

HRD/22-23/00224

Date: 31 October, 2022

Mr. Ajith Kumar P

Mob: +91 73391 38210

Letter of Offer

Dear Ajith,

Congratulations! We are delighted to make you an offer as **Trainee – Software Engineer**

Here are the terms and conditions of our offer:

Joining date

Your scheduled start date of employment with us will be **14 June, 2023 (Tentative)**.

Location

Your location of employment is **Madurai, India** ("work location"). 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.

An official transcript from your college or university demonstrating that you have successfully completed your Bachelor's degree before the start date of employment.


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

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

Probation and confirmation

You will be entered into two years of bond with Bluecloud. You will be on probation for a period of six months from the date of joining Bluecloud. Once your probation period is completed, we will confirm your services based on your performance and your salary will be revised after completion of your probation period. If you would like to break the bond you will be required to pay to the company INR 2,00,000 as penalty. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - II.

Page 1 of 6



ANNEXURE I

COMPENSATION DETAILS		
NAME: Ajith Kumar P		
DESIGNATION: Trainee - Software Engineer		
1. MONTHLY COMPONENTS	Monthly	Annual
BASIC SALARY	8,126	97,517
FIXED DEARNESS ALLOWANCE (FDA)	813	9,752
HOUSE RENT ALLOWANCE	3,251	39,007
BASKET OF ALLOWANCES (LTA, Medical Allowance, Children's Education Allowance, Transport / Allowance, Miscellaneous Allowance)	4,063	48,759
GROSS SALARY	16,253	1,95,034
2. RETIRAL BENEFITS		
Employer Contribution to Provident fund		11,702
Employer Contribution to ESI		9,264
FIXED GROSS SALARY (1+2)		2,16,000
COST TO COMPANY (CTC)		2,16,000



SL Lumax Limited

Regd. Office & Factory : G-14,15 & 25, Sipcot Industrial Park,
Irungattukottai, Sriperumbudur - 602 117, Kanchipuram Dist,
Tamilnadu, India. Phone : 91-044-71207520
GSTIN : 33AAACL1857B1Z1 CIN : U34300TN1997PLC048136

19UEE082

APPRENTICE APPOINTMENT ORDER

Ref: SL/HR/416005

06.02.2023

AKASH K
MATERIALS
416005

DEAR AKASH K,

Further to your application dated **06.02.2023** and the interview you had with us on **06.02.2023** we are pleased to engage you as an Apprentice on terms and conditions mentioned below.

1. **PERIOD**: The Apprenticeship commences on 3 years from **06.02.2023** ends on **05.02.2026**
2. **STIPEND**: During the period of Apprenticeship, you will be paid a monthly stipend as follows:

a. I year	-Rs. 12,850.00
b. II year	-Rs. 14,250.00
c. III year	-Rs. 15,500.00

If you are a diploma candidate or have any arrear in academic till clear the same. Your stipend will be automatically revised after you submit the degree certificate or all clear mark list.

3. **RIGHT TO EXTEND THE PERIOD** : Your progress as an apprentice will be closely assessed and therefore the any phase of apprenticeship is liable to be extended for such period as may be deemed necessary if your progress is not satisfactory.
4. **PLACE OF APPRENTICESHIP**: Your place of apprenticeship will be at SL Lumax Ltd., Sriperumbudur. You are, however liable to be transferred to any departments of our establishments, anywhere in India and your apprenticeship may be loaned to any of our Group/Associate Companies.
5. **AUTOMATIC CESSATION** : Unless the management considers it necessary to take you on the rolls of the company, you engagement as an Apprentice shall automatically cease on completion of the apprenticeship period.
6. **RULES AND REGULATIONS** : You shall abide by the rules and regulations of the company which are in force and which may enforced from time to time.
7. **LEAVE ENTITLEMENT**: Except for the holidays which the company may declare, you are not entitled to any leave during your Apprenticeship period.
8. **NATURE OF TRAINING**: You will undergo training in any of the machines / shifts as decided by the management from time to time. The training imparted to you will also include on the job training.

9. **SAFETY AND DISCIPLINE:** You will observe regulations concerning safety and conduct yourself within the disciplinary norms prescribed by the management.
10. **MEDICAL FITNESS:** Your engagement as an apprentice is subject to your being found medically fit at all times, for medical fitness is a pre-requisite for continued engagement.
11. **SECRECY:** You shall maintain strict secrecy with regard to work entrusted to you and matters connected with the company
12. **PROHIBITION AGAINST OTHER AVOCATION:** You shall not engage yourself in any trade, business or occupation during the period of your association with our company.
13. **MISREPRESENTATION OF FACTS:** If information furnished by you in your application regarding qualification, previous experience, employment details etc. are found to be incorrect inadequate or not true, your apprenticeship is liable to be terminated.
14. **TERMINATION DURING THE PERIOD OF APPRENTICESHIP:** In any event if the management deems that your activities will interfere with the training which is being imparted to you or your performance is not satisfactory the management is entitled to terminate your apprenticeship during the period of apprenticeship.
15. **EMPLOYMENT:** There is no obligation whatsoever on company's part to offer you any employment after completion of your apprenticeship.
16. **RESIDENTIAL ADDRESS:** Any change in your residential address shall be intimated to the management within three days of such change.
17. This appointment will be terminated instantly at any time. Under the following clauses.
- 17.1 If you involve in anti-company activities like money scandal either within the company or with vendor / suppliers, involving participating in the activities affecting the industrial peace etc.
- 17.2 If your performance does not meet the changing organizational needs
- 17.3 Disobey of Company Policy, Rules & Regulation continues more than an occasion.
- If the aforesaid terms and conditions are acceptable, Please return the duplicate copy of the letter duly signed in token of your acceptance of the above terms.

Thanking you,

For SL LUMAX LTD.,



 TAE SUNG LEE
MANAGING DIRECTOR

I accept the above terms & conditions.
Signature

CXPL / HR / Recruitment / 2022 / 1102
Date: 17th Nov 2022



Offer of Appointment – G.Ashok

Dear G.Ashok

With reference to our interviews and subsequent discussions we are pleased to offer you a position with us as a TRAINEE ENGINEER – ENGINEERING AND DESIGN. You are required to report our Branch office in Madurai before Dec 27, 2022.

You will be on internship training until the date of issue of course completion certificate. After that you will be as a Associate Trainee for a period of 6 months. During the period of training you will be a paid a stipend of INR 10,000 (Ten Thousand only). On Satisfactory completion of your training you will be on a probation period for one year During probation your compensation package will be INR 3,00,000 (Three lakhs only). The breakup of the same will be issued after your training. You will be required to sign a contract with us to work for 2 years after the training. All the terms of this contract will be issued in a separate document at the time of confirmation.

Other rules and regulations will be as per enclosed Service Conditions and Code of Conduct. The terms and conditions are strictly confidential and are not to be discussed except with Authorized representatives of Caleido Xenia Private Ltd. You are required to provide at least a notice of three months in case of deciding to resign from the services.

This letter is valid for a period of 7 days and shall lapse automatically unless you sign the duplicate along with your joining date and return it as a token of acceptance of our offer.

Caleido Xenia has pleasure in welcoming you on board. We trust you will have a long and mutually beneficial association with us.

We request you to please carry a signed copy of the offer letter on the day of your joining as a token of your acceptance.

Yours sincerely

S.Naamasivayam
Manager – HR and Administration

I G. ASHOK, agree to the terms and conditions mentioned in this letter and the enclosed Annexures. My date of joining will be 26/12/2022

Date :

Signature : G. Ashok

Enclosures :

1. Service Conditions Code of Conduct
2. Non-Disclosure Agreement



Caleido Xenia Private Limited
3/354, Third Street, Surveyor Colony,
Madurai - 625 007
www.caleidoxenia.com Phone +91 4524345387|jobs@caleidoxenia.com

Fwd: Data Patterns (India) Ltd - Internship Joining Letter

19UECE02H

Aungilas Sowban Prajah P <aspprawah@gmail.com>

Fri 16-Sep-22 11:56 AM

To: TDPCLERK <tdpclerk@kamarajengg.edu.in>

1 attachments (80 KB)

List of documents on DoJ.pdf;

----- Forwarded message -----

From: **vibhakar.sudhakar** <vibhakar.sudhakar@datapatterns.co.in>

Date: Wed, Sep 14, 2022, 4:25 PM

Subject: Data Patterns (India) Ltd - Internship Joining Letter

To: <aspprawah@gmail.com>Cc: Karthick <karthick@datapatterns.co.in>, udaya.kumar <udaya.kumar@datapatterns.co.in>

Dear Aungilas,

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

OFFER LETTER

Dear Avinash 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.

Joining Date

Your date of joining will be communicated separately.

We warmly welcome you to the VINS family!

Regards,



Authorised Signatory



690 Saratoga Ave. #100
San Jose, CA 95129

<https://www.infinstor.com>
+91 96206 50385

May 5, 2023

Mr. A Daniel Pushparaj

No, 4, Kaliyanman Kovil Street, Chettiyur, Kallurani, Tirunelveli, Tamil Nadu - 627808.

Email Id : daniel202adpr@gmail.com

Phone: +91 8903259206

Dear A. Daniel Pushparaj:

We are pleased to offer you a full time position as a Software Engineer I in Infinstor. We appreciate the impact you have made during your internship with Infinstor for the past few months and your strong contribution to our products is valued. This letter sets out the terms of your employment with Infinstor, starting June 1, 2023., should you accept the offer of employment. The location of your job is Chennai, India.

Your salary will be INR 3,00,000 per year, paid monthly, less applicable taxes and other withholdings, paid in accordance with Company's normal payroll practices. You will be paid an annual bonus of INR 30,000 after completion of your first year. Future adjustments in compensation, if any, will be made by the Company at its sole discretion. This position is an exempt position, which means you are paid for the job and not by the hour. Accordingly, you will not receive any overtime pay if you work more than 8 hours per day or 40 hours in a work week. Salary payments will be made through our PEO (Professional Employer Organization) Jade Vine Technology. You will report to and take direction from Raja Rajendran, Senior Director of Engineering, InfinStor, Inc.

You will also be eligible to participate in various Company fringe benefit plans offered by Company to its employees as of the date of this letter, in accordance with Company's benefit plan policies. 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 the Company during your employment.

Subject to the approval of Company's Board of Directors, you will be granted an option to purchase 20,000 shares of Company common stock in accordance with Company's 2020 Stock Plan (the "Plan") and related option documents. You will be required to sign the 2020 Stock Plan Stock Option Agreement (the "Agreement") and your option

A Daniel pushparaj



690 Saratoga Ave. #100
San Jose, CA 95129

<https://www.infinstor.com>
+91 96206 50385

will be subject to the terms and conditions of the Plan and the Agreement. Your option will vest over a period of four years.

Your employment is subject to the Two year contract that you signed prior to your training.

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

This letter, the two year Contract that you signed with us, the Employee Proprietary Information, Inventions Agreement, the Plan and the Agreement referred to above constitute the entire agreement between you and the Company regarding the terms of your employment and supersede and replace all negotiations, representations or agreements, whether prior or contemporaneous, written or oral, between you and the Company on this subject.

Congratulations, and Welcome to InfinStor. We look forward to having you as a valuable member of the Infinstor team!

Sincerely

A handwritten signature in black ink, appearing to read "Raja Rajendran".

Raja Rajendran
Senior Director and Head of India Operations
InfinStor, Inc.
May 5, 2023

A handwritten signature in blue ink, appearing to read "Daniel Pushparaj".

[A-Daniel pushparaj]

A handwritten signature in blue ink, appearing to read "Daniel Pushparaj".



690 Saratoga Ave. #100
San Jose, CA 95129

<https://www.infinstor.com>

23rd November, 2022

A. DANIEL PUSHPARAJ
Phone: +91 8903259206
Email Id : daniel202adpr@gmail.com

Re: InfinStor, Inc. - Offer of Internship

Dear A. DANIEL PUSHPARAJ,

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.

19UECF047



CONFIDENTIAL

Date: 16.11.2022

To

Name : DHARMADURAI . E

Reg No : 920419106016

College : KAMARAJ COLLEGE OF ENGINEERING AND TECHNOLOGY

Dear DHARMADURAI . E,

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successful completion of Graduation) under GET Scheme at Avalon Group which spans through a period of 3 years. Please find below Salary details.

Year (Beginning)	Fixed CTC
First Year	Rs 25,000 /-
Second Year	Rs 29,000 /-
Third Year	Rs 33,000 /-
Fourth Year	Rs 40,000 /-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For Avalon Technologies Ltd

Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature:

Avalon Technologies Limited

(Formerly Avalon Technologies Private Limited)

Corporate Identification Number: U30007TN1999PLC043479

Reg. Office 'TPI Block' B7, First Main Road, MEPZ-SEZ, Tambaram, Chennai 600 045

T +91 44 4222 0400 | F +91 44 2262 0097 | E corp@avalontec.com

www.avalontec.com

Letter of Intent (LOI)**Superset ID: 3616824****Date: November 25, 2022****Dear Ghavana Mani,**

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://camous2cognizant.cognizant.com/Pages/Preloain>

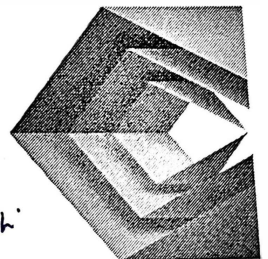
GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

M. Ghavana Mani





Data Patterns (India) Ltd - Internship Joining Letter

12 messages

vibhakar.sudhakar <vibhakar.sudhakar@datapatterns.co.in>
To: priyavidhya1924@gmail.com
Cc: Karthick <karthick@datapatterns.co.in>, udaya.kumar <udaya.kumar@datapatterns.co.in>

Wed, 14 Sep, 2022 at 4:24 pm

Dear Gokulapriya,

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

Priya Vidhya <priyavidhya1924@gmail.com>
To: vibhakar.sudhakar <vibhakar.sudhakar@datapatterns.co.in>

Fri, 16 Sep, 2022 at 11:28 am

Hello sir,
Thank you for the opportunity
I accept the offer. I will be joining by the date, and submitting futhur details in person.
(Quoted text hidden)

Priya Vidhya <priyavidhya1924@gmail.com>
To: TDPCLERK@kamararajengg.edu

Fri, 16 Sep, 2022 at 11:56 am

(Quoted text hidden)

190ECE079

SmartDV Technologies India Private Limited

ASIC Design And Verification Research Labs

To,

October 10th 2022
Bangalore

Gousika.M,
Plot No-749,Tnhb Colony,
Villapuram Housing Board,
Madurai Pin-625 012.

Dear Gousika.M,

I am pleased to offer you employment with SmartDV Technologies India Private Limited ("the Company") as **Verification Engineer** at our development office located in Bangalore, India on the following terms and conditions:

- 1 Your appointment will be effective from the date of your joining the Company.
- 2 This offer is valid only after you signing **3 Year** Bond with SmartDV Technologies India Private Limited ("the Company")
- 3 Pursuant to this appointment, you will carry out all the work and services that will be entrusted to you by the Company and shall devote your entire time and effort to the same. You will not be entitled to render any work or services to any others, unless so requested by the Company.
- 4 Your position is subject to your commitment of service for **3 Year** during which your performance and suitability for employment will be evaluated. Employment may be terminated at any time in this period without notice or pay in lieu of such notice.
- 5 Your appointment will continue unless terminated by company by one month written notice, once your completion of **3 Year** of bond period should you desire to resign from the Company you shall provide the company with a prior written notice of three months after your completion of such resignation or payment in lieu. Thereof compensation equal to the consideration then payable to you for a period of three months. However, in case any disciplinary proceedings are either contemplated or pending against you, the company shall have the right not to accept your resignation.
- 6 Company will not provide relieving or experience letter until you serve the company for **3 Year** as per your commitment.
- 7 Compensation:
During first 6 months of training, you will be paid **CTC Rupees 3,75,000/-** per annual and later on based on your performance your CTC will be revised.
- 8 You will be entitled to leave and other employee benefits as per the rules framed by the Company from time to time and the policies of the Company.
- 9 In consideration of your appointment as aforesaid and the consideration paid to you, you agree, that all rights, title and interested in any intellectual property whatsoever, pertaining to any matters, made, created, developed, written or conceived by you during the term of your appointment with this Company, whether within or outside the Company's office premises or your normal working hours, will belong to the

SmartDV Technologies India Private Limited

ASIC Design And Verification Research Labs

Company and, to the extent it does not or cannot so below to the Company, is hereby assigned by you in the Company's favor. You further agree, that you will keep completely confidential all information pertaining to the Company, its directors, employees and clients and its and their respective business, activities, income, accounts etc. and shall not disclose the same to any person except those legitimately concerned with Company and who have a need to know the same for the business of the Company. 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 informed if you are bound by any confidentiality agreements with any other of you previous employers, you hereby indemnify us and shall keep us fully indemnified and harmless against any breach by you of such agreements.

You will abide by rules and regulations of the Company, which are in force from time to time and breach by you of any terms and conditions contained herein will result in termination of your employment without notice or compensation in lieu thereof.

In case any information furnished by you during the selection process if found to be incorrect or false, and / or it is found that you have suppressed any information in respect of your qualifications and past experience, the Company reserves the right to terminate your services at any time without notice or compensation in lieu thereof.

We take great pleasure in welcoming you to SmartDV Technologies and we feel that your skills and experience will be a valuable asset to our technical team.

Sincerely,



Durga Lakshmi Tala
Managing Director
SmartDV Technologies India Private Limited





SmartDV Technologies India Private Limited

ASIC Design And Verification Research Labs Annexure

Annual Gross CTC Breakup.

Earnings	Earning type	Per Month Rs.	Per Year Rs.
Basic plus DA	Fixed	11,750	1,41,000
HRA	Fixed	4,700	56,400
LTA	Fixed	1,880	22,560
CPB	Variable	1,250	15,000
Project Bonus	Variable	2,500	30,000
Other Allowances	Fixed	5,260	63,120
GROSS EARNINGS		27,340	3,28,080
PF company contr.	Fixed	1,410	16,920
CTC		28,750	3,45,000
Yearly Bonus	Variable		30,000
Gross CTC Per annum			3,75,000

Take Home Salary per Month.

Earnings	Amount	Deductions	Amount
Basic plus DA	11,750	Provident Fund	1,410
HRA	4,700	Professional Tax	200
LTA	1,880	Health Insurance	500
CPB	-	Income Tax	-
Project Bonus	-		
Other Allowances	5,260		
GROSS EARNINGS	23,590	GROSS DEDUCTIONS	2,110
		NET PAY	21,480
PF Employer contr.	1,410		
CTC	25,000		

* Income Tax Applicable as per Government Rules

Sincerely,

S. Durga Lata

Durga Lakshmi Tala
Managing Director

SmartDV Technologies India Private Limited.

[Handwritten Signature]



To whom it may concern

Dear Hariharan G,

We are pleased to offer you a project in Jasmin which will be decided upon discussions with your project Guide.

Your first day of work will be January 23, 2023. Your duties and assignments for this position will be as per discussion with HR Team.

You will be reporting to the below mentioned address on the day of reporting

119, Velachery - Tambaram Main Road,
Ganesh Avenue, Pallikaranai,
Chennai, Tamil Nadu 600100
Land mark – Next to Shell Petrol Bunk

Point of contact: Mr. Prathap C

You are required to carry the following documents on the day of reporting.

1. Identity card of college
2. Updated Resume (please send soft copy)
3. Passport size photo.
4. Aadhar Card
5. Bonafide certificate from institution

If you have any questions, please feel free to contact Prathap HR Team @ 044 - 6666 9600 | EXTN : 1059

We look forward to meeting you on 23 January 2023 and offer a very warm welcome.

For JASMIN INFOTECH PVT. LTD.,

KARUNANIDHI E
Manager – Human Resources

Regd & Admin Office : Plot No.119, Survey No. 56/2C/2, Velachery Tambaram Road, Pallikaranai, Chennai - 600 100.
Tel : 91 - 44 - 6666 9600 / 6604 9600 | Web : www.jasmin-infotech.com

Offer: Computer Consultancy
Ref: TCSL/DT20222851898/Chennai
Date: 25/11/2022

Mr. Hari Haran J
S/O R.Jeganathan, Chellammal Nagar, Petrol Bulk Road, Peraiyur(Tk), Madurai(Dt), 625703.,
Peraiyur,
Madurai-625703,
Tamilnadu.
Tel# 91-6382791526

Dear Hari Haran J,

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 &

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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TATA CONSULTANCY SERVICES

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



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.



12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.



16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

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



- address affidavits etc.)
- Passport / Acknowledgement letter of passport application
 - Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
 - 4 passport sized photographs
 - Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
 - An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.



22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.



(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xplore Centres
- Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Hari Haran J
Designation	Assistant System Engineer-Trainee
Institute Name	Kamaraj 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



Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p>KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

Jenith.J
63/14 6Th West Cross Street,
Meenakshi Nagar,
Villapuram, Madurai -625012
Tamil Nadu

Dear Jenith.J,

I am pleased to offer you employment with SmartDV Technologies India Private Limited ("the Company") as **Verification Engineer Trainee** at our development office located in Bangalore, India on the following terms and conditions:

1. Your appointment will be effective from the date of your joining the Company
2. This offer is valid only after you signing **3 Years Bond** with SmartDV Technologies India Private Limited ("the Company")
3. Pursuant to this appointment, you will carry out all the work and services that will be entrusted to you by the Company and shall devote your entire time and effort to the same. You will not be entitled to render any work or services to any others, unless so requested by the Company.
4. Your position is subject to your commitment of service for **3 Years** during which your performance and suitability for employment will be evaluated. Employment may be terminated at any time in this period without notice or pay in lieu of such notice.
5. Your appointment will continue unless terminated by company by one month written notice, once your completion of **3 Years** of bond period should you desire to resign from the Company you shall provide the company with a prior written notice of three months after your completion of such resignation or payment in lieu. Thereof compensation equal to the consideration then payable to you for a period of three months. However, in case any disciplinary proceedings are either contemplated or pending against you, the company shall have the right not to accept your resignation.
6. Company will not provide relieving or experience letter until you serve the company for **3 Years** as per your commitment.
7. Compensation:
 - a) During first 6 months of training, you will be paid **Net CTC Rupees. 3,00,000/-** per year and later based on your performance your CTC will be revised.
 - b) Your Salary structure will be as shown in "Annexure".
8. You will be entitled for leaves and other employee benefits as per the rules framed by the Company from time to time and the policies of the Company.
9. In consideration of your appointment as aforesaid and the consideration paid to you, you agree, that all rights, title and interested in any intellectual property whatsoever, pertaining to any matters, made, created, developed, written or conceived by you during the term of your appointment with this Company, whether within or outside the Company's office premises or your normal working hours, will belong to the

#18, BDA Main Road, Nanjareddy Colony, Murugeshpalya, Bengaluru - 560017, Karnataka

Telephone : +91-80-41254572

Telefax : +91-80-41637284

Website : www.s

GST-29AAOCS3889A1ZV | CIN-U72200KA2010PTC053869

SmartDV Technologies India Private Limited

ASIC Design And Verification Research Labs

Company and, to the extent it does not or cannot do so below to the Company, is hereby assigned by you in the Company's favor. You further agree, that you will keep completely confidential all information pertaining to the Company, its directors, employees and clients and its and their respective business, activities, income, accounts etc. and shall not disclose the same to any person except those legitimately concerned with Company and who have a need to know the same for the business of the Company. 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 informed if you are bound by any confidentiality agreements with any other of your previous employers, you hereby indemnify us and shall keep us fully indemnified and harmless against any breach by you of such agreements.

10. You will abide by rules and regulations of the Company, which are in force from time to time and breach by you of any terms and conditions contained herein will result in termination of your employment without notice or compensation in lieu thereof.

11. In case any information furnished by you during the selection process is found to be incorrect or false, and / or it is found that you have suppressed any information in respect of your qualifications and past experience, the Company reserves the right to terminate your services at any time without notice or compensation in lieu thereof.

We take great pleasure in welcoming you to SmartDV Technologies and we feel that your skills and experience will be a valuable asset to our technical team.

Sincerely,

S. Durga Lakshmi

Durga Lakshmi
Director

SmartDV Technologies India Private Limited.



I agree to accept employment on the aforementioned terms and conditions and I will report for work on 05/04/2023

Jenith.J

J. Jenith



Letter of Intent (LOI)

Superset ID: 3617332

Date: November 25, 2022

Dear Joshekaa Chidhambarakkani,

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.

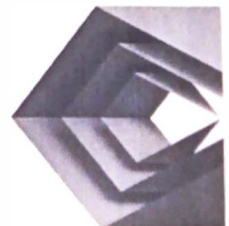
For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link. Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).
<https://campus2.cognizant.com/Pages/Prelogin>

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



Date: 28/09/22

Joyce Princy P V,
2/7/1 Manikavasagar 2nd street,
P&T nagar, Madurai-17.

Dear Joyce Princy,

Welcome to Centizen Inc.!

In our new journey, you will be experimenting and learning while understanding our deeply held values and our relationship with our clients that are the cornerstones of our organization.

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

Warm regards,

A JOSEPH
Vice President
Centizen Inc.

Joyce Princy P V,
2/7/1 Manikavasagar 2nd street,
P&T nagar, Madurai-17.

Dear Joyce Princy,

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

EMPLOYMENT OFFER LETTER

Ref No: 81-2023-EOL

Date: 29-May-2023

M. Karthick Raja

Dear Karthick Raja,

We are pleased to offer you the position of **Associate Software Developer** in **Cloud SCS Technologies Private Limited ("Company")**, having registered office at Chennai, India, with a start date of **June-1-2023**.

This letter sets forth the terms and conditions of your employment 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 employment.

Duties

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

Probation

NA

Compensation

Annual Cost to Company (CTC) **INR 4,00,000/-**, 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.

Employee Benefits

Your employment classification determines your eligibility for certain Company benefits and privileges. More information on the general benefits accorded to employees shall be made available upon joining the organization.

Your eligibility to receive such benefits will be subject in each case to the generally applicable terms and conditions for the benefits in question and to the determinations of any person or committee administering such benefits. The Company may from time to time, in its sole discretion, amend or terminate the benefits available to you and the Company's other employees.

Notice Period / Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party two months (60 days) advance notice.

If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company.

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

Adjustments and Changes in Employment Status

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

Proprietary Information Agreement

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

No Conflicting Obligations

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

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

Integrated Agreement

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

Severability

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

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

Yours sincerely,

Cloud SCS Technologies Private Limited



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.*

M. Karthick Raja

Candidate Signature

Date:

ANNEXURE I

Salary Component	INR Amount
Basic	1,95,317
Dearness Allowance	19,532
House Rent Allowance	97,658
Fixed Medical Allowance	15,000
Conveyance Allowance	19,200
Leave Travel Allowance	5,859
PF Employer Contribution	23,400
Supplementary Allowance	14,667
Annual Fixed Compensation	3,90,633
Estimated Value of Annual Benefits	9,367
Total Cost to Company (CTC)	4,00,000

ANNEXURE II

List of documents to be submitted on the day of joining

1. Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, Rental agreement or Lease agreement etc.
 2. Previous Employer, if applicable – Relieving and Experience Letters, latest salary slips & offer letter with Employee ID Number
 3. Identity Verification - Copy of valid passport and PAN card required
 4. Previous Employment PF Account Details, if applicable
 5. Educational Certificates – 10th, 12th and College completion certificates
-

Ref No: DWBS/PCBD/CBE/1047

February 02, 2023

Mr. LAKSHMINARAYANAN B,
Staff Engineer II
Emp Id: DWBS1047

Dear Mr LAKSHMINARAYANAN,

1. Further to your application and the subsequent interview you had with us, we are pleased to offer you the position of Staff Engineer II, reporting to the Sr. Engineer Manager of the company.

DWB Semiconductors Pvt Ltd is a reputed global industry leader offering cutting-edge designing, manufacturing, assembling, firmware developing and ASIC verification and testing worldwide. We provide best-in-class services where PCB plays a vital role.

2. Your "Annual Total Cash Compensation" will be Rs. **1,80,000** (Rupees One Lakh Eighty Thousand Only). Please refer to Annexure-A for details.
3. You will be receiving your annual bonus for the year 2023.
4. Your employment with us will be governed by terms and conditions as specified in Annexure-B.

We welcome you to DWB Semiconductors Pvt Ltd and look forward to a long and mutually beneficial association.

For DWB SEMICONDUCTORS PVT LTD


Director





SEMICONDUCTORS
PRIVATE LIMITED

Ref No: DWBS/PCBD/CBE/1047

February 02, 2023

ANNEXURE-A

PARTICULARS	AMOUNT (INR)	
	MONTHLY REMUNERATION	ANNUALIZED REMUNERATION
Basic Salary	6750	81000
House Rent Allowances	2700	32400
Conveyance Allowances	1600	19200
Medical Allowances	1250	15000
Special Allowances	2700	32400
GROSS	15000	180000

MONTHLY NET PAY:

GROSS PAY	15000
DEDUCTION	
DEDUCTION (PF will not be deducted until probationary period: 6 months)	0
NET PAY IN HAND	15000

For DWB SEMICONDUCTORS PVT LTD

Director

OL/1863

08-Nov-2022

OFFER LETTER

Dear Lilee Sree V 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.

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

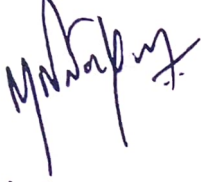
GSTIN 33AAGCV7368H1ZZ

Joining Date

Your date of joining will be communicated separately.

We warmly welcome you to the VINS family!

Regards,



Authorised Signatory

19U ECE 08085



690 Saratoga Ave. #100
San Jose, CA 95129

<https://www.infinstor.com>

23rd November, 2022

LOGAAMAADHAVAN NS
Phone: +91 7339440612
Email Id : loguns2001@gmail.com

Re: InfinStor, Inc. - Offer of Internship

Dear LOGAAMAADHAVAN NS,

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.

α
D.S. Hb



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).

LOGAAMAADHAVAN.NS, 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 _____

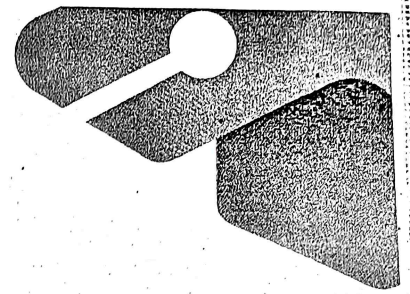
Raja Rajendran
Senior Director of
Engineering

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

Date: _____

A 

LOGAAMAADHAVAN NS



CONFIDENTIAL

Date: 16.11.2022

To

Name : MADHURAJA.V

Reg No :

College : KAMARAJ COLLEGE OF ENGINEERING AND TECHNOLOGY

Dear MADHURAJA.V,

We are pleased to make you an offer for the position of Graduate Engineer Trainee (On successful completion of Graduation) under GET Scheme at Avalon Group which spans through a period of 3 years. Please find below Salary details.

Year (Begining)	Fixed CTC
First Year	Rs 25,000 /-
Second Year	Rs 29,000 /-
Third Year	Rs 33,000 /-
Fourth Year	Rs 40,000 /-

Apart from the above you are also eligible for yearly appraisal which is additional based on your performance.

We will issue the formal letter of appointment upon your joining.

We look forward to having you on board for a long and mutually beneficial association.

For Avalon Technologies Ltd



Michael Raj A
General Manager – HR (Group)

ACKNOWLEDGEMENT ON ACCEPTANCE OF THE ABOVE OFFER

Date of Joining:

Signature: *V Madhura*

Avalon Technologies Limited

(Formerly Avalon Technologies Private Limited)

Corporate Identification Number: U30007TN1999PLC043479

Reg. Office 'TPI Block' B7, First Main Road, MEPZ-SEZ, Tambaram, Chennai 600 045
T +91 44 4222 0400 | F +91 44 2262 0097 | E corp@avalontec.com

www.avalontec.com

Employee Service Agreement

This Employee Service Agreement (“**Agreement**”) is executed at Plot 31, Electronic City Phase II Bengaluru, India - 560100 on **13-03-2023**.

By and Between

Tessolve Semiconductor Private Ltd, a company incorporated under the Companies Act 1956 having its registered office at Plot 31, Electronic City Phase II Bengaluru, India - 560 100 (hereinafter referred to as the “**Employer**” or “**Company**”, which expression shall, unless repugnant to the context or meaning thereof, be deemed to include its successors and permitted assigns) of the **FIRST PART**;
AND

Maheshwaran an Indian citizen residing at **4/212, Central Bank Colony, Nagamalai Pudukottai, Madurai, Tamilnadu-625019** (hereinafter referred to as the “**Employee**”, which expression shall, unless repugnant to or inconsistent with the context or meaning thereof, be deemed to include his/her successors, legal representatives and permitted assigns) of the **SECOND PART**.

The Employer and the Employee are hereinafter together referred to as the “**Parties**” and individually as the “**Party**”.

WHEREAS:

The Parties executed the Employment Agreement dated **13-03-2023** (“**Employment Agreement**”) whereby the Employee agreed to be bound by non-solicitation and non-compete obligations as prescribed under this Agreement.

THIS AGREEMENT NOW WITNESSES AS FOLLOWS

1. The Employee undertakes that the Employee shall not carry on or engage in, directly or indirectly, whether through partnership or as a shareholder, joint venture partner, collaborator, consultant, executive, employee or agent or in any other manner whatsoever, whether for profit or otherwise, any business/trade/vocation which competes with the whole or any part of the business of the Employer for a period of two (2) years following (a) cessation of the employment either through notice or termination and/or any other mode the Employer may deem fit; or (b) the Employee ceasing to hold any shares in the Employer, whichever is later. It is clarified that for the purposes of the present Clause, the term ‘Employee’ shall continue to refer to the Employee even after the termination or cessation of his/her employment.
2. The Employee undertakes that during the period of his/her employment, and after cessation of the employment, the Employee shall not attempt to directly or indirectly, whether through partnership or as a shareholder, joint venture partner, collaborator, consultant or agent or in any other manner whatsoever, whether for profit or otherwise solicit from any client/customer of the Employer, any business of the type carried on by the Employer, or any of its affiliates or group companies, or persuade any person, firm or entity which is a client/customer of the Employer, or its affiliates or its group companies to cease doing business or to reduce the amount of business which any such client/customer has customarily done or might propose doing with the Employer, or any of its affiliates or group companies, as the case may be, whether or not the relationship between the

Employer/such affiliate/group company and any such client/customer was originally established in whole or in part through the direct or indirect efforts of the Employee.

3. The Employee undertakes that during the period of his/her employment, and after cessation of the employment, the Employee shall not employ or attempt to employ or assist anyone else to employ any person who is in the employment of the Company at the time of the alleged prohibited conduct, or was in the employment of the Company at any time in the preceding twelve months.
4. The Employee hereby agrees that for a period of six (6) months following cessation of the employment of the Employee with the Employer, the Employee shall not, directly or indirectly, whether through partnership or as a shareholder, joint venture partner, collaborator, consultant, executive, employee or agent or in any other manner whatsoever, whether for profit or otherwise, engage in any client or customer of the Employer for whom the Employee worked on a project/assignment during twelve (12) months prior to cessation of employment of the Employee. In case of breach of this Clause 4, the Employee shall be liable to forthwith pay INR 5,00,000/- (Indian Rupees Five Lakh only) to Tessolve. In case of breach of this Clause 4 by the Recipient holding a title of Lead (or equivalent titles/grades) or above, Recipient shall be liable to forthwith pay an amount equal to 3 times the monthly gross pay as prevalent at the time of breach.
5. Further, as agreed under the Employment Agreement, in the event Employee terminates his/her employment with the Employer during internship or training period, or within three (3) years from the date of completion of Internship or training Period, the Employee shall pay INR Three Lakhs [300000] as indemnification for the training cost and other expenses incurred by the Employer on behalf of the Employee. The Employee undertakes and agree to not dispute the aforementioned amount and pay such amount to the Employer prior to the effective date of termination. The Employee acknowledges and agrees that the aforementioned amount is reasonable, and cost and expenses incurred by the Employer in training the Employee for his/her specific responsibilities towards the Employer.
6. The Employee undertakes that the terms and conditions included in this Agreement are reasonable for the legitimate protection of the business and goodwill of the Employer and that the Employee is fully amenable, with no reservations whatsoever to abide by the terms and conditions of this Agreement, but in the event that such restriction shall be found to be void under applicable law, but would be valid if some part thereof was deleted or the scope, period or area of application were reduced, the above restriction shall apply with the deletion of such words or such reduction of scope, period or area of application as may be required to make the restrictions contained in this Agreement valid and effective. Notwithstanding the limitation of this provision by any law for the time being in force, the Employee undertakes, at all times to observe and be bound by this Agreement. Provided however, that on the revocation or removal of such limitation, the original restrictions, as provided in this Clause, would stand renewed.
7. This Agreement shall be governed and construed in accordance with the terms and conditions of the Employment Agreement.

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement as of the day and year first herein above written.

Tessolve Semiconductor Private Limited

Employee:

Shuchi Shukla

C Maheshwaran

(Authorised Signatory)

(Signature)

Name: Shuchi Shukla

Name: Maheshwaran.C

Designation: Associate VP-HR

Date: 08.04.2023

CXPL / HR / Recruitment / 2022 / 1101
Date: 17th Nov 2022



Offer of Appointment – Manoj Kumar A

Dear **Manoj Kumar A**

With reference to our interviews and subsequent discussions we are pleased to offer you a position with us as a **TRAINEE ENGINEER – ENGINEERING AND DESIGN**. You are required to report our Branch office in Madurai before Dec 27, 2022.

You will be on internship training until the date of issue of course completion certificate. After that you will be as a Associate Trainee for a period of 6 months. During the period of training you will be a paid a stipend of INR 10,000 (Ten Thousand only). On Satisfactory completion of your training you will be on a probation period for one year During probation your compensation package will be INR 3,00,000 (Three lakhs only). The breakup of the same will be issued after your training. You will be required to sign a contract with us to work for 2 years after the training. All the terms of this contract will be issued in a separate document at the time of confirmation.

Other rules and regulations will be as per enclosed Service Conditions and Code of Conduct. The terms and conditions are strictly confidential and are not to be discussed except with Authorized representatives of Caleido Xenia Private Ltd. You are required to provide at least a notice of three months in case of deciding to resign from the services.

This letter is valid for a period of 7 days and shall lapse automatically unless you sign the duplicate along with your joining date and return it as a token of acceptance of our offer.

Caleido Xenia has pleasure in welcoming you on board. We trust you will have a long and mutually beneficial association with us.

We request you to please carry a signed copy of the offer letter on the day of your joining as a token of your acceptance.

Yours sincerely

S.Naamasivayam
Manager – HR and Administration

I A. Manoj Kumar agree to the terms and conditions mentioned in this letter and the enclosed Annexures. My date of joining will be 26-12-2022

Date :

Signature : A. Manoj Kumar

Enclosures :

1. Service Conditions Code of Conduct
2. Non-Disclosure Agreement



Caleido Xenia Private Limited
2, 35-1, Third Street, Surveyor Colony,
Madurai - 625 007
www.caleidoxeniacorp.com | Phone : 01452445387 | jobs@caleidoxenia.com



Service Conditions / Code of Conduct

1. LOCATION

You will be based initially at Calcido Xenia Pvt Ltd, #3 / 354, Third Street, Surveyor Colony Madurai 625007. We would want you to be flexible to let the Management relocate/transfer you to any branch now in existence or which may be commenced in future or to our client's location when business demands.

2. TRAINING

During the initial three months you may be required to attend specialized training, in our branch office in Madurai, and it is expected that you will be ready and willing to undertake such training, as the same is necessary to enable you to effectively discharge your duties with the Company. Based on business requirement and your performance, period of training can be extended for a further period of six months or part thereof. Your continued employment with the Company is subject to your meeting the qualifying criteria during and at the end of the training. The Company shall be spending considerable amount of money on the said training, and it is expected that you shall devote maximum time for the Company for a certain minimum stipulated period of time after completion of the said training, so as to enable the Company to get the benefit of the amount spend by it. Your working hours both during the training and after confirmation will be 9:30 am to 5:30 pm IST. The office will function six days a week . You may have to work to our foreign locations timings if needed on time being.

3. CONCURRENT EMPLOYMENT

During your employment with the company, you will not take up employment elsewhere either part time or otherwise. Besides you will not engage in any commercial activity. In case of defiance of this provision, Company shall have all rights to take appropriate disciplinary action against you, in its sole discretion.

4. REFERENCE AND BACKGROUND CHECK

In accordance with the authorization on your application, your appointment is subject to your clearance of Background Verification/Reference Check. You are being provisionally offered on the presumption that you have no criminal background as per law of the land and the particulars furnished by you in your Application and/or Bio-data are correct. We will also be contacting your referrals. Please note that this offer is subject to satisfactory references being obtained.

5. PROBATIONARY PERIOD AND CONFIRMATION:

You will be on probation for a period of 12 months after successful completion of your training at our Madurai branch office Unit. Your confirmation as a permanent employee is subject to the terms and conditions included in the Confirmation Policy of the Company.





6. LEAVE

It is mandatory you avoid taking any leave of absence during the training period unless it is an absolute emergency.

Caleido follows the calendar year i.e. January to December for leave purposes. Employees on Probation are eligible for the national & festival holidays and one sick leave a month during their probation. All confirmed employees are provided with total of Ten National & Festival Holidays. Twelve Privilege Leaves, and Sick Leaves not exceeding Twelve Leaves, every year.

7. REVIEW

Upon your satisfactory completion of the training and upon confirmation, your salary will be reviewed once in a year. Your increments in the grade are discretionary and will be subject to and on the basis of effective performance and results during the period.

8. TERMINATION OF EMPLOYMENT

Please note that if you chose to resign from services of Caleido Xenia Pvt Ltd. within 2 years from your date of joining, the contractual terms signed by you in the agreement will be executed accordingly.

9. MEDICAL FITNESS

Your offer is subject to you being medically fit at the time of joining the Company. For your pre-employment medical check-up, you are required to contact a registered medical practitioner and obtain a Medical Fitness Certificate which needs to be submitted at the time of joining. If you are found medically unfit, this offer will stand withdrawn forthwith.

10. SUBMISSION OF DOCUMENTS

At the time of joining, photocopy of the following documents should be submitted. Please carry the original copies which will be verified.

- i. PAN Card
- ii. Educational certificates (up to maximum qualification)
- iii. Mark sheets for all semesters
- iv. Address proof - AADHAR card
- v. Three Passport size Photograph and a Softcopy for the ID Card

CXPL / HR / Recruitment / 2022 / 1101
Date: 17th Nov 2022



11. OTHER TERMS & CONDITIONS:

Any business expenses related to the work needs to get approved from the reporting manager. You will be required to claim all business related expenses and settle all dues within 30 days of incurring the expenditure as per Company policies. Expense claims, which are received after 30 days from the date of incurring the expenditure, will be deemed to be unauthorized. Also, any unsettled dues post the aforementioned period would be deducted from the salary.

You will be governed by the rules, regulations and policies of the Company as applicable to you.

All the benefits are as per the Company's Policies, which are subject to change from time to time. This offer is also conditional upon the execution of the "Non-Compete Agreement" (Annexure I).

Yours Sincerely

S.Namasivayam
Manager – HR and Administration



**Annexure I
(Non-Compete Agreement)**

I. A. Manoj Kumar do hereby acknowledge and confirm the following: -

(1) I am accepting employment with Caleido Xenia Pvt. Limited ("Caleido"). Now, as per the presents below, I agree to the following terms herein, and acknowledge that this is a material condition of my employment with Caleido Limited.

(2) I am required, on behalf of Caleido, to provide services to, or solicit business from, various clients of Caleido for whom I performed services as a Company employee (each such client hereinafter referred to as a ("Customer")).

(3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Caleido for any reason, I will not:

a. Accept any Offer of Employment from any Customer, where I had worked in a professional capacity with that Customer in the twelve (12) months immediately preceding the termination of my employment with Caleido.

b. Accept any Offer of Employment from a Named Competitor of Caleido Xenia, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Caleido.

Place: Madurai

Date: 18/11/22

Employee Signature: A. Manoj Kumar

Employee Name: A. Manoj Kumar





19/11/2022

Letter of Intent (LOI)

Superset ID: 3602648

Date: November 25, 2022

Dear Nagapriyadharshini 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. 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://camous2ccognizant.cognizant.com/Pages/Prelodn>

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

V. Maya



19UECE2016



Letter of Intent (LOI)

Superset ID: 3635370

Date: November 25, 2022

Dear Nalina Iaxmi,

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





Aptean India Pvt. Ltd.

Golden Heights, 8th Floor (Level 5), no. ½ 59th C Cross Road, 4th M Block Rajajinagar, Bangalore, Karnataka 560010, India
+91 80 67007000 | CIN U72200KA1998PTC023715 | Aptean.com | Info@Aptean.com

25/01/2023

To,

NERANJAN PRAKASH MATHISEKAR
4/1021, EZHIL STREET, ANBU NAGAR, VANDIYUR
MADURAI 625020

Dear NERANJAN PRAKASH,

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)**.

M. Neranjan Prakash

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.

M. Naranjan Prakash

19UECE018

Centizen
www.centizen.com

Date: 27/09/22

Nithish Kumar K M,
8/29 Ponnthottam Street, Kamaraj Salai,
Madurai - 625009.

Dear Nithish Kumar,

Welcome to Centizen Inc.!

In our new journey, you will be experimenting and learning while understanding our deeply held values and our relationship with our clients that are the cornerstones of our organization.

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

Warm regards,

A JOSEPH
Vice President
Centizen Inc.

Centizen 25, Winkysapp Nagar, Near Jethi Garden, D. V. Road, Palani, Tamil Nadu - 626 701

Nithish Kumar K M,
8/29 Ponnhottam Street, Kamaraj Salai,
Madurai - 625009.

Dear Nithish 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 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

9:55

5G



**Data Patterns (India) Ltd -
Internship Joining Letter**

Inbox



udaya.kumar 23 Dec 2022

to me, DP, PRAVIN



Dear Nivetha,

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 26th Dec 2022 (Monday) @ 8.30 am

During the training (Dec 2022 to Sep 2023) you will be paid stipend of Rs. 15,000 /- per month

During project period transport will be charge Rs.250 and lunch will be charged @ Rs. 10 /- per day. If you don't want to use our lunch facility, you can bring lunch from your Hostel / PG / Home.

Attached is the list documents you have to bring on 26th Dec 2022 (Monday) @ 8.30 am

On roll movement decision will be taken based on your final assessment

Kindly confirm your acceptance through email

Looking forward to hear from you

Regards

Uday

7708024414



Ref No: DWBS/PCBD/CBE/1046

February 02, 2023

Mr. PONVIGNESHKUMAR.P,
Staff Engineer II
Emp Id: DWBS1046

Dear Mr PONVIGNESHKUMAR,


1. Further to your application and the subsequent interview you had with us, we are pleased to offer you the position of Staff Engineer II, reporting to the Sr. Engineer Manager of the company.

DWB Semiconductors Pvt Ltd is a reputed global industry leader offering cutting-edge designing, manufacturing, assembling, firmware developing and ASIC verification and testing worldwide. We provide best-in-class services where PCB plays a vital role.

2. Your "Annual Total Cash Compensation" will be **Rs. 1,80,000** (Rupees One Lakh Eighty Thousand Only). Please refer to Annexure-A for details.
3. You will be receiving your annual bonus for the year 2023.
4. Your employment with us will be governed by terms and conditions as specified in Annexure-B.

We welcome you to DWB Semiconductors Pvt Ltd and look forward to a long and mutually beneficial association.

For DWB SEMICONDUCTORS PVT LTD


Director







SEMICONDUCTORS
PRIVATE LIMITED

February 02, 2023

Ref No: DWBS/PCBD/CBE/1046

ANNEXURE - A

PARTICULARS	AMOUNT (INR)	
	MONTHLY REMUNERATION	ANNUALIZED REMUNERATION
Basic Salary	6750	81000
House Rent Allowances	2700	32400
Conveyance Allowances	1600	19200
Medical Allowances	1250	15000
Special Allowances	2700	32400
GROSS	15000	180000

MONTHLY NET PAY:

GROSS PAY	15000
DEDUCTION	
DEDUCTION (PF will not be deducted until probationary period: 6 months)	0
NET PAY IN HAND	15000

For DWB SEMICONDUCTORS PVT LTD

Director

**Zoho Corporation Private Limited**

Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.

Ph: +91 - 44 - 6744 7070

www.zohocorp.com

SEZ Unit

Date: 27-Jul-2022

To

Mr.PRAKASH S,
138, JAANKIT NAGAR,
K.PULIANKULAM,
MADURAI-625021, TAMIL NADU.

Dear Mr.PRAKASH S,

OFFER OF EMPLOYMENT

We are pleased to offer you employment for the position **MEMBER TECHNICAL STAFF** with **ZOHO CORPORATION PRIVATE LIMITED**.

INTERNSHIP AND STIPEND

You are expected to do the final semester project of your curriculum in our organization. We expect you to work on the project on a full time basis for a period of 5-6 months. During this period you will be paid a monthly stipend of **Rs.20000/- (RUPEES TWENTY THOUSAND ONLY)**. The following offer is valid, subject to successful completion of your project.

(Note: The above may not apply to you if your college does not permit internships)

REMUNERATION

Your annual Cost to Company will be **Rs.600000/- (RUPEES SIX LAKH ONLY)**. The break-up of your gross salary and information specific to bonus and gratuity are set out in Annexure A. Salary will be paid by the last day of each month. All additional benefits that Zoho currently provides employees are set out in Annexure B.

DATE OF JOINING

Your date of appointment is effective from your date of joining after successful completion of your curriculum.

PROBATION

You will be on probation, at a minimum, until completion of the performance review cycle that immediately follows completion of six months from your date of joining, provided that your performance is determined to be satisfactory. If your performance is not satisfactory, your probation may be extended until your performance is determined to be satisfactory. Upon completion of the probation period you will be confirmed on the rolls of the company.

SALARY REVISION

Revision to your compensation will be after one year from the date of joining, subject to satisfactory completion of the probation by you. Zoho operates a Pay-for-performance Policy and any salary revision will take your performance into account.



ADHERENCE TO POLICIES

During your employment with the Company you shall adhere to all policies of the Company including IT Services Acceptable Use Policy, Acceptable Encryption Policy, Email Policy, Extranet Policy, Information Sensitivity Policy, Password Policy, Remote Access Policy, Virtual Private Network Policy and such policies as may be decided by the Company from time to time. The Company may amend these policies from time to time and you agree to be bound by such subsequent versions of the policies. The Company will communicate important information about its policies by way of electronic mail notification and/or the Company's intranet. The policies are incorporated into the terms and conditions of employment by this reference.

CONFIDENTIALITY

Information you have access to during the course of your employment are confidential and proprietary information of the Company, its Affiliated Companies and customers. "Affiliated Companies" means Zoho Corporation Private Limited and any entity in which the management of Zoho or the company has substantial interest. You agree not to disclose such information other than on a need-to-know basis. In this regard, you agree to observe in good faith your obligations under the Agreement Regarding Confidential Information and Proprietary Developments, a copy of which is included with this Letter of Offer of Employment for your reference and which will be executed separately by you upon joining the Company. The matters related to your compensation are strictly confidential between you and the Company and should be treated as such.

TRANSFERABILITY

You may be asked to work in any department or section of the Company in any capacity by either the management or the head of the department or section, and you agree to work accordingly. You may also be required to work on transfer or deputation in any other concern in which the management has any interest or any of the other branches or regional offices, anywhere in India or abroad, now existing or to be set up in future and you shall be bound to work in such concerns or at such locations.

ASSIGNMENT OF RIGHTS IN WORK

You agree that all works performed and things developed, including inventions, designs, improvements, writings, and discoveries made, during your employment and pertaining to the business conducted by the Company shall remain the exclusive property of the Company. You shall assist the Company in obtaining patents and copyrights on all such inventions, designs, improvements, writings and discoveries deemed suitable for patent and copyright by the Company, and shall execute all documents and perform all necessary actions to obtain the patents and copyrights, for the purpose of vesting the Company with full and exclusive title thereto, and protecting the Company against infringement of the patents and copyright by others.

CONCURRENT EDUCATION

You shall not, during the term of your employment with the Company, pursue any full time or part time courses in any institution/universities in India or any other foreign country, without the express approval by the company.

CONCURRENT EMPLOYMENT OR BUSINESS

You shall not engage yourself directly or indirectly in any other trade, business or occupation without obtaining the management's prior permission in writing. You shall not carry on any activity and/or commit any act prejudicial to the interests of the Company.



Ms. Sangeetha Selvaraj
Plot No 9 2nd street Sanjevi nagar
Anaiyur Madurai - Pincode 625017
Contact Number: +91- 8072360210

Chengalpattu, October 29, 2022
HR/19409/Oct2022

Dear Sangeetha Selvaraj,

Congratulations!

We are pleased to offer you the position of Trainee (Graduate Engineer) with Renault Nissan Technology & Business Centre India Pvt Ltd. Your location for reporting is Chennai (Mahindra World City), India and the scheduled date of joining is on or before June 07, 2023. The offer stands withdrawn thereafter unless the date is extended or communicated to you in writing.

The eligibility criteria prescribed for the above position is a pass in the 7th & 8th semester of Bachelor of Engineering (ECE) exam and overall grade /percentage of minimum 70% in academics. This Offer and appointment, if any, pursuant to the above is provisional, subject to you securing a pass in the above 7th & 8th semester of Bachelor of Engineering (ECE) exam and overall grade/percentage of minimum 70% in academics and you providing us the consolidated mark sheets or Provisional certificates, to our satisfaction, on or before 30th June 2023. Any failure, on your part, in this regard, shall automatically disentitle you to continue in the services of the Company.

Your annual gross salary will be Rs .4,25,000-(Rupees Four Lakhs Twenty Five Thousand Only) as detailed in Annexure 1. You will also be covered under the Company Group Insurance Scheme as per policy terms agreed by the company.

Your terms and conditions of employment are as mentioned in Annexure 3. You will be governed by the terms and conditions of the company and subject to any further amendments from time to time. You are advised to read the Annexures carefully and if the terms and conditions are acceptable to you, please sign the duplicate copy as a token of you having understood and accepted the same.

In case of further clarifications with reference to your joining, please get in touch with our Joining Cell on Email: hr.onboarding@rntbci.com and you are requested to submit the copies of self-attested documents as per Annexure 2 at the time of joining.

Renault Nissan Technology & Business Centre India (RNTBCI) family welcomes and wishes you for a rewarding career.

'In line with Government of India regulations, you need to possess Aadhaar or an Aadhaar enrollment number in order to complete your joining formalities. In case your Aadhaar card contains only year of birth, please use the Self-service update portal (SSUP) or approach an enrollment center to update your date of birth. We require the Aadhaar or Aadhaar enrollment number with your date of birth included'.

Acceptance of Offer

Sincerely

Sangeetha Selvaraj

Venkata Subramanian
Head – Talent Acquisition, RNTBCI

Encl : Annexure 1(Salary structure), Annexure 2(Check list of documents), Annexure 3(Terms & Conditions of Employment),
Annexure 4(Mandatory Medical Checkup), Annexure 5(Covering Letter for Medical Checkup), Annexure 6(Pre-Test Requirement)

RENAULT NISSAN TECHNOLOGY BUSINESS CENTRE INDIA
PRIVATE LIMITED
Ascendas IT Park, Mahindra World City, SEZ
No. T P 2/1, Natham Sub Post Office, Chengalpattu District,
Tamil Nadu - 603 004.
India
CIN: U50401TN2007PTC064840

T +91 44 67481000
F +91 44 67481150

Confidential C



690 Saratoga Ave. #100
San Jose, CA 95129

<https://www.infinstor.com>

11th November, 2022

SANTHANA LAKSHMI K

Phone: +91 6382328716

Email Id : santhanalakshmi.kr2002@gmail.com

Re: InfinStor, Inc. - Offer of Internship

Dear SANTHANA LAKSHMI K:

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.

a.k. Santhanalaksh



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).

Santhana Lakshmi K , 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: _____

^ K. Santhana Lakshmi
SANTHANA LAKSHMI K

OL/1847

08-Nov-2022

OFFER LETTER

Dear Santhosh 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.

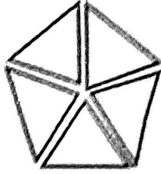
We warmly welcome you to the VINS family!

Regards,



Authorised Signatory





MICRO PRECISION

Perfection in Every Dimension

Plot No. 22 & 23, Industrial Estate, Virudhunagar, Tamil Nadu, India.
Contact: 8838942914 Email: mpprec@microprecision@gmail.com
Fax: +91 44 2224 5222
GSTIN: 22AAAP10555C1Z0

28-04-2023

Ms. SELVAPRIYA M,
2/193 SOUTH STREET,
UPPATHUR, VIRUDHUNAGAR
TAMILNADU - 626205

Contact No: +91-8838942914

Sub: Appointment Letter.

Dear Ms. SELVAPRIYA M,

1. Subsequent to the interviews and discussions held at Micro Precision, we are pleased to inform you that our organization has found you eligible for joining "Team Micro Precision". The terms and conditions of your employment are as appended below: -

(a) Appointment: You are hereby initially appointed as "Graduate Engineer Trainee".

(b) Reporting to: You will be directly reporting to the President.

(c) Will be Groomed for following Roles & Responsibilities:

(i) Preparation of project documentation such as engineering drawings, production specifications, quality reports, calibration certificates and so forth.

(ii) Monitor status of project to ensure documentation submission and inspector co-ordination.

(iii) Review and verify project documents for completeness and compliance with contract requirements

(d) Deliverables: Smooth and systematic conduct / completion of the jobs indicated in Para 1 (c) above.

-2-

M.S. 13/



Fwd: Data Patterns (India) Ltd - Internship Joining Letter

19UECE002

Siva Dharshan <vimfire100@gmail.com>

Fri 16-Sep-22 11:55 AM

To: TDPCLERK <tdpclerk@kamarajengg.edu.in>

----- Forwarded message -----

From: **Siva Dharshan** <vimfire100@gmail.com>

Date: Fri, Sep 16, 2022, 11:25 AM

Subject: Re: Data Patterns (India) Ltd - Internship Joining Letter

To: vibhakar.sudhakar <vibhakar.sudhakar@datapatterns.co.in>

Cc: Karthick <karthick@datapatterns.co.in>, udaya.kumar <udaya.kumar@datapatterns.co.in>

Thank you for the opportunity. I accept this offer. We will be joining by the date. I will be submitting the details in person.

On Wed, Sep 14, 2022, 4:28 PM vibhakar.sudhakar <vibhakar.sudhakar@datapatterns.co.in> wrote:

Dear Sivadharshan,

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 :

Sivadharshan K.

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

SmartDV Technologies India Private Limited

ASIC Design And Verification Research Labs

To,

April 5th 2023
Bangalore

Sridhar.S
19A New Kuyavar Palayam Road,
Madurai -625001
Tamil Nadu

Dear Sridhar.S,

I am pleased to offer you employment with SmartDV Technologies India Private Limited ("the Company") as **Verification Engineer Trainee** at our development office located in Bangalore, India on the following terms and conditions:

1. Your appointment will be effective from the date of your joining the Company.
2. This offer is valid only after you signing **3 Years** Bond with SmartDV Technologies India Private Limited ("the Company")
3. Pursuant to this appointment, you will carry out all the work and services that will be entrusted to you by the Company and shall devote your entire time and effort to the same. You will not be entitled to render any work or services to any others, unless so requested by the Company.
4. Your position is subject to your commitment of service for **3 Years** during which your performance and suitability for employment will be evaluated. Employment may be terminated at any time in this period without notice or pay in lieu of such notice.
5. Your appointment will continue unless terminated by company by one month written notice, once your completion of **3 Years** of bond period should you desire to resign from the Company you shall provide the company with a prior written notice of three months after your completion of such resignation or payment in lieu. Thereof compensation equal to the consideration then payable to you for a period of three months. However, in case any disciplinary proceedings are either contemplated or pending against you, the company shall have the right not to accept your resignation.
6. Company will not provide relieving or experience letter until you serve the company for **3 Years** as per your commitment.
7. Compensation:
 - a) During first 6 months of training, you will be paid **Net CTC Rupees. 3,00,000/-** per year and later based on your performance your CTC will be revised.
 - b) Your Salary structure will be as shown in "**Annexure**".
8. You will be entitled for leaves and other employee benefits as per the rules framed by the Company from time to time and the policies of the Company.
9. In consideration of your appointment as aforesaid and the consideration paid to you, you agree, that all rights, title and interested in any intellectual property whatsoever, pertaining to any matters, made, created, developed, written or conceived by you during the term of your appointment with this Company, whether within or outside the Company's office premises or your normal working hours, will belong to the

S.Sridhar

#18, BDA Main Road, Nanjareddy Colony, Murugeshpalya, Bengaluru - 560017, Karnataka, India

Phone : +91-80-41254572

Telefax : +91-80-41637284

Website : www.smart-dv.com

GST-29AAOCS3889A1ZV | CIN-U72200KA2010PTC053869

Letter of Intent (LOI)

Superset ID: 3616029

Date: November 25, 2022

Dear SUBHIKSHA 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 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 Cognizants 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://campus2cognizant.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



Letter of Intent (LOI)

Superset ID: 3636912

Date: November 25, 2022

Dear Suguna T,

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://campus2cognizant.cognizant.com/Pages/Prelogin>

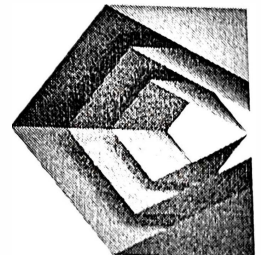
GenC HR Team will reach out to you over email to guide you on the next steps.
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar
Vice President - Human Resources

T. S. J.



SmartDV Technologies India Private Limited

ASIC Design And Verification Research Labs

April 5th 2023
Bangalore

To,

Surya Prakash.V
2/5A, Chinna Pillayar Kovil Street,
Keeraithurai,
Madurai - 625001
Tamil Nadu

Dear Surya Prakash.V,

I am pleased to offer you employment with SmartDV Technologies India Private Limited ("the Company") as **Verification Engineer Trainee** at our development office located in Bangalore, India on the following terms and conditions:

1. Your appointment will be effective from the date of your joining the Company.
2. This offer is valid only after you signing **3 Years** Bond with SmartDV Technologies India Private Limited ("the Company")
3. Pursuant to this appointment, you will carry out all the work and services that will be entrusted to you by the Company and shall devote your entire time and effort to the same. You will not be entitled to render any work or services to any others, unless so requested by the Company.
4. Your position is subject to your commitment of service for **3 Years** during which your performance and suitability for employment will be evaluated. Employment may be terminated at any time in this period without notice or pay in lieu of such notice.
5. Your appointment will continue unless terminated by company by one month written notice, once your completion of **3 Years** of bond period should you desire to resign from the Company you shall provide the company with a prior written notice of three months after your completion of such resignation or payment in lieu. Thereof compensation equal to the consideration then payable to you for a period of three months. However, in case any disciplinary proceedings are either contemplated or pending against you, the company shall have the right not to accept your resignation.
6. Company will not provide relieving or experience letter until you serve the company for **3 Years** as per your commitment.
7. Compensation:
 - a) During first 6 months of training, you will be paid **Net CTC Rupees. 3,00,000/-** per year and later based on your performance your CTC will be revised.
 - b) Your Salary structure will be as shown in "**Annexure**".
8. You will be entitled for leaves and other employee benefits as per the rules framed by the Company from time to time and the policies of the Company.
9. In consideration of your appointment as aforesaid and the consideration paid to you, you agree, that all rights, title and interested in any intellectual property whatsoever, pertaining to any matters, made, created, developed, written or conceived by you during the term of your appointment with this Company, whether within or outside the Company's office premises or your normal working hours, will belong to the **V. Surya Prakash**

#18, BDA Main Road, Nanjareddy Colony, Murugeshpalya, Bengaluru - 560017, Karnataka, India

Telephone : +91-80-41254572

Telefax : +91-80-41637284

Website : www.smart-dv.com

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SmartDV Technologies India Private Limited

ASIC Design And Verification Research Labs

Company and, to the extent it does not or cannot so below to the Company, is hereby assigned by you in the Company's favor. Your further agree, that you will keep completely confidential all information pertaining to the Company, its directors, employees and clients and its and their respective business, activities, income, accounts etc. and shall not disclose the same to any person except those legitimately concerned with Company and who have a need to know the same for the business of the Company. 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 informed if you are bound by any confidentiality agreements with any other of you previous employers, you hereby indemnify us and shall keep us tully indemnified and harmless against any breach by you of such agreements.

10. You will abide by rules and regulations of the Company, which are in force from time to time and breach by you of any terms and conditions contained herein will result in termination of your employment without notice or compensation in lieu thereof.

11. In case any information furnished by you during the selection process if found to be incorrect or false, and / or it is found that you have suppressed any information in respect of your qualifications and past experience, the Company reserves the right to terminate your services at any time without notice or compensation in lieu thereof.

We take great pleasure in welcoming you to SmartDV Technologies and we feel that your skills and experience will be a valuable asset to our technical team.

Sincerely,

S. Durga Lakshmi

Durga Lakshmi Tata
Director

SmartDV Technologies India Private Limited.



I agree to accept employment on the aforementioned terms and conditions and I will report for work on 05/04/2023

Surya Prakash.V

V. Surya Prakash

SmartDV Technologies India Private Limited

ASIC Design And Verification Research Labs

Annexure

Annual Gross CTC Breakup.

Earnings	Earning type	Per Month Rs.	Per Year Rs.
Basic plus DA	Fixed	11,750	1,41,000
HRA	Fixed	4,700	56,400
LTA	Fixed	1,880	22,560
CPB	Variable	1,250	15,000
Project Bonus	Variable	2,500	30,000
Other Allowances	Fixed	5,260	63,120
GROSS EARNINGS		27,340	3,28,080
PF company contr.	Fixed	1,410	16,920
CTC		28,750	3,45,000
Yearly Bonus	Variable		30,000
Gross CTC Per annum			3,75,000

Take Home Salary per Month.

Earnings	Amount	Deductions	Amount
Basic plus DA	11,750	Provident Fund	1,410
HRA	4,700	Professional Tax	200
LTA	1,880	Health Insurance	500
CPB	-	Income Tax	-
Project Bonus	-		
Other Allowances	5,260		
GROSS EARNINGS	23,590	GROSS DEDUCTIONS	2,110
		NET PAY	21,480
PF Employer contr.	1,410		
CTC	25,000		

* Income Tax Applicable as per Government Rules

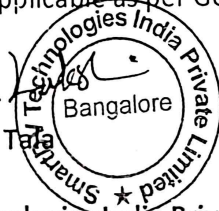
Sincerely,

S. Durga

Durga Lakshmi Tara

Director

SmartDV Technologies India Private Limited.



V. Surya Prakash

#18, BDA Main Road, Nanjareddy Colony, Murugeshpalya, Bengaluru - 560017, Karnataka, India

Telephone : +91-80-41254572

Telefax : +91-80-41637284

Website : www.smart-dv.com

GST-29AAOCS3889A1ZV | CIN-U72200KA2010PTC053869

Hi **Vasantha**,

Congratulations on your selection at Tata Elxsi!

Please submit below documents for completion of your joining process.

- a. Relieving letter(s) & Experience Certificate(s) from all your previous Organisations covering your entire experience.
- b. Your salary certificate / payslips (Latest 3 months Pay Slips from your immediate previous employer).
- c. Certificates of 10th & 12th Classes.
- d. Graduation Certificate & Marks Sheets.
- e. Post Graduation Certificate & Mark Sheets (If applicable).
- f. Passport Details (Number, Date, Place of Issue and Validity) with copy of first four and last two pages. Please get the self-attested copies of first four and last two pages of pass port.
- g. Last Employer's PF Membership No. (If applicable).
- h. Passport Size Photograph (White Background).
- i. Copies of Pan Card, self attested.
- j. Copies of Aadhar Card, self attested.

The offer should be signed (at the end of every page) and shared back to us.

Joining process will start by 9:00 AM on your joining date.

Note: Joining formalities will not be carried out if any of the mandatory documents is not submitted. Joining formalities will be done on the day when all the required documents are brought by you.

Looking forward to your joining the TATA ELXSI FAMILY!

for Tata Elxsi Limited,



Rajagopalan S.

Head - Human Resources

TATA ELXSI



22 May, 2023

Vasantha Priya V
11-13/72C Kabilar Street, Alamelu Nagar, S.Alangulam, Madurai-17 620517

Dear Vasantha,

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.

TATA ELXSI

Registered Office: Tata Elxsi Limited, TPE Road, Chinai, Madurai-625 004, India

Tel: +91 422 220 2111 Fax: +91 422 220 2114

www.tataelxsi.com



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:

- a. Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
- b. You are found to have willfully suppressed any material information, or,
- c. You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
- d. You are found to have indulged in financial irregularities; or
- e. 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:

TATA ELXSI

Registered Office: Tata Elxsi Limited, TIT Building, Whitefield, Bangalore, 560 075, India
Tel: +91 80 2217 9123 Fax: +91 80 2217 9124
www.tataelxsi.com



- 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 personal/sensitive data outside the country in which you are employed. TEL will process

TATA ELXSI

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

Tel: +91 80 2297 9123 Fax: +91 80 2641 1173

www.tataelxsi.com

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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

TATA ELXSI

Registered Office: Tata Elxsi Limited ITPB Road Whitefield Bangalore 560 075 India

Tel: (+91) 80 2297 9123 Fax: (+91) 80 2841 1174

www.tataelxsi.com

hr@tataelxsi.com



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.

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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:

Signature: _____

TATA ELXSI

Registered Office: Tata Elxsi Limited HBB Road Whitefield, Bangalore-560 048 India

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Annexure 1

Annexure to: **Vasantha Priya V**

Appointment Letter Dated: **22 May, 2023**

Name	Vasantha Priya V
Level	D
Designation	Engineer
BU	TBU
Location	Trivandrum

Amount in INR

Basic	15,500
House Rent Allowance	7,750
Flexible Benefit Plan**	1,912
Statutory Bonus *	1,400
Monthly Salary	26,646

Deferred Benefits (Annualised)

Provident Fund (As per the PF Act 1952)	22,320
Gratuity (As per the Gratuity Act 1972)	8,947

Annual Gross Salary **3,50,011**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources

TATA ELXSI

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

Tel: (+91) 80 2297 9123 Fax: (+91) 80 2841 1474

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Tata Elxsi Limited, Bangalore



Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).

TATA ELXSI

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

tel: +91 80 2297 9123 Fax: +91 80 2841 1474

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SRI SAASTHA ENGINEERING COMPANY

(ISO 9001 & OHSAS 18001 Certified - Wind Energy - E - A Grade Engineers)

Regd. Office: 18, பத்ரகாளிபுதூர், ஓட்டமடம் கிராமம், தாராபுரம் ரோடு, குடிமங்கலம், உடுமலைப்பேட்டை தாலுகா, திருப்பூர் மாவட்டம்.
கிளை அலுவலகம்: T.V.S.நகர், குமாரபுரம் ரோடு, ஆரல்வாய்மொழி, கன்னியாகுமரி மாவட்டம்.

பணி நியமன ஆணை
10/4/23
தேதி : 26/3/23

திரு. Velumagan தந்தை பெயர் Muthalagu ஊர் Thiruvannamalai கல்வித் தகுதி B.E.C.E.E மோட்டார் சைக்கிள் ஓட்டுநர் உரிமை Yes

மேற்கண்ட விண்ணப்பதாரர் எங்கள் காற்றாலை கம்பெனியில் ஊழியராக பணி நியமனம் பெறுகிறார். கம்பெனியில் மாத ஊதியம் ரூ-11,500/- (ரூபாய் பதினொன்றாயிரத்து ஐநாறு மட்டும்) தங்குமிடம் மற்றும் உணவு இலவசமாய் வழங்கப்படும். ESI மற்றும் EPF நிறுவன உறுப்பினர் சந்தா பிடித்தம் செய்யப்படும். மீதி ஊதியம் உறுப்பினர் வங்கிக் கணக்கில் சேர்க்கப்படும். வேலையில் பாதுகாப்பு பயிற்சி அளிக்கப்படும். வயது வரம்பு : 25.

குடிமங்கலம் அலுவலகத்தில் லிப்டு டீட்டிகள் உண்டு கூடுதல் லிப்டு வேலைக்கு கூடுதல் சம்பளம் பணமாக மாத இறுதியில் கொடுக்கப்படும். கூடுதல் வேலைச் சம்பளம் ரூ.4000/- வரை மாதம் கிடைக்கும்.

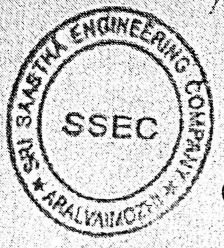
உடுமலைப்பேட்டை, குடிமங்கலம், ஓட்டமடம் அலுவலகத்தில் தலைமை பொறியாளர் திரு.மணிகண்டன் அவர்களிடம் தொலைபேசி எண். ~~9943208888~~ உடன் தொடர்பு கொள்ளவும்.

9943208888

தேவையான சான்றிதழ்கள் :-

வேலைக்கு சேர்வதற்கு கல்வித் தகுதி சான்று நகல், ஆதார்காட்டு சான்று, வங்கி கணக்கு சான்று, மோட்டார் சைக்கிள் ஓட்டுநர் உரிமை சான்று, ஸ்டாம்பு சைஸ் போட்டோ மூன்று உடன் எடுத்துச் செல்லவும்.

வேலைக்கு சேர வேண்டிய நாள்: 10/4/23 For SRI SAASTHA ENGINEERING COMPANY



Authorized Signatory
ஸ்ரீ சாஸ்தா இஞ்சினியரிங் கம்பெனிக்காக
இ.மீனாட்சி சுந்தரம்
நிர்வாக மேலாளர்

Cell No. 9444457515 - E.mail.ID No. srisaasthaaral@gmail.com

9444457515

Handwritten signature and date: 29/3/23



February 01, 2023

Mr Vengadesh Perumal.A ,
1/205 North Street Chittoor ,
Kalligudi (TK),
Madurai, Pin-625701

Joining Letter

Dear Vengadesh Perumal.A ,

With reference to the final interview/Discussion you had with us, in connection with your employment, we are pleased to offer you, the position as " **Trainee Engineer** ", in our factory located at Hosur, at the address given below:

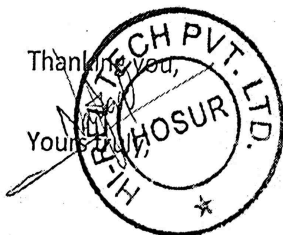
Hi-Rel Tech Private Limited
Building No.D-9 (G-14)
SIDCO Industrial Estate
Zuzuvadi Village
Krishnagiri District
Hosur – 635 126.

The employment will take effect from the date of your reporting for the duty in our Company, on the terms and conditions discussed and mutually agreed upon, at the time of interview.

A formal letter of Appointment will be issued, on the date of your joining in our organisation. Please bring along with you, all the certificates and testimonials in original and one set of certified copies in support of your identity, age, qualification, experience, remuneration along with four latest passport size photographs, at the time of your joining.

You are requested to join for duty on or before 02-.02.2023 , failing which, this offer shall be treated as cancelled and withdrawn. There will be no further communication in this regard.

As a token of having accepted the offer, you may sign a copy of this letter and return to the undersigned.



Hi-Rel Tech Private Limited

RegdOffice:#409, 1st Floor, 4th Main, Amarjyothi Layout, Domlur, Bangalore-560071 (GSTN :
Factory :D-9 (G-14) 1st Phase, SIDCO Industrial Estate, SIPCOT Post, Hosur -635126 (GSTN : 33AAACH9824Q1Z3)
Phone:+91-86609 84509, Email: marketing@hi-reltech.in Web:www.hi-reltech.in CIN: U23548KA1998PTC023548

SmartDV Technologies India Private Limited

ASIC Design And Verification Research Labs

To,

October 10th 2022
Bangalore

Vegneshrraj G,
41, Magamaikadai Street,
Kamuthi,
Ramanathapuram Dist Pin-623603.

Dear Vegneshrraj G,

I am pleased to offer you employment with SmartDV Technologies India Private Limited ("the Company") as **Verification Engineer** at our development office located in Bangalore, India on the following terms and conditions:

- 1 Your appointment will be effective from the date of your joining the Company.
- 2 This offer is valid only after you signing **3 Year** Bond with SmartDV Technologies India Private Limited ("the Company")
- 3 Pursuant to this appointment, you will carry out all the work and services that will be entrusted to you by the Company and shall devote your entire time and effort to the same. You will not be entitled to render any work or services to any others, unless so requested by the Company.
- 4 Your position is subject to your commitment of service for **3 Year** during which your performance and suitability for employment will be evaluated. Employment may be terminated at any time in this period without notice or pay in lieu of such notice.
- 5 Your appointment will continue unless terminated by company by one month written notice, once your completion of **3 Year** of bond period should you desire to resign from the Company you shall provide the company with a prior written notice of three months after your completion of such resignation or payment in lieu. Thereof compensation equal to the consideration then payable to you for a period of three months. However, in case any disciplinary proceedings are either contemplated or pending against you, the company shall have the right not to accept your resignation.
- 6 Company will not provide relieving or experience letter until you serve the company for **3 Year** as per your commitment.
- 7 Compensation:
During first 6 months of training, you will be paid **CTC Rupees 3,75,000/-** per annual and later on based on your performance your CTC will be revised.
- 8 You will be entitled to leave and other employee benefits as per the rules framed by the Company from time to time and the policies of the Company.
- 9 In consideration of your appointment as aforesaid and the consideration paid to you, you agree, that all rights, title and interested in any intellectual property whatsoever, pertaining to any matters, made, created, developed, written or conceived by you during the term of your appointment with this Company, whether within or outside the Company's office premises or your normal working hours, will belong to the

#18, BDA Main Road, Nanjareddy Colony, Murugeshpalya, Bengaluru - 560017, Karnataka, India

Telephone : +91-80-41254572

Telefax : +91-80-41637284

Website : www.smart-dv.com

GST-29AAOCS3889A1ZV | CIN-U72200KA2010PTC053869

SmartDV Technologies India Private Limited

ASIC Design And Verification Research Labs Annexure

Annual Gross CTC Breakup.

Earnings	Earning type	Per Month Rs.	Per Year Rs.
Basic plus DA	Fixed	11,750	1,41,000
HRA	Fixed	4,700	56,400
LTA	Fixed	1,880	22,560
CPB	Variable	1,250	15,000
Project Bonus	Variable	2,500	30,000
Other Allowances	Fixed	5,260	63,120
GROSS EARNINGS		27,340	3,28,080
PF company contr.	Fixed	1,410	16,920
CTC		28,750	3,45,000
Yearly Bonus	Variable		30,000
Gross CTC Per annum			3,75,000

Take Home Salary per Month.

Earnings	Amount	Deductions	Amount
Basic plus DA	11,750	Provident Fund	1,410
HRA	4,700	Professional Tax	200
LTA	1,880	Health Insurance	500
CPB	-	Income Tax	-
Project Bonus	-		
Other Allowances	5,260		
GROSS EARNINGS	23,590	GROSS DEDUCTIONS	2,110
		NET PAY	21,480
PF Employer contr.	1,410		
CTC	25,000		

* Income Tax Applicable as per Government Rules

Sincerely,



Durga Lakshmi Tala
Managing Director

SmartDV Technologies India Private Limited.



SmartDV Technologies India Private Limited

ASIC Design And Verification Research Labs

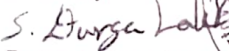
Company and, to the extent it does not or cannot so below to the Company, is hereby assigned by you in the Company's favor. Your further agree, that you will keep completely confidential all information pertaining to the Company, its directors, employees and clients and its and their respective business, activities, income, accounts etc. and shall not disclose the same to any person except those legitimately concerned with Company and who have a need to know the same for the business of the Company. 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 informed if you are bound by any confidentiality agreements with any other of you previous employers, you hereby indemnify us and shall keep us fully indemnified and harmless against any breach by you of such agreements.

You will abide by rules and regulations of the Company, which are in force from time to time and breach by you of any terms and conditions contained herein will result in termination of your employment without notice or compensation in lieu thereof.

In case any information furnished by you during the selection process if found to be incorrect or false, and / or it is found that you have suppressed any information in respect of your qualifications and past experience, the Company reserves the right to terminate your services at any time without notice or compensation in lieu thereof.

We take great pleasure in welcoming you to SmartDV Technologies and we feel that your skills and experience will be a valuable asset to our technical team.

Sincerely,


Durga Lakshmi Tala
Managing Director

SmartDV Technologies India Private Limited



Great Innovus

Dear Mr Vivek M,

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





190ECE019.

Offer of Appointment – Yamuna Devi D

Dear Yamuna Devi. D

With reference to our interviews and subsequent discussions we are pleased to offer you a position with us as a TRAINEE ENGINEER – ENGINEERING AND DESIGN. You are required to report our Branch office in Madurai before Dec 27, 2022.

You will be on internship training until the date of issue of course completion certificate. After that you will be as a Associate Trainee for a period of 6 months. During the period of training you will be a paid a stipend of INR 10,000 (Ten Thousand only). On Satisfactory completion of your training you will be on a probation period for one year During probation your compensation package will be INR 3,00,000 (Three lakhs only). The breakup of the same will be issued after your training. You will be required to sign a contract with us to work for 2 years after the training. All the terms of this contract will be issued in a separate document at the time of confirmation.

Other rules and regulations will be as per enclosed Service Conditions and Code of Conduct. The terms and conditions are strictly confidential and are not to be discussed except with Authorized representatives of Caleido Xenia Private Ltd. You are required to provide at least a notice of three months in case of deciding to resign from the services.

This letter is valid for a period of 7 days and shall lapse automatically unless you sign the duplicate along with your joining date and return it as a token of acceptance of our offer.

Caleido Xenia has pleasure in welcoming you on board. We trust you will have a long and mutually beneficial association with us.

We request you to please carry a signed copy of the offer letter on the day of your joining as a token of your acceptance.

Yours sincerely

S.Naamasivayam
Manager – HR and Administration

I D. Yamuna Devi agree to the terms and conditions mentioned in this letter and the enclosed Annexures. My date of joining will be 26/12/2022

Date :

Signature :

Enclosures :

1. Service Conditions Code of Conduct
2. Non-Disclosure Agreement





Service Conditions / Code of Conduct

1. LOCATION

You will be based initially at Caleido Xenia Pvt Ltd, #3 / 354, Third Street, Surveyor Colony Madurai 625007. We would want you to be flexible to let the Management relocate/transfer you to any branch now in existence or which may be commenced in future or to our client's location when business demands.

2. TRAINING

During the initial three months you may be required to attend specialized training, in our branch office in Madurai, and it is expected that you will be ready and willing to undertake such training, as the same is necessary to enable you to effectively discharge your duties with the Company. Based on business requirement and your performance, period of training can be extended for a further period of six months or part thereof. Your continued employment with the Company is subject to your meeting the qualifying criteria during and at the end of the training. The Company shall be spending considerable amount of money on the said training, and it is expected that you shall devote maximum time for the Company for a certain minimum stipulated period of time after completion of the said training, so as to enable the Company to get the benefit of the amount spend by it. Your working hours both during the training and after confirmation will be 9:30 am to 5:30 pm IST. The office will function six days a week . You may have to work to our foreign locations timings if needed on time being.

3. CONCURRENT EMPLOYMENT

During your employment with the company, you will not take up employment elsewhere either part time or otherwise. Besides you will not engage in any commercial activity. In case of defiance of this provision, Company shall have all rights to take appropriate disciplinary action against you, in its sole discretion.

4. REFERENCE AND BACKGROUND CHECK

In accordance with the authorization on your application, your appointment is subject to your clearance of Background Verification/Reference Check. You are being provisionally offered on the presumption that you have no criminal background as per law of the land and the particulars furnished by you in your Application and/or Bio-data are correct. We will also be contacting your referrals. Please note that this offer is subject to satisfactory references being obtained.

5. PROBATIONARY PERIOD AND CONFIRMATION:

You will be on probation for a period of 12 months after successful completion of your training at our Madurai branch office Unit. Your confirmation as a permanent employee is subject to the terms and conditions included in the Confirmation Policy of the Company.





11. OTHER TERMS & CONDITIONS:

Any business expenses related to the work needs to get approved from the reporting manager. You will be required to claim all business related expenses and settle all dues within 30 days of incurring the expenditure as per Company policies. Expense claims, which are received after 30 days from the date of incurring the expenditure, will be deemed to be unauthorized. Also, any unsettled dues post the aforementioned period would be deducted from the salary.

You will be governed by the rules, regulations and policies of the Company as applicable to you.

All the benefits are as per the Company's Policies, which are subject to change from time to time. This offer is also conditional upon the execution of the "Non-Compete Agreement" (Annexure I).

Yours Sincerely

S.Namasivayam
Manager – HR and Administration





6. LEAVE

It is mandatory you avoid taking any leave of absence during the training period unless it is an absolute emergency.

Caleido follows the calendar year i.e. January to December for leave purposes. Employees on Probation are eligible for the national & festival holidays and one sick leave a month during their probation. All confirmed employees are provided with total of Ten National & Festival Holidays, Twelve Privilege Leaves, and Sick Leaves not exceeding Twelve Leaves, every year.

7. REVIEW

Upon your satisfactory completion of the training and upon confirmation, your salary will be reviewed once in a year. Your increments in the grade are discretionary and will be subject to and on the basis of effective performance and results during the period.

8. TERMINATION OF EMPLOYMENT

Please note that if you chose to resign from services of Caleido Xenia Pvt Ltd. within 2 years from your date of joining, the contractual terms signed by you in the agreement will be executed accordingly.

9. MEDICAL FITNESS

Your offer is subject to you being medically fit at the time of joining the Company. For your pre-employment medical check-up, you are required to contact a registered medical practitioner and obtain a Medical Fitness Certificate which needs to be submitted at the time of joining. If you are found medically unfit, this offer will stand withdrawn forthwith.

10. SUBMISSION OF DOCUMENTS

At the time of joining, photocopy of the following documents should be submitted. Please carry the original copies which will be verified.

- i. PAN Card
- ii. Educational certificates (up to maximum qualification)
- iii. Mark sheets for all semesters
- iv. Address proof - AADHAR card
- v. Three Passport size Photograph and a Softcopy for the ID Card



**Annexure I
(Non-Compete Agreement)**

I, D. Yamuna Devi do hereby acknowledge and confirm the following: -

(1) I am accepting employment with Caleido Xenia Pvt. Limited (" Caleido "). Now, as per the presents below, I agree to the following terms herein, and acknowledge that this is a material condition of my employment with Caleido Limited.

(2) I am required, on behalf of Caleido, to provide services to, or solicit business from, various clients of Caleido for whom I performed services as a Company employee (each such client hereinafter referred to as a ("Customer")).

(3) In consideration of the above, I agree that for a period of six (6) months following the termination of my employment with Caleido for any reason, I will not:

a. Accept any Offer of Employment from any Customer, where I had worked in a professional capacity with that Customer in the twelve (12) months immediately preceding the termination of my employment with Caleido.

b. Accept any Offer of Employment from a Named Competitor of Caleido Xenia, if my employment with such Named Competitor would involve me having to work with a Customer with whom I had worked in the twelve (12) months immediately preceding the termination of my employment with Caleido.

Place: Madurai
Date: 18/11/2022

Employee Signature: [Signature]
Employee Name: D. Yamuna Devi

