We look forward to your successfully complying with all the conditions, as we believe you will find this opportunity both challenging and rewarding. If you have any specific questions about this letter, please contact the undersigned.

Sincerely,
Nicholas Bacon
CHRO

Conditional Employment Offer Acceptance

I _____, have read and understood the provisions of this conditional offer of employment with Aptean India Private Limited ("**Company**"), and I accept the terms of this letter. I understand that my employment with the Company shall be based on the terms and conditions of the Letter of Offer and Employment Agreement.

Date: _____

Signature: _____

Janasri V,
6/146, Rajaji street, Kalligudi,
Madurai district, 625701.

Dear Janasri,

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

Here are the terms and conditions of our offer:

Joining

Your tentative scheduled date of Joining will be **1st December, 2022**. In case of inconvenience of either parties, adjustments can be made on the joining date.

Location

Your location of posting is at Tirunelveli. 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.

Leave

You are entitled to Earned Leave for 12 working days annually, right from your date of joining. If you take leave on loss of pay ("LOP"), such leave period shall not be included within the meaning of Service Period. You hereby acknowledge and agree that your Service Period shall be extended by the number of days of leave taken on LOP.

Agreement

Our offer to you as Software Engineer is subject to the execution of the Service Agreement. The Service Agreement details i.e., the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Centizen Inc., from the date of your joining and up to a period of 30 months including internship and training period. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the Service Agreement will result in denial of employment with the Company.

Salary

Your Stipend for the Internship period of first six months will be **INR 10,000 per month**. After internship your Total Gross Salary will be **INR 25,625 per month**. There will be an increment in your salary based on your performance after the completion of two years' service. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I and Annexure – II.

Notice period

During the service 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.

On confirmation, you will be required to give three months' notice 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 two months' notice. Notice period can be served only after the service agreement period.

Background checks

The Company may, at its discretion, conduct background checks prior to or after your scheduled date of joining. You expressly consent to the Company conducting such background checks.

The Company, at its discretion, may request further validation of the details provided by you. If the outcome of the background check is found to be unsatisfactory, we reserve the right, in our sole discretion, to withdraw this offer without notice nor compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

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 Centizen Inc. 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.

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 Tirunelveli, India.

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

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

Yours sincerely,

A JOSEPH
Vice President
Centizen Inc.

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

Date:

Sign your name

Print your name

Location

Letter of Intent (LOI)

Superset ID: 3640069

Date: November 25, 2022

Dear Jeyashree R,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

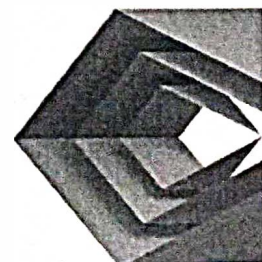
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



25/01/2023

To,

KANAGALAKSHMI SUBRAMANIYAN
30/B PANDIYAN NAGAR, 2 ND STREET,
THIRUTHANGAL- 626130

Dear KANAGALAKSHMI,

We thank you for your interest in joining Aptean India Private Limited ("Company").

Subject to successful completion of your current internship at CareerNet Technologies Pvt. Ltd. and compliance with certain other conditions as indicated below, we shall be pleased to consider you for an opportunity of employment in the position of Associate Engineer, at the Company's office at Madurai.

Any offer for employment with the Company shall be made subject to and contingent upon your compliance with all the following conditions:

1. Successful completion of your internship at CareerNet Technologies Pvt. Ltd. including meeting all training and assessment goals and key indicators of your internship.
2. Submission of all the relevant documents requested by the Company
3. Successful completion of your graduate / master's degree, as applicable
4. Clearing the background and reference checks to the satisfaction of the Company
5. Signing and agreeing to the terms and conditions called out in the Training Agreement, which includes the training costs incurred, and returnable to company, if you resign from the company within 24 months period from the date of joining. The training costs with the detailed terms and conditions are mentioned in the training agreement that will be issued to you along with the appointment letter on your date of joining.

The offer of employment with the Company shall be as per the terms of the Company's Letter of Offer and the Employment Agreement, which you need to execute and comply with as a condition of being employed with the Company. Such documents along with the indicative start date will be intimated to you in due course, expected around one month prior to your completion of internship, subject however to your compliance with all the conditions.

Should you be offered an opportunity for employment with the Company, your annual compensation for the position offered is up to INR 6,00,000/- (Rupees Six Lakhs Only).



Aptean India Pvt. Ltd.

Golden Heights, 8th Floor (Level 5), no. 1/59th C Cross Road, 4th M Block Rajajinagar, Bangalore, Karnataka 560010, India
+91 80 67007000 | CIN U72200KA1998PTC023715 | Aptean.com | Info@Aptean.com

Salary Components	Frequency of Payment	Annual Amount (INR)
Basic Salary	Monthly	3,00,000
House Rent Allowance	Monthly	1,50,000
Education Allowance	Monthly	2,400
Statutory Bonus	Monthly	0
Special Allowance	Monthly	86,610
Leave Travel Allowance	Monthly	24,990
Provident Fund (Company Contribution)	Monthly	36,000
Total Fixed Component		6,00,000

Additionally, you will participate in the Company's annual Incentive plan. The details of this incentive plan shall be communicated to you by your hiring manager and the Company reserves the right to review, alter, or amend the plan at any time.

The other benefits of employment with the Company are as follows:

Employee Benefits	Coverage
Group Health Insurance - Reimbursement of hospitalization expenses	Floater benefit - Covers the employee and his/her dependents*. Premium borne by the company
Group Accident Insurance -Covers Employees against the risk of disability / injury sustained due to an accident	Covers only the employee
Term Life Insurance cover	Covers only the employee
Gratuity	As per Gratuity Act

(*Aptean reserves the right to modify or withdraw the benefits at its discretion)

Select employees are also part of the Company's Milestones Program which provides an opportunity to learn multi-skills and related fast-tracked reward mechanism.

Please note that this letter does not constitute an offer or guarantee of employment with the Company.

Please indicate your agreement to the terms of this letter by signing below and returning a copy of the letter with your signature within 3 working days, failing which this letter shall automatically be treated as null and void and considered as withdrawn and revoked.



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We look forward to your successfully complying with all the conditions, as we believe you will find this opportunity both challenging and rewarding. If you have any specific questions about this letter, please contact the undersigned.

Sincerely,
Nicholas Bacon
CHRO

Conditional Employment Offer Acceptance

I S. Rangulakshmi have read and understood the provisions of this conditional offer of employment with Aptean India Private Limited ("Company"), and I accept the terms of this letter. I understand that my employment with the Company shall be based on the terms and conditions of the Letter of Offer and Employment Agreement.

Date: 24/02/2022

Signature: S. Rangulakshmi

VB 14
10AMr Karthik
Bangalore, INDIA.

10-February-2022

Dear Karthik,

Further to the recent meetings and discussions you had with us, we are pleased to offer you the post of "Jr Software Developer" Grade JMD in Xmplar Management Solutions (P) Ltd in Bangalore. Your total compensation will be Rs 4,00,000/- (Four Lakhs only) and the breakup is as below,

Monthly Emoluments	Salary & Benefits
Fixed Component	INR
Basic	11,713
HRA	5,857
CCA	8,500
Flexible Allowance	3,212
Total Gross Per Month	29,282
Total Gross Per Annum (A)	3,51,384
Retiral Benefits	
Provident Fund (12% of Minimum of Basic + DA (i.e., Rs. 15,000/-)	16,872
Gratuity *	6,744
Total Per Annum (B)	23,616
Performance Bonus**	25,000
Annual Compensation (A+B)	4,00,000

* - Gratuity is applicable only when the employee completes 5-year term in the organization. Gratuity calculation is $((\text{Basic} - \text{DA}) / 26) * 15$ for the number of years completed in the organization or 10 Lakhs, whichever is lower.

** You will also be eligible to get incentive which will be declared during the year end as per management discussion. Amount mentioned in the above table is an indicative one and the actual amount will be determined based on previous year performance of the Company & Your Individual performance. Incentive amount is typically declared during Q1/Q2 of every year and if the employee has joined during mid of a financial year, then the incentive will be calculated on pro-rata basis. Company reserves the right for declaring the incentive amount.

*** We have introduced a new pay component called CCA – City Compensation allowance which assumes your base location as Bangalore.

You will be on Probation for a minimum period of 3 Months. On satisfactory completion of the probationary period your employment will be confirmed in Xmplar Pvt Ltd. You are expected to submit the course completion certificate on or before the date of joining. Joining date will be communicated at a later point in time.

Apart from the above benefits you are eligible for health insurance cover of Rs 3,00,000 for you and spouse and children. Detailed appointment letter will be handed over to you on the day of joining. Request you to accept the same and give us an email confirmation.

For Xmplar Management Solutions Pvt Ltd,

Rajumohan R. (CEO)

Karthik M,
13, Parameshwaran Pilai line,
North Masi Street,
Madurai-01.

Dear Karthik,

Congratulations! We are delighted to make you an offer as Software Engineer Intern and your role is Software Engineer.

Here are the terms and conditions of our offer:

Joining

Your tentative scheduled date of Joining will be 1st December, 2022. In case of inconvenience of either parties, adjustments can be made on the joining date.

Location

Your location of posting is at Tirunelveli. 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.

Leave

You are entitled to Earned Leave for 12 working days annually, right from your date of joining. If you take leave on loss of pay ("LOP"), such leave period shall not be included within the meaning of Service Period. You hereby acknowledge and agree that your Service Period shall be extended by the number of days of leave taken on LOP.

Agreement

Our offer to you as Software Engineer is subject to the execution of the Service Agreement. The Service Agreement details i.e., the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Centizen Inc., from the date of your joining and up to a period of 30 months including internship and training period. You will be required to complete the formalities on the Service Agreement at the time of joining.

Please note, non-execution of the Service Agreement will result in denial of employment with the Company.

Salary

Your Stipend for the Internship period of first six months will be **INR 10,000 per month**. After internship your Total Gross Salary will be **INR 25,625 per month**. There will be an increment in your salary based on your performance after the completion of two years' service. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I and Annexure – II.

Notice period

During the service 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.

On confirmation, you will be required to give three months' notice 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 two months' notice. Notice period can be served only after the service agreement period.

Background checks

The Company may, at its discretion, conduct background checks prior to or after your scheduled date of joining. You expressly consent to the Company conducting such background checks.

The Company, at its discretion, may request further validation of the details provided by you. If the outcome of the background check is found to be unsatisfactory, we reserve the right, in our sole discretion, to withdraw this offer without notice nor compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

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 Centizen Inc. 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.

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 Tirunelveli, India.

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

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

Yours sincerely,

A JOSEPH
Vice President
Centizen Inc.

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

Date:

Sign your name

Print your name Location

Kathir Mathavan L,
107, Avvaiyar Street,
Virudhunagar - 626001.

Dear Kathir Mathavan,

Congratulations! We are delighted to make you an offer as Software Engineer Intern and your role is Software Engineer.

Here are the terms and conditions of our offer:

Joining

Your tentative scheduled date of Joining will be **1st December, 2022**. In case of inconvenience of either parties, adjustments can be made on the joining date.

Location

Your location of posting is at Tirunelveli. 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.

Leave

You are entitled to Earned Leave for 12 working days annually, right from your date of joining. If you take leave on loss of pay ("LOP"), such leave period shall not be included within the meaning of Service Period. You hereby acknowledge and agree that your Service Period shall be extended by the number of days of leave taken on LOP.

Agreement

Our offer to you as Software Engineer is subject to the execution of the Service Agreement. The Service Agreement details i.e., the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Centizen Inc., from the date of your joining and up to a period of 30 months including internship and training period. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the Service Agreement will result in denial of employment with the Company.

Salary

Your Stipend for the Internship period of first six months will be **INR 10,000 per month**. After internship your Total Gross Salary will be **INR 25,625 per month**. There will be an increment in your salary based on your performance after the completion of two years' service. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I and Annexure – II.

Notice period

During the service 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.

On confirmation, you will be required to give three months' notice 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 two months' notice. Notice period can be served only after the service agreement period.

Background checks

The Company may, at its discretion, conduct background checks prior to or after your scheduled date of joining. You expressly consent to the Company conducting such background checks.

The Company, at its discretion, may request further validation of the details provided by you. If the outcome of the background check is found to be unsatisfactory, we reserve the right, in our sole discretion, to withdraw this offer without notice nor compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

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 Centizen Inc. 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.

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 Tirunelveli, India.

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

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

Yours sincerely,

A JOSEPH
Vice President
Centizen Inc.

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

Date:

Sign your name

Print your name Location

ANNEXURE - I
(Compensation after Six months)

COMPENSATION DETAILS
(All figures in INR per month)

ROLE	Software Engineer
ROLE DESIGNATION	Software Engineer
MONTHLY COMPONENTS	
BASIC SALARY	12,813
HRA	5,125
BASKET OF ALLOWANCES (This is to be used towards LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	7,687
MONTHLY GROSS SALARY	25,625
Yearly bonus will be provided based on the individual performance (Performance Pay)	0 to 46,250 Per annum
Yearly bonus will be provided based on the company performance (Performance Pay)	0 to 46,250 Per annum

ANNEXURE-II
(Compensation for the first Six months)

COMPENSATION DETAILS
(All figures in INR per month)

ROLE	Software Engineer
ROLE DESIGNATION	Software Engineer Intern
MONTHLY COMPONENTS	
STIPEND PER MONTH	10,000

Admin(SOFTS) -admin@softs.com

to me

Wed 8 Feb 11:59

Dear Ms. Kavyasri R.

Congratulations!

As per the status of online Technical Interview conducted **today (08Feb23-Wed)**, you have been selected for the post of **Trainee Technical Assistant**. You are advised to join in our Company on **1st week of April**.

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

Dress code :

1. Allowed to wear Saree & chudithar (with neatly pinned shawl)
2. Not Allowed: Half Sarees, free hair style, Black color dress, Leggings, footwear.

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

Wishing you a continuous success...!

Company Address:

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

Tel - 91-413- 26 11 357, 26 11 358
Mobile: +91-95 855 35 301, 309.

Great Innovus

(21)

21

Dear Ms. Kavyalaxmi S,

Salutations from Great Innovus !

Congratulations!!!

Further to our discussion and the subsequent interviews you had with us recently, we are happy and pleased to inform you that you have been selected.

Please share the below-listed documents to proceed with the further process.

Kindly feel free to reach out to us for any kind of clarifications or queries. I wish you all the very best. I am looking forward to onboarding you.

Welcome to Great Innovus Solutions Private Limited...!!!

- ID proof (Aadhar and PAN card).
- Education documents (10th, 12th, and degree certificates, along with the consolidated marksheets)
- Two professional references

You will participate in a training programme valued at INR 1,26,500 + 18% GST, which will be provided at no cost. Upon successful completion of two years of employment with Great Innovus, the cost of the training will be fully waived; in the event of failure, the candidate is liable for the reimbursement of the training cost to the company.

With Best Wishes

For Great Innovus Solutions Pvt. Ltd.



Mahesh K
Senior HR Executive

S. Kavyalaxmi

(23)
83

Letter of Intent (LOI)

Superset ID: 360944

Date: November 25, 2022

Dear **KISHOREKUMAR VENKATESAN,**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training program, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,322/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct: You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

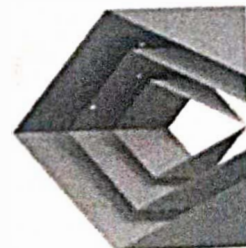
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources



Maharajan M,
84, Nadar Pillaiyar Kovil Street,
Thiruthangal - 626130.

Dear Maharajan,

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

Here are the terms and conditions of our offer:

Joining

Your tentative scheduled date of Joining will be **1st December, 2022**. In case of inconvenience of either parties, adjustments can be made on the joining date.

Location

Your location of posting is at Tirunelveli. 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.

Leave

You are entitled to Earned Leave for 12 working days annually, right from your date of joining. If you take leave on loss of pay ("LOP"), such leave period shall not be included within the meaning of Service Period. You hereby acknowledge and agree that your Service Period shall be extended by the number of days of leave taken on LOP.

Agreement

Our offer to you as Software Engineer is subject to the execution of the Service Agreement. The Service Agreement details i.e., the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Centizen Inc., from the date of your joining and up to a period of 30 months including internship and training period. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the Service Agreement will result in denial of employment with the Company.

Salary

Your Stipend for the Internship period of first six months will be **INR 10,000 per month**. After internship your Total Gross Salary will be **INR 25,625 per month**. There will be an increment in your salary based on your performance after the completion of two years' service. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I and Annexure – II.

Notice period

During the service 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.

On confirmation, you will be required to give three months' notice 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 two months' notice. Notice period can be served only after the service agreement period.

Background checks

The Company may, at its discretion, conduct background checks prior to or after your scheduled date of joining. You expressly consent to the Company conducting such background checks.

The Company, at its discretion, may request further validation of the details provided by you. If the outcome of the background check is found to be unsatisfactory, we reserve the right, in our sole discretion, to withdraw this offer without notice nor compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

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 Centizen Inc. 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.

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

Letter of Intent

(89)

DATE: 11-10-2022

Mohana Krishna S
Madurai

Dear Mohana

Further to the recent meetings and discussions you had with us, we are pleased to offer you the post of "Jr Software Developer - Intern" in Xmplar Management Solutions (P) Ltd. On completion of the Internship period, you will be offered a permanent role in our organization, subject to your performance during the Internship period.

During the Internship period, you will be paid Rs 12,000/Month as Internship fee.

As a part of the Internship there will be continuous assessment on the performance. At the end of the Internship period, final assessment will be done. Based on the performance, you will be offered a permanent role at Xmplar, and your CTC will be in the range of Rs 3,00,000 to Rs 4,00,000 and fixation on the CTC will be based on the Performance Score which you have secured during the Internship period.

Internship duration: The internship will start effective from October 13th 2022. Duration of the Internship period will be for 6 Months or till the last working day at your college. You will be given 3-4 weeks leave during your semester exams and during this period, you will not be eligible for Internship fee.

Work Location: Xmplar Management Solutions Pvt Ltd, Madurai Office,

Working Hours (during Internship): You are expected to clock 8.5Hrs per day excluding lunch/tea break. Time sheet submission will become the basis of payment. Internship fees will be released within the first 3 working days of the month.

Acceptance of the Letter: This letter of Intent will become null and void, if you don't give us a written acceptance within 5 working days from the date of this letter.

On the day of Joining, you are required to submit the following documents

- 10th and 12th Marksheet, 2 Passport size photograph, Relevant copies of Academic attainment

Based on the performance assessment, you will receive a detailed appointment letter during the last phase of the Internship program.

We welcome you to the Xmplar family and look forward to having you on board with us.

With Best Wishes,

For Xmplar Management Solutions Pvt Ltd,



Sheetal T D, HR Manager

08 Nov 2022

OL/1841

OFFER LETTER

Dear Monisha M,**Congratulations!**

You have been selected to join VINSINFO through the Campus Recruitment process held at your College / University.

We are pleased to offer you the position of *Associate Developer* with a consolidated pay of Rs. 331884/- p.a. (Rupees Three lakhs thirty one thousand eight hundred and eighty four only per annum). This consolidated pay includes your Basic Salary, Gratuity, Medical & Health Insurance.

Probation

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

Non-Disclosure Agreement and Service Agreement

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

Leaves

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

Maternity and Paternity Policy

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

Working Hours

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

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

VINSINFO PRIVATE LIMITED

Nisha Anand Complex, 80/96, Chamiers Road, Teynampet, Chennai - 600 018, INDIA
+91 44 2431 4499 | hr@vinsinfo.com | www.vinsinfo.com

CIN U72900TN2018PTC126579

PAN AAGCV7368H

GSTIN 33AAGCV7368H1ZZ

Joining Date

Your date of joining will be communicated separately.

We warmly welcome you to the VINS family!

Regards,



Authorised Signatory



#26, Palaniappa Nagar, 2nd st.,
Madhavaram, Chennai- 600060
(91) 7395910477 , (91) 7550182814

INTERNSHIP OFFER LETTER

Ref No: 46-2022-EOL

Date: 21-Nov-2022

K. Nagappan

Dear Nagappan,

We are pleased to offer you an **Internship** with **Cloud SCS Technologies Private Limited ("Company")**, having registered office at Chennai, India, with a start date of **January-02-2023** and end date **June-02-2023**.

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

Duties

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

Probation

NA

Compensation

Total Cost to Company (CTC) is **INR 1,04,400/-** during your tenure of Internship, subject to deductions in accordance with the Company's payroll processing procedures, policies and applicable state, central and local laws, rules, and regulations.

Refer **Annexure I** for the structure of the annual compensation.

Documents Submission

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

Reimbursement of Expenses

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



Cloud SCS
TECHNOLOGIES PVT. LTD.

#26, Palaniappa Nagar, 2nd st.,
Madhavaram, Chennai- 600060
(91) 7395910477 . (91) 7550182814

Severability

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

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

Yours sincerely,

Cloud SCS Technologies Private Limited

Iqbal Khan.

Authorised Signatory

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

K. Nagappan,

Candidate Signature

Date:

NANTHINI.K

19UCSE077

77

Letter of Intent (LOI)

Superset ID: 3609284

Date: November 25, 2022

Dear **NANTHINI K.**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time Internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time Internship program or Cognizant Identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time Internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant Identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time Internship program or Cognizant Identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sree Kumar
Vice President - Human Resources



Per Placement Offer Letter

Mr Naveen
Bangalore, INDIA.

10-February-2022

Dear Naveen.

Further to the recent meetings and discussions you had with us, we are pleased to offer you the post of "Jr Software Developer" Grade JMD in Xmplar Management Solutions (P) Ltd in Bangalore. Your total compensation will be Rs 4,00,000/- (Four Lakhs only) and the breakup is as below,

Monthly Emoluments	Salary & Benefits
Fixed Component	INR
Basic	11,713
HRA	5,857
CCA	8,500
Flexible Allowance	3,212
Total Gross Per Month	29,282
Total Gross Per Annum (A)	3,51,384
Retiral Benefits	
Provident Fund (12% of Minimum of Basic + DA (i.e., Rs. 15,000/-)	16,872
Gratuity *	6,744
Total Per Annum (B)	23,616
Performance Bonus**	25,000
Annual Compensation (A+B)	4,00,000

* - Gratuity is applicable only when the employee completes 5-year term in the organization. Gratuity calculation is $((\text{Basic} + \text{DA}) / 26) * 15$ for the number of years completed in the organization or 10 Lakhs, whichever is lower.

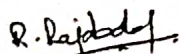
** You will also be eligible to get incentive which will be declared during the year end as per management discussion. Amount mentioned in the above table is an indicative one and the actual amount will be determined based on previous year performance of the Company & Your Individual performance. Incentive amount is typically declared during Q1/Q2 of every year and If the employee has joined during mid of a financial year, then the incentive will be calculated on pro-rata basis. Company reserves the right for declaring the incentive amount.

*** We have introduced a new pay component called CCA – City Compensation allowance which assumes your base location as Bangalore.

You will be on Probation for a minimum period of 3 Months. On satisfactory completion of the probationary period your employment will be confirmed in Xmplar Pvt Ltd. You are expected to submit the course completion certificate on or before the date of joining. Joining date will be communicated at a later point in time.

Apart from the above benefits you are eligible for health insurance cover of Rs 3,00,000 for you and spouse and children. Detailed appointment letter will be handed over to you on the day of joining. Request you to accept the same and give us an email confirmation.

For Xmplar Management Solutions Pvt Ltd,



Rajumohan R. (CEO)



Employment Offer Letter

January 05, 2023

Dear **Nixon Joshwa S,**

It is my pleasure to extend you the offer of employment as "Software Trainee" on behalf of "tringapps research labs Pvt. Ltd". Your anticipated start date will be **18th January 2023**. In case you do not join on or before the mentioned date, this offer of employment will stand canceled and withdrawn. Your appointment stands effective from the date you join duty.

THIS is an Employment agreement along with Terms and Conditions, made to **Mr.Nixon Joshwa S**, ('Employee'), currently residing at **65-D/1 C, Satchiyapuram road, Thiruthangal, Virudhunagar-626130** by **tringapps research labs Private Limited**, ('Company') **Tamil Nadu ,India**; **WHEREAS**, the Company is in the business of providing Software Development/Product Engineering to its Clients around the world including India; **WHEREAS**, the Employee wishes to be employed full time with the Company as 'Software Trainee'; **WHEREAS**, the Employee is aware that the Company is expanding and investing substantial resources related to the hiring/training of the employee **WHEREAS**, during the course of the Employee's employment at the Company, the Employee will obtain confidential and proprietary information; **WHEREAS**, the Employee and the Company agree as a condition of the Employee's employment with the Company that the Employee will agree to all the terms and conditions.

Probation Period: For the first 3 months of your employment, you will be deemed to be on probation. Within 60 days of completion of the three months, if you have not received a notification stating otherwise including, without limitation, extension of probation period from HR, your employment is deemed to be confirmed. During the probation period, the company reserves all rights to terminate the employee without assigning any reasons and without notice or cause.

Notice Period & Termination: At any time during the employment, the employee is entitled to terminate the employment by giving **3 months'** notice. Whereas the company reserves the right to terminate the employment by requesting service of notice or paying salary in lieu for the period that is at full discretion of the Company. However, the Company may terminate the employee's employment with immediate effect without any notice for causes including employee's gross misconduct resulting in material damage to the Company, any form of harassments, willful insubordination, theft of Company's properties, habitual lateness or absence, or any other breach of this agreement.



Confidentiality Agreement:

Confidential information refers to any information disclosed by Company to the Employee, either directly or indirectly in writing, verbally or by inspection of tangible or intangible objects, or electronic stored data including without limitation documents, business plans, software, documentation, financial analysis, marketing plans, customer names, customer list, prospective Customer list, sales leads, customer data, customer information. Confidential Information may also include information disclosed to an Employee by third parties at the direction of the Company.

a) **Non-Compete:** During the subsistence of employment with the Company, the Employee shall not directly or indirectly engage himself/herself in any other business, occupation or employment and shall not render any other commercial or professional services. The Employee, may, however, continue to hold directorship and advisory positions in companies not competing with the business of the Company, and shall continue memberships and accept memberships of associations, with the prior written consent of the Company. Until termination of his/her employment and for a period of 12 months commencing on the date of termination, the Employee, directly or indirectly, in association with or as a stockholder, director, officer, consultant, employee, partner, joint-venture, member or otherwise of or through any person, firm, corporation, partnership, association or other entity, shall not

b) **Non-Solicit:** endeavor to solicit, poach, influence or attempt to influence any client, customer or other person directly or indirectly to direct his or its purchase of the Employer's product and/or services to himself or any person, firm, or other entity in competition with the business of the Employer; The Employee covenants that he shall not during the term of his employment and thereafter for a period of 1 year solicit or attempt to influence any person employed or engaged by the Employer to terminate his employment or otherwise cease his engagement with the Employer or become the employee of or directly or indirectly offer services in any form to himself or any person or entity which is a competitor of the Employer; Therefore, the Employee is aware and acknowledges that, in case of violating this Confidentiality Agreement, the Company holds all the rights to claim for the damages up to the cost of business.

Other Terms & Conditions: Our offer of employment to you as "Software Trainee" is conditional upon your having fully completed your graduation/post-graduation. You will also have completed all studies, course requirements and examinations required for the educational qualifications recorded by you in your application for employment with the Company. You will produce copies of all education documents and other relevant experience documents on the date of joining. 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 will be eligible only for the stipend of 10,000 per month till you complete your graduation.

BGV: Your employment will be subject to a background check in line with tringapps background check policy. A specially appointed agency will conduct external background checks which in general would be completed within one month of joining. If the background check reveals unfavorable results, you will be liable to disciplinary action including termination of

March 28,2023

Mr. K. Pirdeep Roshan
pirdeeproshan2001@gmail.com
Candidate Id: DS20230036

Dear K. Pirdeep Roshan,

Further to our interactions with you, we are pleased to offer you a position at **FACE Prep** (a unit of Focus 4D Career Education Private Limited known as FACE) as **Technical Mentor in our Skill Development Division**.

1. You will be governed by Terms & Conditions of employment and company policies of FACE Prep.
2. You will report to **Mr. Tamilarasan G (Senior Product Consultant)** or anyone whom he may depute.
3. Your date of joining will be **April 5, 2023**. Your base location will be **CHENNAI**.
4. You will join us for an **Initial Learning Training Program (ILTP)** from your date of joining until your academic commitments are completed successfully. During this period, you will be paid a stipend of **Rs.21,000/-**
5. On successful completion of your academic commitments, your three-month probation will begin. The probation period may be shortened based on your performance in the ILTP phase.
6. On successful completion of your probation, your CTC will be revised to **Rs. 5,09,726/-** The break- up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as travel, food, accommodation etc. will be reimbursed as per the company policy.
7. Your notice period during ILTP & probation period is 15 days. Upon successful completion of probation, a notice period of 90 days will be effective by either party. Should the management feel that your performance during your employment is not satisfactory; the same may be terminated with immediate effect.
8. Your work timings will be a pre-agreed time slot of 8.5 hours in duration per day. In case if you are required to work on a holiday due to business requirements, you will be entitled for a compensatory off.
9. You will not be eligible for any earned leaves during your probation period and upon successful completion of your probation you will be eligible for 2.5 days earned leave (EL) per month as per the EL policy. You will also be eligible for 14 holidays as per the policy which will be prorated as per your date of joining.
10. You will have to use your own laptop and the internet connection.
11. This letter is a communication of an employment offer and is not a letter of appointment. Your letter of appointment will be issued after your joining. You are required to submit signed copy of this letter on date of joining. Non-submission of the same will be treated as non-acceptance of this offer.

Annexure I: Annual Compensation Break up			
Name	Mr. K. Pirdeep Roshan	Position & Department	Technical Mentor
#	Compensation Head		Annual (in INR)
1	Basic Pay		1,60,000
2	House Rent Allowance		64,000
3	Medical Allowance		15,000
4	Conveyance Allowance		19,200
5	Provident Fund (Employer Contribution)		21,600
6	Special Allowance		1,20,200
	Total Fixed Pay		4,00,000
7	Gratuity		7,692
	Total Retirement Benefits		7,692
8	Medical Insurance Premium		1,310
9	Accidental Insurance Premium		724
	Total Other Benefits		2,034
10	Performance Linked Pay		1,00,000
	Total Variable Pay		1,00,000
	Total Cost to Company		5,09,726

Note:

1. *Performance Linked Pay (PLP) (Monthly / Quarterly)

- Performance Linked Pay will be paid out Monthly / Quarterly.
- Any Associate who has worked till the last working day of the period in consideration will receive this payout irrespective of the resignation date or last working date.
- For Sales Associates who have a target-based PLP (Monthly / Quarterly), the same will be paid out based on target achievement as on the Last Working Date of the Associate (The Payout will happen irrespective of the resignation date or last working date).

2. Indicative Value and Actual Payout Value

- The PLP or ARB mentioned in your Compensation Structure is an Indicative Value and refers to the maximum eligible PLP or ARB that you are entitled for.
- The Actual Payout Value depends on various factors including your individual performance, your team/unit performance and the overall company performance.

1. Insurance Details

- All associates will be covered under the company group accidental insurance policies for Life Cover (Rs.10,00,000)
- Full time associates will be eligible Medical Cover (Rs.2,00,000 per annum).
- The premium details are mentioned above

2. Employees will be eligible for gratuity as per the Gratuity Act 1972 which mandates that an employee has to serve minimum of 5 years to be eligible for the same.

Thank you
Yours sincerely

For Focus 4 – D Career Education Pvt Ltd.

A handwritten signature in black ink, appearing to read "Arumugam N Vadivelu".

Arumugam N Vadivelu
HR Business Partner

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

R Ponmathi

19UCSC025

25



Letter of Intent (LOI)

Superset ID: 3604575

Date: November 25, 2022

Dear **PONMATHI RAJAVEL**,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant

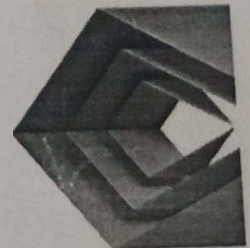
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





Zoho Corporation Private Limited

Registered Office: Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.
Ph: +91 - 44 - 6744 7070
www.zohocorp.com

DTA UNIT

02

Date: 09-Aug-2022

To

Mr.PRASANA KUMAR N,
NO.100,ARUNA STORE COMPOUND,
JAIHINDPURAM, 2ND MAIN ROAD,
MADURAI-625011,TAMIL NADU.

Dear Mr.PRASANA KUMAR N,

Based on your application and the subsequent discussions you had with us we are pleased to have you associated with us as a **PROJECT TRAINEE** for a period of 6 months from the date of commencement in our organization. During this association you will be paid **Rs.20000/- (RUPEES TWENTY THOUSAND ONLY)** per month as a consolidated amount.

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

This offer is subject to the following terms and conditions.

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

Branch Office:
No 3/391-1, 3/391-1B, Thenur Il Bit Village, Thenur Village
Panchayat, Madurai North Taluk, Madurai, Tamilnadu, 625 402.

Corporate Identification No: U40100TN2010PTC075961
e-mail ID: hr-team@zohocorp.com



VALIDITY

This Project Trainee Offer is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **16-Aug-2022**. Your signature indicates your acceptance of the terms and conditions of this offer.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation email from us.

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

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

With Best Wishes,

Yours Sincerely,
For ZOHO CORPORATION PRIVATE LIMITED

M.I.Sohail
Manager - HR & Global Operations

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

Signature:

Date of Offer acceptance: 09 Aug 2022

Name : Prasana Kumar N

Place : madurai



690 Saratoga Ave. #100
San Jose, CA 95129

<https://www.infinstor.com>

Pravin Raja ³³
19UCSE033

11th November, 2022

PRAVIN RAJA

Phone: +91 9894277325

Email Id : pravinraja952@gmail.com

Re: InfinStor, Inc. - Offer of Internship

Dear PRAVIN RAJA:

On behalf of InfinStor, Inc. (the "Company"), I am pleased to offer you the position of Software Engineering Intern in our Company. This letter sets out the terms of your internship & employment with the Company, which will start no later than December 18th 2022, should you accept this offer.

If you decide to join us, your initial compensation will be INR 12,500 per month. Accommodation will be provided by the Company (if it is not available then additional compensation of INR 5000/- per month would be given). This position is an exempt position, which means you are paid for the internship and not by the hour.

Based on your performance during the Internship you will be offered a full time job as a Software Engineer in the Company. You will also be eligible to participate in various Company fringe benefit plans offered by Company to full-time employees as of the date of this letter in accordance with Company's then-current benefit plan requirements. Company may change its benefit plans from time to time in accordance with applicable laws. You may also be eligible to participate in any incentive compensation plan that may be established by Company during your employment.

You will also need to sign an Agreement with the Company at the start of the internship. The Agreement is a binding commitment to work with the Company for 2 years, from the start of the full time job, if a full time job is offered to you by the Company. This means that during this 2 years period the job cannot be terminated by you at any time for any reason. The Company can terminate the employment relationship at any time, with or without cause or advance notice. In addition, Company reserves the right to modify the terms and conditions of your employment, including your compensation, position, duties or reporting relationship to meet business needs and use its managerial discretion in deciding on appropriate discipline.

Prawin Kumar C

6/389, B23 Sivanandha Nagar South,
Annamalaiyar Colony Backside,
Sivakasi.

Dear Prawin Kumar,

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

Here are the terms and conditions of our offer:

Joining

Your tentative scheduled date of Joining will be **1st December, 2022**. In case of inconvenience of either parties, adjustments can be made on the joining date.

Location

Your location of posting is at Tirunelveli. 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.

Leave

You are entitled to Earned Leave for 12 working days annually, right from your date of joining. If you take leave on loss of pay ("LOP"), such leave period shall not be included within the meaning of Service Period. You hereby acknowledge and agree that your Service Period shall be extended by the number of days of leave taken on LOP.

Agreement

Our offer to you as Software Engineer is subject to the execution of the Service Agreement. The Service Agreement details i.e., the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Centizen Inc., from the date of your joining and up to a period of 30 months including internship and training period. You will be required to complete the formalities on the Service Agreement at the time of joining.

Please note, non-execution of the Service Agreement will result in denial of employment with the Company.

Salary

Your Stipend for the Internship period of first six months will be **INR 10,000 per month**. After internship your Total Gross Salary will be **INR 25,625 per month**. There will be an increment in your salary based on your performance after the completion of two years' service. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Notice period

During the service 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.

On confirmation, you will be required to give three months' notice 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 two months' notice. Notice period can be served only after the service agreement period.

Background checks

The Company may, at its discretion, conduct background checks prior to or after your scheduled date of joining. You expressly consent to the Company conducting such background checks.

The Company, at its discretion, may request further validation of the details provided by you. If the outcome of the background check is found to be unsatisfactory, we reserve the right, in our sole discretion, to withdraw this offer without notice nor compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

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 Centizen Inc. 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.

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

12-04-2023

Ms. Preethika .V
Virudhunagar.

19UCSE043

Dear Preethika,

With reference to your application and subsequent interview with us, we are pleased to appoint you as "Software programmer - Trainee" in our organization on the following terms and conditions.

Date of Joining: 12/04/2023

Salary: During the Learning period upto 12th July Rs.12,000/-per month as consolidated pay after then it will be Rs.18,000/- per month with fresh new order which includes ESI & PF etc.,

Work scheme: Compulsory work scheme for short term 1 year.
Need to submit the original documents mentioned in Annexure A.

Training/Confirmation: You will be on a Training period upto 12th July. Based on your performance your services will be confirmed with the company in written after 12th July.

During the Training period your services can be terminated with **seven days' notice on our side and without any reasons.** If your services are found satisfactory during the training period, you will be confirmed in the present position and thereafter your services can be terminated on three month's notice on either side.

Absence for a continuous period of seven days without prior approval of your superior, (including overstay on leave / Training) would result in your losing your lien on the service and the same shall automatically come to an end without any notice or intimation.

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company's polices, Company's patterns & Trade Mark and Company's Human assets profile.



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Zoho Corporation Private Limited

Registered Office: Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.
Ph: +91 - 44 - 6744 7070
www.zohocorp.com

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DTA UNIT

Date: 09-Aug-2022

To

Mr.RAMKUMAR M,
6/996 - 3A, BALAN NAGAR,
KARUPPASAMY NAGAR,
VIRUDHUNAGAR-626001,TAMIL NADU.

Dear Mr.RAMKUMAR M,

Based on your application and the subsequent discussions you had with us we are pleased to have you associated with us as a **PROJECT TRAINEE** for a period of 6 months from the date of commencement in our organization. During this association you will be paid Rs.20000/- (**RUPEES TWENTY THOUSAND ONLY**) per month as a consolidated amount.

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

This offer is subject to the following terms and conditions.

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

Branch Office:
No 3/391-1, 3/391-1B, Thenur Il Bit Village, Thenur Village
Panchayat, Madurai North Taluk, Madurai, Tamilnadu, 625 402.

Corporate Identification No: U40100TN2010PTC075961
e-mail ID: hr-team@zohocorp.com



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VALIDITY

This Project Trainee Offer is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **16-Aug-2022**. Your signature indicates your acceptance of the terms and conditions of this offer.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation email from us.

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

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

With Best Wishes,

Yours Sincerely,

For ZOHO CORPORATION PRIVATE LIMITED

M.I.Sohail
Manager - HR & Global Operations

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

Signature:	Date of Offer acceptance:	09 Aug 2022
Name : Ramkumar M	Place :	Virudhunagar

OL/1862

08-Nov-2022

OFFER LETTER

Dear Ram Prasanth P,

Congratulations!

You have been selected to join VINSINFO through the Campus Recruitment process held at your College / University.

We are pleased to offer you the position of **Associate Developer** with a consolidated pay of Rs. 331884/- p.a. (Rupees Three lakhs thirty one thousand eight hundred and eighty four only per annum). This consolidated pay includes your Basic Salary, Gratuity, Medical & Health Insurance.

Probation

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

Non-Disclosure Agreement and Service Agreement

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

Leaves

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

Maternity and Paternity Policy

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

Working Hours

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

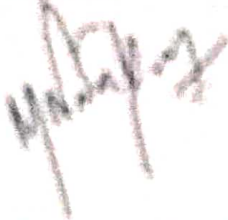
The office will be functioning 5 days a week beginning on Monday. Sunday will be weekly holiday. The office will be closed on first, second and fourth Saturdays of each month, 5 Government holidays in a year and 7 days will be on the option chosen at the beginning of the calendar year.

Joining Date

Your date of joining will be communicated separately

We warmly welcome you to the VINS family!

Regards,



Authorized Signatory



690 Saratoga Ave. #100
San Jose, CA 95129

<https://www.infinstor.com>

23rd November, 2022

M. REVATHI

Phone: +91 9360976763

Email Id : rrevathiamul@gmail.com

Re: InfinStor, Inc. - Offer of Internship

Dear M. REVATHI,

On behalf of InfinStor, Inc. (the "Company"), I am pleased to offer you the position of Software Engineering Intern in our Company. This letter sets out the terms of your internship & employment with the Company, which will start no later than December 18th 2022, should you accept this offer.

If you decide to join us, your initial compensation will be INR 12,500 per month. Accommodation will be provided by the Company (if it is not available then additional compensation of INR 5000/- per month would be given). This position is an exempt position, which means you are paid for the internship and not by the hour.

Based on your performance during the Internship you will be offered a full time job as a Software Engineer in the Company. You will also be eligible to participate in various Company fringe benefit plans offered by Company to full-time employees as of the date of this letter in accordance with Company's then-current benefit plan requirements. Company may change its benefit plans from time to time in accordance with applicable laws. You may also be eligible to participate in any incentive compensation plan that may be established by Company during your employment.

You will also need to sign an Agreement with the Company at the start of the internship. The Agreement is a binding commitment to work with the Company for 2 years, from the start of the full time job, if a full time job is offered to you by the Company. This means that during this 2 years period the job cannot be terminated by you at any time for any reason. The Company can terminate the employment relationship at any time, with or without cause or advance notice. In addition, Company reserves the right to modify the terms and conditions of your employment, including your compensation, position, duties or reporting relationship to meet business needs and use its managerial discretion in deciding on appropriate discipline.



690 Saratoga Ave. #100
San Jose, CA 95129

<https://www.infinstor.com>

The location of your job is Chennai, India. InfinStor, Inc. of USA works with our Professional Employer Organization Jade Vine Technology Private Limited in India. Therefore, your payroll will be processed by Jade Vine Technology in India.

This offer is contingent upon you signing Company's standard form of Internship Proprietary Information and Inventions Agreement (a copy of which is enclosed)

This letter and the Internship Proprietary Information and Inventions Agreement and the Plan and the Agreement referred to above constitute the entire agreement between you and Company regarding the terms and conditions of your employment, and supersede and replace all negotiations, representations or agreements, whether prior or contemporaneous, written or oral, between you and Company on this subject. The provisions of this agreement regarding "at will" employment by the Company may only be modified by a document signed by you and an authorized representative of the Company.

In unforeseen circumstances, if you are unable to complete the Lock-in-Period period, you would be liable to pay back the cost incurred by the Company for training you during the Internship (as described in the separate Agreement signed by you), laptop, accessories, etc. that you would have received from the Company.

By accepting the Internship Offer, You agree for Lock-in-Period period of 2 years (as described in the separate Agreement signed by you).

M. REVATHI, we look forward to working with you at Company. This offer will remain open until 30th November 2022. Please sign and date this letter on the spaces provided below to acknowledge your acceptance of the Company's offer on the terms set forth in this letter.

Sincerely,

INFINSTOR, INC.

By _____
Raja Rajendran
Senior Director of
Engineering

I agree to and accept Internship offer with InfinStor, Inc. on the terms and conditions set forth in this agreement.

Date: _____

M. REVATHI



Trainee Engagement Letter

Monday, May 22, 2023

Dear Rishidharan P ,

Pursuant to your application for participation in the Applicant Training Program at Byjus, we are pleased to register you as an **Applicant Trainee - Sales** ("Trainee") to undergo training as part of the Applicant Training Program (ATP) ("Training") at Think & Learn Pvt. Ltd. ("Byjus" or "Company").

The Training shall be subject to the terms and conditions specified below.

1. Engagement:

1.1. For the purposes of the Training, the Trainee shall be engaged for a fixed-term short duration as specified in this Letter. The induction to this Training is not and shall not be, at any point, treated or construed as a contract of permanent employment between the Trainee and the Company or commitment for continued employment in the future. The Trainee shall not have the authority to bind or represent the Company in any manner whatsoever, after the termination/completion of Training under this Letter.

2. Background Check:

2.1. This Training engagement is based on the information furnished by the Trainee in his/her/their application. Trainee shall inform the Company in writing about the changes in any particulars submitted in the application.

2.2. The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of the Training Period, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, [past work experience (if any)] and criminal records. The Trainee hereby provides his/her/their express consent to the Company for conducting such background checks. The commencement and subsequent continuation of this Training is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the screening exercise (including background verification and criminal history check).

2.3. The Training shall also be subject to the production of necessary documents including educational and professional certificates and shall be deemed to be rescinded automatically without any costs to the Company in the event such necessary documents are not provided to the Company.

2.4. If, at any time in future, it comes to light that any of the information provided by the Trainee in order to participate in this Training, is incorrect or any relevant information may or has been purposely withheld, the Training shall be terminated without notice without any liabilities to the Company.

3. Program Details:

3.1. The Training shall commence on Tuesday, May 30, 2023 or such other date as may be subsequently communicated to you in writing by Byjus ("Start Date").

3.2. The Training shall be for a period of 2 Weeks ("Training Period") comprise of two stages: (a) Stage 1 will be a Classroom Training ("CRT") of 1 Week ; and (b) Stage 2 will be an On-the-Job Training ("OJT") of 1 Week, which will be subject to clearance of minimum requirements and assessments prescribed in the CRT stage. The Trainee shall have no right whatsoever to claim any renewal or extension of the Training Period.

3.3. Both phases of the training i.e. CRT and OJT will be conducted on-site at the locations specified below:

- a) CRT location: BTC, Sri Koushigan Plaza, No. 959, / 211 A, VELLACHERI Main road, Camp Road Junction, 1st Floor, Selaiyur, Chennai - 600073
- b) OJT location: BTC, Sri Koushigan Plaza, No. 959, / 211 A, VELLACHERI Main road, Camp Road Junction, 1st Floor, Selaiyur, Chennai - 600073

3.4. On the Start Date, the Trainee shall be required to report at the location specified in clause 3.3(a) above at [IST 8:30 AM].

3.5. The Trainee will be assigned a supervisor on the first day of the Training Period and will be required to act in accordance with the instructions of such supervisor. As a Trainee, you will carry out such tasks as may be entrusted to you from time to time.

3.6. Induction of the Trainee to OJT shall be subject to successful completion of the CRT and clearance of minimum requirements prescribed for the CRT stage.

3.7 Trainee shall be required to carry the below-mentioned documents on the Start Date:

- a) Education Documents
- b) Pan Card
- c) Aadhaar Card
- d) Cancelled Cheques/Bank Statements/Bank Passbook

4. Training Period

4.1 The Training Period shall be 3 Weeks and this engagement will automatically expire upon the completion of the Training Period unless terminated earlier as per the provisions of this Letter.

4.2 Notwithstanding anything contained in clause 4.1, the Training Period may be shortened or extended based on the Trainee's performance and at the discretion of Byjus. For example, if the Trainee does not clear the CRT based on assessments conducted, the Trainee shall come to an end after 1 Week i.e. completion of CRT. In such an event, the Trainee shall be paid a prorated amount for those weeks. The decision of the Company in this matter shall be final and binding.

5. Remuneration and other Benefits

5.1 Your remuneration for the entire duration of the Training is INR 7,222.00 (incl. any other applicable statutory deductions). The remuneration shall be paid monthly on a pro-rata basis as per the number of days worked in the relevant month.

5.2 In accordance with the applicable law, the Company shall be entitled to deduct from the monthly remuneration payable to the Trainee, the following contractual, statutory, and compulsory deductions:

- a) Provident Fund and ESIC and other statutory deductions;
- b) Income tax;
- c) Dues to Company including loans at source at the rates applicable;
- d) PF administrative charges and EDLI charges as per rules will be included in the above mentioned remuneration.

5.3 In addition to the remuneration mentioned in clause 5.1 above, the Trainee shall be paid the expenses incurred by the Trainee on behalf of the Company or its clients as authorized, in connection with the work performed as part of the Training, and upon presenting supporting vouchers/documents. The Expense Policy of the Company applicable to the Trainee will be shared upon commencement of Training in accordance with the terms set out under this Letter.

5.4 The remuneration payable under this Letter is purely a matter between Trainee and the Company and has been arrived at on the basis of your specific background and professional merit. The Company expects that the Trainee maintains this information including any future changes to the remuneration, as strictly personal and confidential.

5.5 The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations (including as set out under 5.4 of this Letter). Trainees will be responsible for his/her tax liabilities under all applicable tax laws and regulations.

6. Company Policies Trainee will be governed by the Company's policies, regulations, and procedures on the working hours, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time for all ATP trainees.

7. Absence from duty:

7.1 During the Training Period, if the Trainee absents himself/herself/themselves from reporting for the Training without prior leave approval or proper intimation, then those day/days will be treated as absence from work. The days of absence will be treated as loss of pay days.

7.2 The Trainee shall be expected to report to his/her/his Training supervisor on resuming the Training after any unauthorized absence and provide valid reasons for absence in writing.

7.3 Where the Trainee is absent from the Training for more than 1 day without any authorization from the Training supervisor, such absence shall be treated as an automatic disqualification to participate in the Training and the Training shall be discontinued with immediate effect without any compensation to the Trainee.

7.4 Trainee will be entitled to get 1 casual leave/sick leave per month. If you join the program from the 1st to the 15th of a month, you are entitled to get the leave credit for that month. If you join the program between the 15th to the end of the month, you are not entitled to the leave credit for that month. You will not be eligible for any other paid leaves during the Applicant Training Program.

8. Obligations of the Trainee:

- 8.1. Trainee shall abide by all reasonable and lawful directions given to him/her/their by the supervisor or any other official of the Company nominated by the Company for the purposes of the Training.
- 8.2. Trainee will conduct himself/herself/themselves in good standing at all times and abide by the law of the land whether in relation to the Training or otherwise.
- 8.3. In the event any complaint or proceeding is initiated against the Trainee during the Training Period, whether civil or criminal in nature, the Trainee shall be required to immediately inform the Company of the same.
- 8.4. Trainee shall not undertake any other assignment during the subsistence of the Training that conflicts with the tasks assigned as part of the Training. Any contravention thereof will lead to the forthwith termination of the Training.
- 8.5. Trainee will be required to follow the rules of discipline prescribed by the Company and conduct himself/herself/themselves in accordance with the decorum of the workplace and maintain the highest standards of ethics. The Company reserves the right to forthwith terminate the Training at any given point of time during the Training Period in the event Trainee is found involved in any unethical practices, fraudulent activities, misrepresentation etc.
- 8.6. Trainee shall contribute to the best of knowledge, skills, abilities and expertise for the promotion of the Company's business.
- 8.7. The Company believes in openness and good communications as the most effective means of addressing work related issues and concerns. The Company's grievance procedure, as set out in the Company Policies, has been introduced to benefit all individuals engaged with the Company (including trainees), and is intended to provide all with a systematic way of airing grievances and reaching a solution in as short a time as possible.
- 8.8. Trainee shall be responsible for the safekeeping and return in good condition and order of all the properties of the Company, which may be in Trainee's care, custody, care or charge. For the loss of any properties of the Company in Trainee's possession, the Company will have a right to assess on its own basis and recover the damages of all such materials from the Trainee and to take such other action as it deems proper in the event of the Trainee's failure to account such material or property to its satisfaction.
- 8.9. Trainee shall not, during the Training with the Company under this Letter, directly or indirectly engage himself/herself/themselves in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, Trainee shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.
- 8.10. Trainee shall endeavor to uphold the good image of the Company and shall not by his/her/their conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. Trainee shall not conduct himself/herself/themselves in any manner amounting to a breach of confidence reposed in the Trainee or inconsistent with the interest of the Company. Trainee shall at all times deal with the Company's money, material, and documents with utmost honesty and professional ethics.
- 8.11. During the course of the Training under this Letter, if the Trainee, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit a breach of the terms of your engagement under this Letter or of any of the stipulations herein contained the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your engagement forthwith without notice or payment in lieu of notice and deduct from your remuneration or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.
- 8.12. During the course of the Training under this Letter, if the Trainee, at any time render himself/herself/themselves in inappropriate behavior/ conversation with the customer, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to initiate any disciplinary action including but not limited to warning, suspension or disqualification of the Trainee's candidature forthwith without notice or payment in lieu of notice and deduct from the remuneration or other emoluments, if any, then due to the Trainee, including the amount of any damage that the Company may have sustained.
- 8.13. During the Training under this Letter and at all times thereafter
- Trainee shall not, directly or indirectly, in any capacity or manner, make, express, transmit, speak, write, verbalize, or otherwise communicate in any way (or cause further, assist, solicit, encourage, support or participate in any of the foregoing) any remark, comment, message, information, declaration, communication or other statement of any kind, whether verbal, in writing, electronically transferred or otherwise, that may reasonably be construed to be derogatory, disparaging, denigrating, maligning or critical of, or negative towards the Company or the business or business relationships of the Company or any shareholder, or any of their affiliates, investors, employees, directors, agents, or partners including business partners.
 - Trainee shall not assist or cooperate with any other person in committing any act, which, if committed by the Trainee, would constitute a violation of this clause; and
 - Trainee shall not do or cause to be done any act, deed or thing which would affect any employee's obligations to the Company and shall promptly inform and keep informed the Company of any act, deed, thing or event which would prejudicially affect the interests of the Company. Any violation to this provision will lead to legal/disciplinary action.
- 8.14. Trainee shall be required to sign a Non-Disclosure and Confidential Information Agreement with the Company, prior to joining the Applicant Training Program by the Company. Training with the Company shall be contingent upon the Trainee executing the aforesaid agreement.

B. Confidential Information

9.1. During the Training, Trainee may come into possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of Training in the Company. Confidential information includes, and is not limited to course materials, videos, financial documents, and other relevant documents. Trainee shall not disclose such Confidential Information to any person. Trainee shall not make any copies of the Confidential Information. Trainee shall not disclose, reproduce, or use any Confidential Information for any purpose except solely in connection with work assigned to the Trainee during the Training. Obligations with respect to confidentiality shall be more fully detailed under the [Non-Disclosure and Confidential Information Agreement] executed by you with the Company and you shall at all times be bound by the provisions laid therein.

10. Intellectual Property Rights:

10.1. All the intellectual property rights in the material developed by the Trainee, class material, and related documents shall at all times remain the property of the Company. Trainee shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, Trainee shall provide exclusive, transferable, assignable, royalty-free rights in such intellectual property in perpetuity to the Company. Trainee shall not assert any right, title, or interest over such intellectual property rights.

11. Indemnity :

11.1. Trainee hereby agrees to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a) Any act or omission by the Trainee;
- b) Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c) Any representation or warranty or information furnished to the Company found to be false;
- d) Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e) Failure to adhere to the standards/specifications/policies of the Company.

12. Termination:The Training can be terminated in the following manner:

12.1. The Company will be entitled to disqualify/discontinue the Trainee's participation in the training program by giving 48 hours' notice in writing, or by payment of 48 hours' remuneration in lieu of such notice with or without cause.

12.2. In the event the Trainee desires to opt-out of the Training, you will be required to give the Company 48 hours' notice in writing or 48 hours' remuneration in lieu of such notice.

12.3. Pursuant to termination of Training under clause 12, the Trainee shall be disqualified and not be eligible to be hired by the Company in the future.

12.4. In the event of disqualification on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies or the Trainee is found to be absconding from the Training or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, the Trainee's disqualification will be immediate and without any notice or compensation.

12.5. Training Certificate will be provided only on completion of the training period. If the resignation is initiated by the Trainee or the Trainee has been relieved as part of the Absenteeism policy, for violating the company policies, or for disciplinary issues during the training, the Trainee will not receive the Training Certificate.

12.6. On expiry or early termination of Training, as the case may be, Trainee will immediately surrender to the Company, all materials, correspondence, books, documents, records, assets etc. belonging to the Company or relating to its business.

13. Post Completion of Training:

Completion of the training does not guarantee continued engagement or an offer of permanent employment with the Company. However, basis a qualitative and quantitative analysis of the performance during the Training and upon successful completion of the Training and fulfillment of the conditions mentioned in this Letter, the Company may, at its sole discretion, consider providing an offer of permanent employment to the Trainee in a Business Development role, which may be either in (i) Pre-sale; (ii) Direct-sale or (iii) Inside sale or (iv) Centre-Sales, as may be deemed fit by the Company and in line with the work requirements of the Company at the relevant time. The compensation package for such permanent position, if any, offered by the Company will be as per the prevalent market practices, industry conditions and business requirements of the Company. The work location may be either the location where the OJT Training was conducted or any other location as may be determined by the Company from time to time. Provided that, nothing in this clause shall be construed as any commitment or guarantee provided by the Company for any employment or any other engagement with the Company.

14. Return of Property:

14.1. Trainee shall, on ceasing to be a part of the Training for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which the Trainee received or in possession or prepared in connection with the Trainee's association with the Company. For the loss of any properties of the Company in the Trainee's possession, the Company will have a right to assess and recover the damages of all such materials from the Trainee and to take such other action as it deems proper in the event of the Trainee's failure to account such material or property to its satisfaction.

14.2. The terms of your engagement detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. Trainee is requested to signify his/her/their acceptance of the terms and conditions contained under this Letter by signing and returning to the Company the duplicate copy of this Letter. This offer of Trainee and all of the terms outlined hereunder will automatically expire on Tuesday, May 30, 2023, in case of any failure on your part to confirm your acceptance thereof by or before Tuesday, May 30, 2023 or your failure to report to the Company on Tuesday, May 30, 2023.

14.3. The Company reserves the right to withdraw this offer of Training made to you, without prejudice and without providing any reasons, whatsoever, before receipt of your acceptance of the same.

14.4. This letter constitutes the complete understanding between the Trainee and the Company regarding the terms of the Training with the Company. This supersedes any and all other agreements, either written or oral, between Trainee and the Company in this regard. Any modification of this letter will be effective only if it is in writing, signed by both parties.

14.5. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

We look forward to you joining the Training. We are certain that as a participant of the Training, you will find challenge, satisfaction, and opportunity in your association with the Company.

Yours sincerely,

For and on behalf of
Think & Learn Pvt. Ltd.
Human Resource

Acknowledgment and Consent

I hereby confirm that I have read, understood and accept the terms set out in this Letter and agree and accept the same.

Signature of the Trainee

This is system generated letter and does not require an authorized signature

Indicative Terms of the permanent position referred to in Clause 13 of the Letter

As mentioned in clause 13 of the Letter, pursuant to completion of the Training, the Company shall conduct a qualitative and quantitative analysis of the performance of the Trainee during the Training Period, successful completion of the Training and fulfillment of the conditions mentioned in this Letter. Subject to such assessment, the Company may, at its sole discretion, may provide an offer of a permanent employment position to the Trainee on the indicative terms and benefits set out below:

1. **Prospective Role:** The individual may be engaged in the role of a Business Development Associate ("BDA"), which may be either in (i) Pre-sales; (ii) Centre-sales or (iii) Inside sales, as may be deemed fit by the Company and in line with the work requirements of the Company at the relevant time. There will be a probation period of 30 days upon joining as an associate

2. **Prospective Compensation:** During the probation period, your compensation will be at the same rate as that during the training period. [Subject to the business requirements and the prevailing market conditions, the prospective annual compensation offered with a permanent position, if any, will be as per the prevalent market practice and will be subject to tax as required under the applicable law.] or [Subject to the business requirements and the prevailing market conditions, the prospective annual compensation offered with a permanent position after completion of the probation period, can be INR 4.5 Lakhs to

5.5 Lakhs (Fixed) & 3 Lakhs (Variable) Annually .

3. Prospective Location: In the event a permanent position is offered by the Company, the work location could be either the location where the OJT Training was conducted or any other location as may be determined by the Company from time to time. The Company will reserve the right to transfer the individual to any location, as the Company may deem fit, from time to time.

4. The terms stipulated in this Annexure are only indicative and shall not be construed as any commitment or guarantee provided by the Company with respect to any employment with the Company.

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IN PRINCIPLE OFFER LETTER

22-Mar-2023

Rooban S.,

Plot No. 31, Annamalayar Street,
Meenatchi Nagar, Villapuram, Madurai – 12.

Dear Rooban,

We are pleased to have you join Pranion in the capacity of "Software Engineer". We look forward to a long and enriching journey.

Your compensation package is set at Rs. 1,62,850/- (Rs. One Lakh Sixty-Two Thousand Eight Hundred and Fifty Only), total Cost-To-Company (CTC). A detailed offer letter containing the breakup of the salary structure will be provided to you on the date of joining.

This offer letter is valid for 30 days or date of joining whichever is earlier. If the candidate is unable to join Pranion at the agreed date, the onus is on the candidate to inform Pranion about the revised joining date over email.

We take pleasure in welcoming you to our organization and sincerely hope that your period of employment with us will be long, pleasant and mutually beneficial.

Sincerely,
For Pranion Technology Ventures Pvt. Ltd.

Subham Jain D.
Senior Executive – People Operations

Date: 10-May-2023

Mr. Sakthi Ganesh A
No. 1/181, South Street,
Palavanatham, Virudhunagar.

Dear Mr. Sakthi Ganesh,

Sub: Letter of offer to join the Internship of Chella Software Private Limited

Chella Software is pleased to offer you an educational internship opportunity as Graduate Associate. You will report directly to Mr. Balamurugan H. You are requested to report for duty on 15-May-2023 at Madurai office. During this period will offer you a stipend of Rs. 8,000 per month. Apart from that, there are no other benefits as part of your internship program. The Internship program will be beginning from 15th May, 2023. The duration of the entire program roughly about 3 months.

Congratulations and Welcome to the team.

Thanking You,

For Chella Software Pvt. Ltd.,


Authorized Signatory



odessa

EMPLOYMENT OFFER LETTER

To,
Ms. Sanjuna R R,

Date: 09 March 2023

Dear Sanjuna,

Odessa Solutions Private Limited (hereinafter "the Company/Odessa") is pleased to offer you an employment as "Software Engineer", "Level 1" under the following terms:

1. **Joining date: 05 June 2023.** The company shall have the right, but not the obligation, to advance or extend the mutually agreed joining date as per the offer letter.
2. **Compensation:** Your Cost to company (CTC) shall be Rs. 6,50,000/- (Rupees Six Lakhs And Fifty Thousand Only) as per Annexure – I. The Company will deduct Taxes as appropriate and in line with the Income Tax Act, 1961. You will be responsible for your tax liabilities under all applicable tax laws and regulations.
3. **Confidentiality:** Except as required by applicable laws, you will not disclose the content of this offer letter without obtaining prior written consent from the Company, provided however, that you may disclose this offer letter to your spouse, attorney, financial planner and tax advisor if such persons agree to keep the terms hereof confidential.
4. **Background Check:** Your employment with the Company will be subject to a background check in line with Company's background check policy. An appointed agency will conduct internal and external background checks. Your appointment will be valid subject to favorable Background Verification Report as per the company process.

Acceptance of this offer:

- a) Please confirm your acceptance of this offer within 24 hours from receipt of the offer letter and returning the same to our team. Upon your acceptance of this offer, your employment with Odessa will be as per the terms and conditions of this Offer Letter.
- b) To facilitate the smooth transfer of your employment, we authorize you to communicate acceptance of this offer to your current employer and consent to the transfer of any personal information related to employment from your current employer to the Company.
- c) Please refer to Annexure 1 for Compensation Structure and Annexure 2 for your employment terms

Odessa Solutions Private Limited
Registered Office: GGR Tower 1 • 18/2B • Bellandur Gate • Sarjapur Road • Bangalore • Karnataka 560103 • India
+91 80 40872600
CIN U72200KA2002PTC121497
www.odessa-inc.com

25/01/2023

To,

SARAN KUMAR S
PLOT NO 5, PKM AVENUE (OPP TO FISH MARKET),
KARUPPAYURANI, MADURAI 625020

Dear **SARAN KUMAR S**,

We thank you for your interest in joining Aptean India Private Limited ("Company").
Subject to successful completion of your current internship at CareerNet Technologies Pvt. Ltd. and compliance with certain other conditions as indicated below, we shall be pleased to consider you for an opportunity of employment in the position of **Associate Engineer**, at the Company's office at **Madurai**.

Any offer for employment with the Company shall be made subject to and contingent upon your compliance with all the following conditions:

1. Successful completion of your internship at CareerNet Technologies Pvt. Ltd. including meeting all training and assessment goals and key indicators of your internship.
2. Submission of all the relevant documents requested by the Company
3. Successful completion of your graduate / master's degree, as applicable
4. Clearing the background and reference checks to the satisfaction of the Company
5. Signing and agreeing to the terms and conditions called out in the Training Agreement, which includes the training costs incurred, and returnable to company, if you resign from the company within 24 months period from the date of joining. The training costs with the detailed terms and conditions are mentioned in the training agreement that will be issued to you along with the appointment letter on your date of joining.

The offer of employment with the Company shall be as per the terms of the Company's Letter of Offer and the Employment Agreement, which you need to execute and comply with as a condition of being employed with the Company. Such documents along with the indicative start date will be intimated to you in due course, expected around one month prior to your completion of internship, subject however to your compliance with all the conditions.

Should you be offered an opportunity for employment with the Company, your annual compensation for the position offered is up to **INR 6,00,000/- (Rupees Six Lakhs Only)**.

Salary Components	Frequency of Payment	Annual Amount (INR)
Basic Salary	Monthly	3,00,000
House Rent Allowance	Monthly	1,50,000
Education Allowance	Monthly	2,400
Statutory Bonus	Monthly	0
Special Allowance	Monthly	86,610
Leave Travel Allowance	Monthly	24,990
Provident Fund (Company Contribution)	Monthly	36,000
Total Fixed Component		6,00,000

Additionally, you will participate in the Company's annual incentive plan. The details of this incentive plan shall be communicated to you by your hiring manager and the Company reserves the right to review, alter, or amend the plan at any time.

The other benefits of employment with the Company are as follows:

Employee Benefits	Coverage
Group Health Insurance - Reimbursement of hospitalization expenses	Floater benefit - Covers the employee and his/her dependents*. Premium borne by the company
Group Accident Insurance - Covers Employees against the risk of disability / injury sustained due to an accident	Covers only the employee
Term Life Insurance cover	Covers only the employee
Gratuity	As per Gratuity Act

(*Aptean reserves the right to modify or withdraw the benefits at its discretion)

Select employees are also part of the Company's Milestones Program which provides an opportunity to learn multi-skills and related fast-tracked reward mechanism.

Please note that this letter does not constitute an offer or guarantee of employment with the Company.

Please indicate your agreement to the terms of this letter by signing below and returning a copy of the letter with your signature within 3 working days, failing which this letter shall automatically be treated as null and void and considered as withdrawn and revoked.

Golden Heights, 8th Floor (Level 5), no. 1/59th C Cross Road, 4th M Block Rajajinagar, Bangalore, Karnataka 560016, India
+91 80 67007000 | CIN U72200KA1998PTC023715 | Aptean.com | Info@Aptean.com

We look forward to your successfully complying with all the conditions, as we believe you will find this opportunity both challenging and rewarding. If you have any specific questions about this letter, please contact the undersigned.

Sincerely,
Nicholas Bacon
CHRO

Conditional Employment Offer Acceptance

I Sarav Kumar S, have read and understood the provisions of this conditional offer of employment with Aptean India Private Limited ("Company"), and I accept the terms of this letter. I understand that my employment with the Company shall be based on the terms and conditions of the Letter of Offer and Employment Agreement.

Date: 24/3/23

Signature: S. Sarav Kumar S

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int

Letter of Intent (LOI)

Supernet ID: 2607967

Date: November 25, 2022

Dear **Gurdeep Kumar V.**,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Based on the information and representation provided by you, we have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successful completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct: You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference: <https://www.cognizant.com/asset/documents/code-of-etics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from you and within the aforementioned time period, this LOI shall stand withdrawn and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

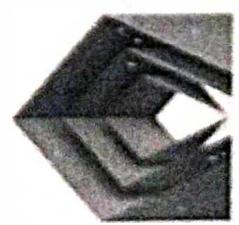
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Supernet ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://careais.cognizant.com/careais/raise-a-query>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Breekumar
Vice President - Human Resources



Letter of Intent (LOI)

Superset ID: 3605657

Date: November 25, 2022

Dear M Senbaga Rajapandi,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we have found you suitable for the GenC role and your designation will be Programmer Analyst Trainee. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be INR 4,01,988/- per annum. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

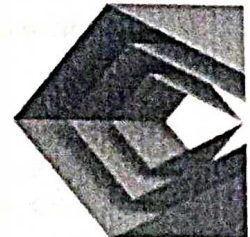
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI). <https://campus2.cognizant.com/Pages/Prelogin>

GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources





Offer Letter

Date : Wednesday, May 24, 2023

Dear **Sooriya R**,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Business Development Associate - Inside Sales** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Inside Sales(A)** function subject to your acceptance of the offer mentioned in this letter. The letter includes details of your compensation, probation and notice periods. As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is Monday, May 29, 2023 . Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to Monday, May 29, 2023, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Business Development Associate - Inside Sales
Department	Inside Sales(A)
Employment Type	Regular
Work Location	TLPL, KCT Tech Park, (A Unit Of Ramanandha Adigalar Foundation),First Floor, West Wing,# 3 Athipalayam Road, Chinnavedampatti Post, Coimbatore - 641049.

You will be on probation for a period of 90 from Monday, May 29, 2023 . Your joining salary will be INR 200026 per annum, the mentioned per annum value shall be only applicable during your probation period of 90 days or as per extension of the probation period, subject to your performance and potential for the position you have been hired for. The Company reserves the right to extend your probation period should it deem fit.

Subsequent to completion of the probation period (subject to your performance and discretion of the Company), your compensation will be revised as mentioned below (indicative ranges): -

Fixed Compensation: 4 LPA to 5 LPA depending on the city category

Variable Compensation: Upto 3 LPA

Total Annual Cost to Company: 7 LPA to 8 LPA

You are requested to join the services of the Company not later than Monday, May 29, 2023, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Deeptha A R
Head – Human Resources
Think & Learn Pvt. Ltd

Terms & Conditions

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.
2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:
 - Provident Fund
 - Income tax deducted at source at the rates applicable
 - Employment/Professional taxes
 - Dues to the company including loans and advances
 - Or any other applicable statutory deductions
3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of announcement of the Yearly Performance Pay.
4. Benefits – All the full-time regular employees of the Company are eligible for our employee benefits program effective from their Date of Joining.

You would be entitled to avail the below-mentioned benefits, which are governed by the prevailing company policy. More details regarding benefits and related policies will be available on the HR Portal after the onboarding formalities are completed

- Leaves
 - Employee Medical Insurance
 - Employee Personal Accidental Insurance
 - Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
 - Personal Developmental Workshops and Events
 - Gratuity, as per government rules
5. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of Notice Period buyout.
This clause is applicable only if there has been a notice-period buyout by BYJU'S.
 6. Probation – On joining the Company you shall be on probation for 90 days. During this period, your employment may be terminated by giving you a notice of 1 days. You are also at liberty to resign from the services of the Company by giving 1 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of signing this letter, you will not be entitled to receive an experience letter from the company.

7. Separation and Notice Period – Subsequent to completion of your probation period, your services may be terminated in the following manner:

- In the event of your resignation from the services of the Company, where you will be required to give the Company a written notice

of 15 days, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to serve the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

- The Company will be entitled to terminate your services by giving you 15 days of notice in writing, or by payment of 15 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 15 days of notice in writing or 15 days of salary in lieu of such notice.
- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, incorrect information found during background verification, willful misconduct, criminal offenses - alleged or guilty, or a material violation of Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

8. The detailed breakup of CTC will be shared in your appointment letter. The revised salary structure post probation will be shared in the salary revision letter.



690 Saratoga Ave. #100
San Jose, CA 95129

<https://www.infinstor.com>

11th November, 2022

SOWMYA SHREE S
Phone: +91 8667662900
Email Id : renujakr18@gmail.com

Re: InfinStor, Inc. - Offer of Internship

Dear SOWMYA SHREE S:

On behalf of InfinStor, Inc. (the "Company"), I am pleased to offer you the position of Software Engineering Intern in our Company. This letter sets out the terms of your internship & employment with the Company, which will start no later than December 18th 2022, should you accept this offer.

If you decide to join us, your initial compensation will be INR 12,500 per month, Accommodation will be provided by the Company (if it is not available then additional compensation of INR 5000/- per month would be given). This position is an exempt position, which means you are paid for the internship and not by the hour.

Based on your performance during the Internship you will be offered a full time job as a Software Engineer in the Company. You will also be eligible to participate in various Company fringe benefit plans offered by Company to full-time employees as of the date of this letter in accordance with Company's then-current benefit plan requirements. Company may change its benefit plans from time to time in accordance with applicable laws. You may also be eligible to participate in any incentive compensation plan that may be established by Company during your employment.

You will also need to sign an Agreement with the Company at the start of the internship. The Agreement is a binding commitment to work with the Company for 2 years, from the start of the full time job, if a full time job is offered to you by the Company. This means that during this 2 years period the job cannot be terminated by you at any time for any reason. The Company can terminate the employment relationship at any time, with or without cause or advance notice. In addition, Company reserves the right to modify the terms and conditions of your employment, including your compensation, position, duties or reporting relationship to meet business needs and use its managerial discretion in deciding on appropriate discipline.



690 Saratoga Ave. #100
San Jose, CA 95129

<https://www.infinstor.com>

The location of your job is Chennai, India. InfinStor, Inc. of USA works with our Professional Employer Organization Jade Vine Technology Private Limited in India. Therefore, your payroll will be processed by Jade Vine Technology in India.

This offer is contingent upon you signing Company's standard form of Internship Proprietary Information and Inventions Agreement (a copy of which is enclosed)

This letter and the Internship Proprietary Information and Inventions Agreement and the Plan and the Agreement referred to above constitute the entire agreement between you and Company regarding the terms and conditions of your employment, and supersede and replace all negotiations, representations or agreements, whether prior or contemporaneous, written or oral, between you and Company on this subject. The provisions of this agreement regarding "at will" employment by the Company may only be modified by a document signed by you and an authorized representative of the Company.

In unforeseen circumstances, if you are unable to complete the Lock-in-Period period, you would be liable to pay back the cost incurred by the Company for training you during the Internship (as described in the separate Agreement signed by you), laptop, accessories, etc. that you would have received from the Company.

By accepting the Internship Offer, You agree for Lock-in-Period period of 2 years (as described in the separate Agreement signed by you).

SOWMYA SHREE S, we look forward to working with you at Company. This offer will remain open until 15th November 2022. Please sign and date this letter on the spaces provided below to acknowledge your acceptance of the Company's offer on the terms set forth in this letter.

Sincerely,

INFINSTOR, INC.

By _____
Raja Rajendran
Senior Director of Engineering

I agree to and accept Internship offer with InfinStor, Inc. on the terms and conditions set forth in this agreement.

Date: _____

SOWMYA SHREE S

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Offer: Computer Consultancy
Ref: TCSL/DT20223076355/Chennai
Date: 25/11/2022

Mr. Stephen S
792a/1Mela Gandhi Nagar, Padanthal Road,
Nataraja Theatre Backside,
Sattur-626203,
Tamilnadu.
Tel# 91-6381912410

Dear Stephen 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. 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 &

TCS Confidential
TCSL/DT20223076355

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Madhavapuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 3355 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com

25/01/2023

To,

SUBHIKSHA M

4-5-31, GANESH BHAVANAM NORTH STREET, KEELA SURANDAI
TENKASI 627859

Dear SUBHIKSHA,

We thank you for your interest in joining Aptean India Private Limited ("Company").

Subject to successful completion of your current internship at CareerNet Technologies Pvt. Ltd. and compliance with certain other conditions as indicated below, we shall be pleased to consider you for an opportunity of employment in the position of **Associate Engineer**, at the Company's office at **Madurai**.

Any offer for employment with the Company shall be made subject to and contingent upon your compliance with all the following conditions:

1. Successful completion of your internship at CareerNet Technologies Pvt. Ltd. including meeting all training and assessment goals and key indicators of your internship.
2. Submission of all the relevant documents requested by the Company
3. Successful completion of your graduate / master's degree, as applicable
4. Clearing the background and reference checks to the satisfaction of the Company
5. Signing and agreeing to the terms and conditions called out in the Training Agreement, which includes the training costs incurred, and returnable to company, if you resign from the company within 24 months period from the date of joining. The training costs with the detailed terms and conditions are mentioned in the training agreement that will be issued to you along with the appointment letter on your date of joining.

The offer of employment with the Company shall be as per the terms of the Company's Letter of Offer and the Employment Agreement, which you need to execute and comply with as a condition of being employed with the Company. Such documents along with the indicative start date will be intimated to you in due course, expected around one month prior to your completion of internship, subject however to your compliance with all the conditions.

Should you be offered an opportunity for employment with the Company, your annual compensation for the position offered is up to **INR 6,00,000/- (Rupees Six Lakhs Only)**.



Aptean India Pvt. Ltd.

Golden Heights, 8th Floor (Level 5), no. 1/59th C Cross Road, 4th M Block Rajajinagar, Bangalore, Karnataka 560010, India
+91 80 67007000 | CIN U72200KA1998PTC023715 | Aptean.com | Info@Aptean.com

Salary Components	Frequency of Payment	Annual Amount (INR)
Basic Salary	Monthly	3,00,000
House Rent Allowance	Monthly	1,50,000
Education Allowance	Monthly	2,400
Statutory Bonus	Monthly	0
Special Allowance	Monthly	86,610
Leave Travel Allowance	Monthly	24,990
Provident Fund (Company Contribution)	Monthly	36,000
Total Fixed Component		6,00,000

Additionally, you will participate in the Company's annual incentive plan. The details of this incentive plan shall be communicated to you by your hiring manager and the Company reserves the right to review, alter, or amend the plan at any time.

The other benefits of employment with the Company are as follows:

Employee Benefits	Coverage
Group Health Insurance - Reimbursement of hospitalization expenses	Floater benefit - Covers the employee and his/her dependents*. Premium borne by the company
Group Accident Insurance - Covers Employees against the risk of disability / injury sustained due to an accident	Covers only the employee
Term Life Insurance cover	Covers only the employee
Gratuity	As per Gratuity Act

(*Aptean reserves the right to modify or withdraw the benefits at its discretion)

Select employees are also part of the Company's Milestones Program which provides an opportunity to learn multi-skills and related fast-tracked reward mechanism.

Please note that this letter does not constitute an offer or guarantee of employment with the Company.

Please indicate your agreement to the terms of this letter by signing below and returning a copy of the letter with your signature within 3 working days, failing which this letter shall automatically be treated as null and void and considered as withdrawn and revoked.



Aptean India Pvt. Ltd.

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We look forward to your successfully complying with all the conditions, as we believe you will find this opportunity both challenging and rewarding. If you have any specific questions about this letter, please contact the undersigned.

Sincerely,
Nicholas Bacon
CHRO

Conditional Employment Offer Acceptance

I M. S. J. have read and understood the provisions of this conditional offer of employment with Aptean India Private Limited ("Company"), and I accept the terms of this letter. I understand that my employment with the Company shall be based on the terms and conditions of the Letter of Offer and Employment Agreement.

Date: 4-1-2023

Signature: M. S. J.

Subradeepa T P,
6A,Guruva Konar Santhu,
Nadar north Street,
Thiruthangal.

Dear Subradeepa,

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

Here are the terms and conditions of our offer:

Joining

Your tentative scheduled date of Joining will be **1st December, 2022**. In case of inconvenience of either parties, adjustments can be made on the joining date.

Location

Your location of posting is at Tirunelveli. 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.

Leave

You are entitled to Earned Leave for 12 working days annually, right from your date of joining. If you take leave on loss of pay ("LOP"), such leave period shall not be included within the meaning of Service Period. You hereby acknowledge and agree that your Service Period shall be extended by the number of days of leave taken on LOP.

Agreement

Our offer to you as Software Engineer is subject to the execution of the Service Agreement. The Service Agreement details i.e., the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Centizen Inc., from the date of your joining and up to a period of 30 months including internship and training period. You will be required to complete the formalities on the Service Agreement at the time of joining.

Please note, non-execution of the Service Agreement will result in denial of employment with the Company.

Salary

Your Stipend for the Internship period of first six months will be INR 10,000 per month. After internship your Total Gross Salary will be INR 25,625 per month. There will be an increment in your salary based on your performance after the completion of two years' service. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Notice period

During the service 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.

On confirmation, you will be required to give three months' notice 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 two months' notice. Notice period can be served only after the service agreement period.

Background checks

The Company may, at its discretion, conduct background checks prior to or after your scheduled date of joining. You expressly consent to the Company conducting such background checks.

The Company, at its discretion, may request further validation of the details provided by you. If the outcome of the background check is found to be unsatisfactory, we reserve the right, in our sole discretion, to withdraw this offer without notice nor compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

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 Centizen Inc. 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.

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 Tirunelveli, India.

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

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

Yours sincerely,

A JOSEPH
Vice President
Centizen Inc.

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

Date:

Sign your name

Location

ANNEXURE - I
(Compensation after Six months)

COMPENSATION DETAILS (All figures in INR per month)	
ROLE	Software Engineer
ROLE DESIGNATION	Software Engineer
MONTHLY COMPONENTS	12, 813
BASIC SALARY	5,125
HRA	7,687
BASKET OF ALLOWANCES (This is to be used towards LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	25,625
MONTHLY GROSS SALARY	0 to 46,250 Per annum
Yearly bonus will be provided based on the individual performance (Performance Pay)	0 to 46,250 Per annum
Yearly bonus will be provided based on the company performance (Performance Pay)	0 to 46,250 Per annum

ANNEXURE-II
(Compensation for the first Six months)

COMPENSATION DETAILS (All figures in INR per month)	
ROLE	Software Engineer
ROLE DESIGNATION	Software Engineer Intern
MONTHLY COMPONENTS	
STIPEND PER MONTH	10,000

B. Sujith Geo
19VCE065 65

unifo

Ref: UNIMAA/INT/0027/10/2022

15 October 2022.

Sub: Offer Letter: Product Development, Unifo Pvt. Ltd.

To: Mr. Sujith Geo B.

Dear Mr. Sujith Geo B,

With reference to the test and further rounds of discussions that you had with us; we are pleased to offer you employment opportunity with Unifo Pvt Ltd., Chennai in the product development effective the 01st of November 2022 with the following conditions: -

You will be placed as an intern for the first 3 months with a stipend of ₹10,000.00 (Rupees Ten thousand Only) On successful completion of your internship you will be further placed with an apprenticeship until your graduation. During this period, you will be paid an increased stipend of ₹20,000.00 (Rupees Twenty thousand Only) Company will report amounts paid to Intern / Apprentice with the Income Tax Department as required by law.

On satisfactory completion of your apprenticeship and graduation with minimum of 6.1 CGPA, you will be appointed as **Software Development Engineer-Level-1**, with Unifo Pvt Ltd in the **Product Development Department** based at **Chennai**. You will be under probation for first 6 months and successful completion of probation you will be confirmed with your employment.

Your salary package will be at par with industry standards at the time of the completion of your degree considering your merit. (Minimum CTC 3.73 LPA or higher)

You will be allowed to visit your college for project submission and examinations.

- Your internship requires performing the customary duties of the position set forth hereafter or as may be intimated to you from time to time by the management.
- **Intern Relationship:** *Intern's relationship with Company is that of an Intern, and nothing in this offer is intended to, or shall be construed to create a partnership, agency, joint venture, employment or similar relationship. Intern will not be entitled to any of the benefits that Company may make available to its employees, including group health or life insurance, profit-sharing or retirement benefits. Intern is not authorized to make any representation, Internship or commitment on behalf of Company.*
- **Observance of Company Rules & NDA:** *At all times while on Company's premises or offsite, Intern will observe Company's rules and regulations with respect to company's confidential information.*

Unifo Private Limited

No. 51, Ground Floor, Tower-C, Rattha Tek Meadows, Rajiv Gandhi Salai, Sholinganallur, Chennai-600119, Tamil Nadu, India

www.unifo.in

unifo

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Ref: UNIMAA/INT/0020/10/2022

10 October 2022.

Sub: Offer Letter: Product Development, Unifo Pvt. Ltd.

To: Mr. Torfe Raaj A.

Dear Mr. Torfe Raaj A,

With reference to the test and further rounds of discussions that you had with us; we are pleased to offer you employment opportunity with Unifo Pvt Ltd., Chennai in the product development with the following conditions: -

You will be placed as an intern for the first 3 months with a stipend of ₹10,000.00 (Rupees Ten thousand Only) On successful completion of your internship you will be further placed with an apprenticeship until your graduation. During this period, you will be paid an increased stipend of ₹20,000.00 (Rupees Twenty thousand Only) Company will report amounts paid to Intern / Apprentice with the Income Tax Department as required by law.

On satisfactory completion of your apprenticeship and graduation with minimum of 6.1 CGPA, you will be appointed as Software Development Engineer-Level-1, with Unifo Pvt Ltd in the Product Development Department based at Chennai. You will be under probation for first 6 months and successful completion of probation you will be confirmed with your employment.

Your salary package will be at par with industry standards at the time of the completion of your degree considering your merit. (Minimum CTC 3.73 LPA or higher)

You will be allowed to visit your college for project submission and examinations.

- Your internship requires performing the customary duties of the position set forth hereafter or as may be intimated to you from time to time by the management.
- **Intern Relationship:** *Intern's relationship with Company is that of an Intern, and nothing in this offer is intended to, or shall be construed to create a partnership, agency, joint venture, employment or similar relationship. Intern will not be entitled to any of the benefits that Company may make available to its employees, including group health or life insurance, profit-sharing or retirement benefits. Intern is not authorized to make any representation, Internship or commitment on behalf of Company.*
- **Observance of Company Rules & NDA:** At all times while on Company's premises or offsite, *Intern will observe Company's rules and regulations with respect to company's confidential information.*

Unifo Private Limited

No. 51, Ground Floor, Tower-C, Rattha Tek Meadows, Rajiv Gandhi Salai, Sholinganallur, Chennai-600119, Tamil Nadu, India

www.unifo.in

unifo

Ref: UNIMAA/INT/0022/10/2022

10 October 2022.

Sub: Offer Letter: Product Development, Unifo Pvt. Ltd.

To: Ms. UmaMaheshwari S.

Dear Ms. UmaMaheshwari S,

With reference to the test and further rounds of discussions that you had with us; we are pleased to offer you employment opportunity with Unifo Pvt Ltd., Chennai in the product development with the following conditions: -

You will be placed as an intern for the first 3 months with a stipend of **₹10,000.00 (Rupees Ten thousand Only)** On successful completion of your internship you will be further placed with an apprenticeship until your graduation. During this period, you will be paid an increased stipend of **₹20,000.00 (Rupees Twenty thousand Only)** Company will report amounts paid to Intern / Apprentice with the Income Tax Department as required by law.

On satisfactory completion of your apprenticeship and graduation with minimum of 6.1 CGPA, you will be appointed as **Software Development Engineer-Level-1**, with Unifo Pvt Ltd in the **Product Development Department** based at **Chennai**. **You will be under probation for first 6 months and successful completion of probation you will be confirmed with your employment.**

Your salary package will be at par with industry standards at the time of the completion of your degree considering your merit. **(Minimum CTC 3.73 LPA or higher)**

You will be allowed to visit your college for project submission and examinations.

o Your internship requires performing the customary duties of the position set forth hereafter or as may be intimated to you from time to time by the management.

o **Intern Relationship:** *Intern's* relationship with *Company* is that of an *Intern*, and nothing in this offer is intended to, or shall be construed to create a partnership, agency, joint venture, employment or similar relationship. *Intern* will not be entitled to any of the benefits that *Company* may make available to its employees, including group health or life insurance, profit-sharing or retirement benefits. *Intern* is not authorized to make any representation, Internship or commitment on behalf of *Company*.

o **Observance of Company Rules & NDA:** At all times while on *Company's* premises or offsite, *Intern* will observe *Company's* rules and regulations with respect to *company's* confidential information.

Unifo Private Limited

No. 51, Ground Floor, Tower-C, Rattha Tek Meadows, Rajiv Gandhi Salai, Sholinganallur, Chennai-600119, Tamil Nadu, India

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OL/2859

08-Nov-2022

OFFER LETTER**Dear Uma Maheswari M,****Congratulations!**

You have been selected to join VINSINFO through the Campus Recruitment process held at your College / University.

We are pleased to offer you the position of *Associate Developer* with a consolidated pay of Rs. 331884/- p.a. (Rupees Three lakhs thirty one thousand eight hundred and eighty four only per annum). This consolidated pay includes your *Basic Salary*, *Gratuity*, *Medical & Health Insurance*.

Probation

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

Non-Disclosure Agreement and Service Agreement

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

Leaves

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

Maternity and Paternity Policy

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

Working Hours

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

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



01

01



Internship Offer Letter

19-Dec-2022

Mr. Vignesh Kumar S
Madurai

Dear Mr. Vignesh Kumar S ,

Further to our discussions and as part of your ongoing academic curriculum, CareerNet Technologies Pvt. Ltd. hereby referred to as the 'Company', is pleased to offer you an opportunity for internship with our client Apteian India Private Limited for six (6) months effective 04-Jan-2023.

Your internship will be at the client's offices at Madurai. During your internship, you will be trained on certain specialised projects relating to our client, Apteian India Private Limited. However, all the legal obligations relating to this internship arrangement shall be the responsibility of the Company.

The break-up of your salary is given in Annexure 1.

The term of the internship period may be reduced or extended or otherwise modified at the sole discretion of the Company, without assigning any reason whatsoever. The Company also reserves the right to discontinue the internship for any reason whatsoever.

Upon successful completion of your internship, you shall be entitled to a certificate of internship from the Company. Additionally, we will also recommend your name to Apteian for their evaluation for a full-time employment, subject to the following conditions:

1. Successfully meeting the training criteria, goals and indicators during your internship period.
2. Submission of all the relevant documents requested by the Company.
3. Successful completion of your Graduate / Master's degree, as appropriate.
4. Successfully clearing any and all background checks that may be conducted.

You agree and understand that your relationship with the Company or Apteian shall not be construed as an employer - employee relationship. You understand and acknowledge that nothing contained in this letter shall be construed as a confirmation or guarantee of employment with the Company or Apteian.

You understand that this internship is being extended to you under strict confidence. By signing below, you agree not to disclose the details of the internship or the terms of this letter, except as may be required by applicable law.

During the term of your internship, you may have access to confidential and proprietary information of the Company, Apteian or their business. You understand and acknowledge that it is essential to the conduct of Company and Apteian's business and to the protection of its clients' interests that all information and knowledge acquired by you during your internship be kept strictly confidential.

You hereby agree and undertake not to misuse or wrongfully disclose or disseminate this information to any person either during or after the term of your internship.

Either the company or you may at any time terminate this agreement by giving in writing to the other party 30 Days notice.

The company may immediately and without notice, terminate your services, in case of any substantial or continued unwillingness or inability to perform duties assigned to you or unsatisfactory job performance at the client premises.



On termination of your employment with the company irrespective of the circumstances, you are bound to return to the company or our Client where you have been deputed:

1. Any material items belonging to the Company in your possession including but not limited to Intellectual property (documentation, software, email correspondence) and any other information required for the continued execution of the duties of your role (login credentials, business contact information).
2. Any physical company documents that you may have in your possession.
3. Any other company assets within your control.

You shall be entitled to leaves and holidays accordingly to Company Policy.

You recognize and agree that the Company shall be entitled to recover from you any losses suffered by the Company or Aptean on account of any damage, theft or misuse of the Company's and/or Aptean's physical Assets or intellectual properties, whilst in your custody or while entrusted to you during the term of your internship.

This internship offer shall automatically be null and void if the Company does not receive your acceptance as below and returning a copy of this letter to us within 3 working days from the date of the letter. Please arrange to send a copy of your student ID card and no objection letter from your college / university.

If you have any specific questions about this internship offer, please contact the undersigned.

We wishing you a happy learning experience.

Sincerely,

For CareerNet Technologies Pvt. Ltd.
Sunita Thakur
Associate Vice President

Digitally Signed by Sunita Thakur
Date: 19-12-2022 09:35:26 +00:00
Reason:
Location: Bangalore
Contact: Sunita Thakur
Authorized Signatory

22 May, 2023

Vigneshwaran M
20/3Nadar Vidhya Salai Street, Southgate, Madurai, 20/3Nadar Vidhya Salai
Street, Southgate, Madurai 625001

Dear Vigneshwaran,

We are pleased to appoint you as Engineer or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions

1. Appointment:

You will be required to join us on **05 June, 2023**.

(The Company reserves the right to advance / postpone the date of joining)

1.1. Your date of appointment is effective from the date of joining.

2. Code of Conduct:

- 2.1. The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.
- 2.2. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.
- 2.3. You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.
- 2.4. You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.
- 2.5. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.
- 2.6. You will observe work timings and holidays as applicable to your location and place of work.

Registered Office: Tata Elxsi Limited (TPB Road Whitefield Bangalore 560 045, India)

Tel +91 80 2297 9123 Fax +91 80 2841 1474

www.tataelxsi.com

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engineering creativity

3. Training & Probationary Period:

- 3.1 You will be on training for the first 6 months. During the training period, you will be subject to assessment at various stages and you are expected to meet the minimum acceptable criteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with 60% or 6.0 CGPA in aggregate.
- 3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimum acceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditions of this letter shall continue to bind you or as may be amended by the Company from time to time.
- 3.3 Based on your performance, the Company is at liberty to terminate your services, if found unsatisfactory at any time during the Training or probation period, or extended probation period, as it deems necessary.

4. Salary:

- 4.1. During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensation to you.
- 4.2. Compensation structure detailed in the attached annexure is for a posting in **Trivandrum**. The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to you in writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Trivandrum**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

- 6.1. You will be entitled to leave and other benefits in accordance with the rules / policies of the Company.

7. Other Work:

7.1. Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

- 8.1. During the period of training / probation, your services shall be terminable by giving one month's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company, your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.
- 8.2. In the event that you want to terminate your employment with the Company, while on a project at customer's site in India or abroad you will be required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual date of release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum notice of 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.
- 8.3. During the term of your employment with the Company, if the Company decides to enroll you for Training/Development Program abroad, you shall not leave or abandon the services of the Company for the time period set forth in a separate agreement from the date of completion of such Training and Development Program. On completion of such time period, if you wish to leave the services of the Company, you shall be bound to provide prior notice in writing as per the terms of this Employment Agreement / Offer letter.
- 8.4. You will be liable to termination from service by the Company without notice if:
- Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
 - You are found to have willfully suppressed any material information, or,
 - You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
 - You are found to have indulged in financial irregularities; or
 - You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

9. On Separation:

- 9.1. On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

- 11.1. Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc. shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietary information and technologies, which you were involved with during your service with the Company and shall render yourself liable to damages and costs arising out of breach of such confidentiality.

- 11.2. You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.

- 11.3. **Data Protection Regulation- Personal Data:** You acknowledge and agree that TEL or any of its affiliates or group companies may process your personal data/ sensitive data. You also hereby provide explicit consent to the company to transfer such

TATA ELXSI

Registered Office **Tata Elxsi Limited** ITPB Road Whitefield Bangalore 560 048 India

Tel +91 80 2297 9123 Fax +91 80 2841 1474

www.tataelxsi.com

(CIN:EL511DKA12NPLC00996A)

Empowering creativity

personal/sensitive data outside the country in which you are employed. TEL will process your personal data in the performance of a contract as your employer, to ensure to meet the employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate interests to carry out background checks as part of our due diligence measures. You hereby give your explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

- 12.1. The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.
- 12.2. Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.
- 12.3. Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

- 13.1. If you conceive any new or advanced methods of improving process / formulae / systems in relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.

14. Client Management:

- 14.1. On Termination / Resignation of employment for what-so-ever reasons, you will not seek employment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year from your last working day in the Company. In the event the Company is of the reasonable opinion that you are terminating your employment with the Company to pursue an occupation in violation of this Clause 12, then the Company reserves the right to, at its sole discretion, refuse to accept any letter of termination, by whatever name called, of your employment with the Company. The Company further reserves the right to

approach a Court of competent jurisdiction and obtain an injunction preventing you from terminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1. During the period of employment and for a period of two years following your termination of employment with the Company, irrespective of the circumstances of or reasons of the termination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you may directly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2. During the period of employment and for a period of two years following your termination of employment with the Company, irrespective of the circumstances of or reasons of the termination, you will not, directly or indirectly, solicit, induce or encourage any customer or vendor of the Company to move his/her existing business with the Company to a third party or to terminate his/her business relationship with the Company.

16. Retirement:

16.1. You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1. You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter ("**Date of Appointment**").

19. Jurisdiction and Dispute resolution:

19.1. Any dispute which may at any time hereafter arise between the parties hereto, shall be referred to a single arbitrator to be appointed by the Company Secretary of Tata Elxsi Ltd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary to appoint the arbitrator and refer dispute to arbitration. The decision/award of such an arbitrator shall be binding on the parties hereto. The venue of arbitration shall be Bangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion of all other Courts.

Registered Office **Tata Elxsi Limited** ITPB Road Whitefield Bangalore 560 048 India

Tel +91 80 2297 9123 Fax +91 80 2841 1474

www.tataelxsi.com

(CIN: LB5110RA1000PLC00968)

engineering creativity

19.2. You will be required to produce one set of photocopies and the originals of certificates / testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3. Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,



Rajagopalan S.
Head - Human Resources

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment**"). By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: 05/06/23

Signature:  _____

TATA ELXSI

Registered Office **Tata Elxsi Limited** ITPB Road Whitefield Bangalore 560 048 India

Tel +91 80 2297 9123 Fax +91 80 2841 1474

www.tataelxsi.com

CIN: U51109KA1999PLC009953



Zoho Corporation Private Limited
Registered Office: Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.
Ph: +91 - 44 - 6744 7070
www.zohocorp.com

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DTA UNIT

Date: 09-Aug-2022

To

Mr.VINOTH KUMAR R,
4/1045A,
HUSSAIN COLONY,
SIVAKASI-626189,TAMIL NADU.

Dear Mr.VINOTH KUMAR R,

Based on your application and the subsequent discussions you had with us we are pleased to have you associated with us as a **PROJECT TRAINEE** for a period of 6 months from the date of commencement in our organization. During this association you will be paid Rs.20000/- (RUPEES TWENTY THOUSAND ONLY) per month as a consolidated amount.

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

This offer is subject to the following terms and conditions.

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

Branch Office:
No 3/391-1, 3/391-1B, Thenur Il Bit Village, Thenur Village
Panchayat, Madurai North Taluk, Madurai, Tamilnadu, 625 402.

Corporate Identification No: U40100TN2010PTC075961
e-mail ID: hr-team@zohocorp.com



VALIDITY

This Project Trainee Offer is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before 16-Aug-2022. Your signature indicates your acceptance of the terms and conditions of this offer.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation email from us.

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

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

With Best Wishes,

Yours Sincerely,
For ZHO CORPORATION PRIVATE LIMITED

M.I.Sohail
Manager - HR & Global Operations

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

Signature:

Date of Offer acceptance: 09 Aug 2022

Name : Vinoth Kumar R

Place : Sivakasi

(63)

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Offer: Computer Consultancy
Ref: TCSL/DT20223050761/Chennai
Date: 25/11/2022

Mr. Yoga Manikandan P
1/54, Ramar Kovil Street, Sendurai. Sendurai (P.O), Natham (T.K), Dinidgul (D.T),
Sendurai,
Dindigul-624403,
Tamil Nadu.
Tel# -

Dear **Yoga Manikandan P,**

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 &

TCS Confidential
TCSL/DT20223050761

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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 Service Line: 1800 209 3111 Email: careers@tcs.com



INTERNSHIP CONTRACT AGREEMENT

THIS AGREEMENT is made on December 30, 2022 BETWEEN:

Finsurge Pvt. Ltd. (the "Company"), 4A, Kalluveetil Teenu Centre, 82, Court Road, Nagercoil, Tamil Nadu, India - 629001, [9345100146] AND Yogesh k (the "Trainee"), S/O Krishnamoorthy, 148\4A2, Thiruthangal road, Thanthai Periyar Nagar, Sivakasi, Virudhunagar, Tamilnadu 626123, email id: yogeshk28082001@gmail.com, Aadhar Number: 5438 2684 3561 Mobile: 9025519512, for Internship in Murex as Trainee

NOW IT IS HEREBY AGREED as follows: In consideration by the Company, the parties agree as follows:

1. That under the terms of this Agreement, the Company agrees to provide the Trainee with an internship period for identified learning objectives and the Trainee agrees to provide all work and services (the "Services") reasonably required by the Company.
2. That the Trainee is expected to attend the training period for trainee position work experience, which will commence on January 17, 2023 and shall end on July 16, 2023 (the "Training Period"), with a review of the position at the end of the Six (6) month of the Training Period. During this time the trainee will commit a minimum of 45 hours per week to work on his/her trainee obligations (the "Minimum Hours Requirement"). During the internship, the trainee will get Rs. 10000/-per month as a stipend
3. That any tasks are undertaken by the Trainee while on an internship period will have the purpose of promoting the Trainee's competence, understanding, and familiarity of the Company's business as well as in the Trainee's agreed learning objectives.
4. That the Trainee will be under an obligation to the Company to make satisfactory progress on the training period program, such progress will be agreed between the Company and the Trainee.
5. The Trainee will be expected to reach a reasonable standard of competence and performance for each task for which he/she has been trained.
6. That the Trainee will have no contractual relationship with the Company and that the training contract is not an employment contract. However, the Trainee will be expected to behave as part of the Company in whatever position he/she is assigned and shall abide by all the terms and conditions applicable to the Company's staff and respect the Company's policies, values, and procedures.

Initials	Employee



FinSurge Pvt Ltd

Reg Office: 1st & 2nd Floor, IBIS Hotel, 26/1, Hosur Road, Bommanahalli, Bangalore, Karnataka, India - 560068
Branch Office: 4A, Kalluveetil Teenu Centre, 82, Court Road, Nagercoil, Tamil Nadu, India - 629001
Reg No: U72900KA2018PTC110187 Tel: +91 9345133856 Website: www.finsurge.tech

7. That the Trainee will be paid for his/her internship period. With an exception to possible individual tasks or projects agreed separately in writing.
8. That the Trainee must keep a record of all tasks through the daily task and time record.
9. That if the Trainee will be unable to attend the training, his trainer must be informed on the first day of absence.
10. That the Company will designate an individual (the "Trainer") to train, mentor, and monitor the Trainee. The Trainer shall be the primary point of contact for the Trainee. Any requests from the trainee should be communicated to the Trainer.
11. That the Trainee wishing to terminate the Internship period must serve 1 month notice to the Trainer
12. That the Company may terminate the Internship period during the training period itself if the Trainee is unsatisfactory and by the discretion of the Trainer to terminate the Trainee's training.
13. Grounds for immediate termination as determined solely by the Company of the Trainee yet include but are not limited to the following actions or events:
 - a. Unauthorized absences or lack of communication
 - b. Incapacity to attend training experience
 - c. Inappropriate language or conduct to the Company's customers or employees
 - d. Inappropriate behaviour to any employees of the company
 - e. Misuse of tools or information of the company
 - f. Actions that go against company policies
 - g. Failure to make progress in the skills and towards the goals set out between the Trainee and Trainer
 - h. Failure to commit the Minimum Hours Requirement or to provide the Services
 - i. Fraud or any criminal offense
 - j. Breach of company policy and this Agreement
14. That after the Trainee successfully ended his/her training period gets over and based upon his Performance the trainee will be converted as a Permanent Employee and during the employment, the trainee mutually agrees to work in Finsurge for 2 years after completion of Internship

Initials	Employee



FinSurge Pvt Ltd

Reg Office: 1st & 2nd Floor, IHS Hotel, 96/1, Hosur Road, Bommanahalli, Bangalore, Karnataka, India - 560068
Branch Office: 4A, Kalluvetil Techn Centre, B2, Court Road, Nagercoil, Tamil Nadu, India - 629001
Reg No: U72900KA2018PTC110187 Tel: +91 9345131856 Website: www.finsurge.tech

15. That the progress and performance of all Trainees will be reviewed during and after the training period and performance review shall be conducted with the following criteria

- a) Standard of work and behaviour during the period
- b) Reliability and performance
- c) Timekeeping & task records
- d) General conduct

Proprietary Information and Confidentiality

The Trainee shall work honestly, faithfully, diligently, and efficiently for the growth of the Company. The Employee shall maintain the utmost confidentiality in regards to the affairs of the Company, any information instruments, documents, etc., relating to the Company that the Employee may get exposed to or come to its knowledge during the employment.

At all times, during and after the employment, the Employee shall strictly observe confidentiality about all company matters which comes to the knowledge of the Company, Company's all information, trade secrets, confidential information, proprietary information, business dealings, methods, appointments, practices, transactions, designs, processes or affairs or other matters to any person, company or entity for any purpose whatsoever, shall not make use of such information, without prior written consent from the Company.

All intellectual properties of the Company including but not limited to patents, copyrights, trademarks, ownership, new inventions, methods, processes, application, knowledge, or other intellectual property rights in any works in any nature carried out by the Employee during its tenure of services in the Company shall vest with and remain with the Company without any deeds or agreement and shall deem assignment by the Employee. Any such Intellectual Property is owned by the Company and you must comply with any reasonable request from the Company to assist in the preparation and execution of all and any documents necessary for the protection and exploitation of any rights connected with such Intellectual Property in any country in the world.

The Employee undertakes to return all property, documents, papers, or other works in the possession or control of the Employee shall at all times belong to the Company and returned to the Company upon the return/ instructions from the Company at any time.

Inventions and Work Product

Trainee agrees to promptly and from time to time fully inform and disclose to the Company all inventions, work products, designs, improvements, discoveries, algorithms, code, executable code, compilation and execution, configuration instructions, and the like, which Trainee shall have created, developed or altered during her/his engagement with the Company, and which result from and are related directly to the Services rendered by Trainee to the Company, or which derive from any

Initials	Employee



FinSurge Pvt Ltd

Reg Office: 1st & 2nd Floor, IBS Hotel, 26/1, Hosur Road, Bommanahalli, Bangalore, Karnataka, India - 560068
Branch Office: 4A, Kalivoyal Techno Centre, 82, Court Road, Nagercoil, Tamil Nadu, India - 629001
Reg No: U72900KA2018PTC110187 Tel: +91 9345133856 Website: www.finsurge.tech

experimental work performed by the Company, whether conceived by Trainee alone or with others (the "Inventions").

All Inventions, and any and all rights, interests, and title therein, shall be the exclusive property of the Company and Trainee shall not be entitled, and hereby waives, now and/or in the future, any claim to any right, compensation, and/or reward in connection therewith. In the event that by operation of law, any Invention shall be deemed the property of or owned by (in whole or in part) the Trainee, Trainee hereby assigns and shall in the future take all the requisite steps (including by signing all appropriate documents) to assign to the Company and/or its designee any and all of her/his foregoing rights, titles, and interests in such Inventions, on a worldwide basis, and hereby further acknowledges and shall in the future acknowledge the Company's full and exclusive ownership in all such Inventions.

To the extent necessary, Trainee shall, during her/his engagement with the Company or at any time thereafter, execute all documents and take all steps necessary to effectuate the assignment to the Company and/or its designee and/or to assist the Company to obtain the exclusive and absolute rights, title and interests in and to all Inventions, whether by the registration of patent, trademark, trade secret, copyright, and/or any other applicable legal protection and to protect same against infringement by any third party. This provision shall apply with equal force and effect to all items that may be subject to copyright or trademark protection. The provisions of this Section shall survive termination of this Agreement and shall remain in full force and effect at all times thereafter.

Disputes and Governing Law

This Agreement shall be governed by and construed in accordance with the laws of India. The Parties hereby mutually agree to the exclusive jurisdiction of the courts of Chennai, Tamil Nadu for the adjudication of any dispute hereunder or in connection herewith.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date below. Date

Trainee

Company

Name: Yogesh k

Name: Vinu Pratapsingh (Senior HR)

Date:

Date: December 30, 2022



Initials	Employee

Dear Sridhar,

8888052767

Sridhar J
19UCSE032

Greetings from Data Patterns !!!!

We are pleased to inform you that we are offering you the position of Project Trainee in our organization.

Your date of Joining will be 19th Sep 2022 (Monday) @ 8.30 am

During the training you will be paid a stipend of Rs. 15,000 /- per month

During the internship period (Project Trainee) company transport will be charged @ Rs.250 per month and lunch will be charged @ Rs. 10 /- per day.

You can use public/own transport and also bring lunch from your Hostel / PG / Home if you want.

You need to sign a **Service Agreement** soon after your joining; the duration of your internship in months + 36 months will be the total agreement period. For eg if you join on 19th Sep then the agreement will be for 46 months (10 months as a Project Trainee and 36 months once you come on our rolls as a permanent employee)

Attached is the list documents you have to mail (soft copy) and submit (hard copy) on **19th Sep 2022 (Monday)**

Please confirm your acceptance through mail with the following content without changing the subject line:

Your Name :

Guarantor's Name :

Guarantor's Father's name :

Guarantor's permanent address :

Please note that the guarantor has to be only your father/mother, if alive. Else, please contact us for other options.

Looking forward to hear from you

Note

Dear Yogeswaran,

(19)

19

Greetings from Data Patterns !!!!

We are pleased to inform you that we are offering you the position of Project Trainee in our organization.

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Your Name :

Guarantor's Name :

Guarantor's Father's name :

Guarantor's permanent address :

Please note that the guarantor has to be only your father/mother, if alive. Else, please contact us for other options.

Looking forward to hear from you

Note

As our facility is a restricted one, audited by the Intelligence Bureau, we are sorry that we will be unable to allow your parents/other familymembers/friends inside our premises; please avoid bringing them at the time of joining. They can drop you at our company and leave.

--
Regards
Vibhakar.S
Executive-HRD