

**5.2.1 Average percentage of placement of outgoing students during the last five years (10) (2023-24 Passed Out)**

S.No	Department	No. of Students got Placement
1.	B.Tech. Artificial Intelligence	30
2.	B.Tech. Information Technology	28
3.	B.E. Electronics and Communication Engineering	32
4.	B.E. Civil Engineering	13
5.	B.E. Electronics and Instrumentation Engineering	2
6.	B.E. Computer Science Engineering	72
7.	B.Tech Biotechnology	21
8.	B.E. Electrical and Electronics Engineering	19
9.	B.E. Mechanical Engineering	13
10.	B.E. Mechatronics Engineering	12
	<b>Total</b>	<b>242</b>

**Total no. of students with Unique offers: 242**



**PRINCIPAL**

Dr. S. SENTHIL, M.E., Ph.D.,

1982

KAMARAJ College of Engineering and Technology

(Autonomous)

S.P.G. Chidambara Nader - C. Nagammal Campus,

S.P.G.C. Nagar, K. Vellakulam - 625 701.

(Near VIRUDHUNAGAR)



# DEV AUTOMATION

An Authorised **SIEMENS** System House

(Industrial Automation & Drive Technologies)

S.F. No.738/2, C, Avinashi Road, Goldwins, Behind A. P. Kalyana Mandapam,

Civil Aerodrome Post, Coimbatore - 641 014. Tamil Nadu, India.

Cell: +91 98428 78105, +91 94434 78105, +91 75022 53900. | Email: devautomations@yahoo.in

GSTIN: 33AXSPM0704GIZM

## Employment Offer Letter

Dear Mr.M.Arun,

Congratulations!

We thank you for the interest in becoming a part of **DevAutomation** Coimbatore and extend our Warm Welcome to you!

Based on your interest, application and subsequent discussions we had with you, we are pleased to offer you the position of **PLC Panel Engineer Trainee** in our Organization.

Your Stipend is **Rs. 12,000 /- (per Month)** for Six month.

We expect you to join us on **11th Mar 2024 at 10.00 am in Coimbatore.**

We congratulate you on your appointment, wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming the world's leading application development organization.

We assure you of our support for your professional development and growth.

All the Best!!!



**Letter of Appointment**

TASPIL/HRD/AL/COR19/23-24

Date: 22-01-2024

**Mr. Sakthivel N**

4/1E7, Indhira Nagar,  
Bye pass Road South,  
Virudhunagar,  
PO: Virudhunagar,  
Tamilnadu - 626001.

**Dear Mr. Sakthivel N.**

Further to our interview dated 22.01.2024, we are pleased to inform that you are hereby appointed as an **Engineer - Production Trainee** in the Production Department of our Organization to be based at COIMBATORE HQ as per terms and conditions issued and agreed upon as under:-

1. This appointment is effective from **22.01.2024** the date of your joining our organization.
2. Your salary and other allowances shall be as per enclosed statement.
3. Your job functions and responsibilities as **Engineer - Production Trainee** shall be issued in due course.
4. You will be placed on probation for a period of Six months and the said period can be extended by another three months if your performance is not found to be satisfactory by the Management and on the expiry of the period of probation or extended period of probation, if you are not confirmed in writing for permanent by the Management, your services shall be deemed to be automatically terminated. However, unless you are confirmed in writing for permanent by the Management, you shall not be deemed to be permanent.
5. During probation, the notice period for termination / resignation will be one (1) month from either side. After confirmation, the notice period required from either side is three (3) months. Otherwise employee has to pay an amount equal to the pro-rata of your salary to the company for the balance period that not complied of three (3) month notice period.
6. After successful completion of your probation, you will be confirmed in writing as a permanent employee of the Company. You will be entitled to statutory and service benefits and be governed by discipline and other rules existing or may come into existence from time to time, as and when applicable as per rules of the Company and such other benefits as applicable to employees in force from time to time to the location / place where you are working.



**Letter of Appointment**

TASPIL/HRD/AL/COR18/23-24

Date: 22-01-2024

**Mr. Sudharson**

3/25, Middle Street,  
Idaiseval  
Thoothukkudi,  
Tamilnadu - 628716

**Dear Mr. Sudharson.**

Further to our interview dated 22.01.2024, we are pleased to inform that you are hereby appointed as an Engineer - Production Trainee in the **Production Department** of our Organization to be based at **COIMBATORE HQ** as per terms and conditions issued and agreed upon as under: -

1. This appointment is effective from 22.01.2024 the date of your joining our organization.
2. Your salary and other allowances shall be as per enclosed statement.
3. Your job functions and responsibilities as Engineer - Production Trainee shall be issued in due course.
4. You will be placed on probation for a period of Six months and the said period can be extended by another three months if your performance is not found to be satisfactory by the Management and on the expiry of the period of probation or extended period of probation, if you are not confirmed in writing for permanent by the Management, your services shall be deemed to be automatically terminated. However, unless you are confirmed in writing for permanent by the Management, you shall not be deemed to be permanent.
5. During probation, the notice period for termination / resignation will be one (1) month from either side. After confirmation, the notice period required from either side is three (3) months. Otherwise employee has to pay an amount equal to the pro-rata of your salary to the company for the balance period that not complied of three (3) month notice period.
6. After successful completion of your probation, you will be confirmed in writing as a permanent employee of the Company. You will be entitled to statutory and service benefits and be governed by discipline and other rules existing or may come into existence from time to time , as and when applicable as per rules of the Company and such other benefits as applicable to employees in force from time to time to the location / place wherever you are working.

**Tech7 Automation Systems (I) Pvt. Ltd.,**

Sf. No. 106/1 Palathurai Road Pirivu, Seerapalayam Road,  
Bodipalayam, Madukkarai Post, Coimbatore - 641105.

Mob: +9194885 54241 Phone: 0422 2916241

e-mail : tech7@tech7automation.com Web: www.tech7automation.com

**Letter of Appointment**

TASPIL/HRD/AL/COR19/23-24

Date: 22-01-2024

**Mr. Vijay**

Dear Mr. Vijay

Further to our interview dated 22.01.2024, we are pleased to inform that you are hereby appointed as an Engineer - Production Trainee in the **Production Department** of our Organization to be based at **COIMBATORE HQ** as per terms and conditions issued and agreed upon as under: -

1. This appointment is effective from 22.01.2024 the date of your joining our organization.
2. Your salary and other allowances shall be as per **enclosed statement**.
3. Your job functions and responsibilities as Engineer - Production Trainee shall be issued in due course.
4. You will be placed on probation for a period of Six months and the said period can be extended by another three months if your performance is not found to be satisfactory by the Management and on the expiry of the period of probation or extended period of probation, if you are not confirmed in writing for permanent by the Management, your services shall be deemed to be automatically terminated. However, unless you are confirmed in writing for permanent by the Management, you shall not be deemed to be permanent.
5. During probation, the notice period for termination / resignation will be one (1) month from either side. After confirmation, the notice period required from either side is three (3) months. Otherwise employee has to pay an amount equal to the pro-rata of your salary to the company for the balance period that not complied of three (3) month notice period.
6. After successful completion of your probation, you will be confirmed in writing as a permanent employee of the Company. You will be entitled to statutory and service benefits and be governed by discipline and other rules existing or may come into existence from time to time , as and when applicable as per rules of the Company and such other benefits as applicable to employees in force from time to time to the location / place wherever you are working.

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**Letter of Appointment**

TASPIL/HRD/AL/COR21/23-24

Date: 22-01-2024

**Mr. Harihara Prabhu**

**Dear Mr. Harihara Prabhu**

Further to our interview dated 22.01.2024, we are pleased to inform that you are hereby appointed as an Engineer - Production Trainee in the **Production Department** of our Organization to be based at **COIMBATORE HQ** as per terms and conditions issued and agreed upon as under: -

1. This appointment is effective from 22.01.2024 the date of your joining our organization.
2. Your salary and other allowances shall be as per **enclosed statement**.
3. Your job functions and responsibilities as Engineer - Production Trainee shall be issued in due course.
4. You will be placed on probation for a period of Six months and the said period can be extended by another three months if your performance is not found to be satisfactory by the Management and on the expiry of the period of probation or extended period of probation, if you are not confirmed in writing for permanent by the Management, your services shall be deemed to be automatically terminated. However, unless you are confirmed in writing for permanent by the Management, you shall not be deemed to be permanent.
5. During probation, the notice period for termination / resignation will be one (1) month from either side. After confirmation, the notice period required from either side is three (3) months. Otherwise employee has to pay an amount equal to the pro-rata of your salary to the company for the balance period that not complied of three (3) month notice period.
6. After successful completion of your probation, you will be confirmed in writing as a permanent employee of the Company. You will be entitled to statutory and service benefits and be governed by discipline and other rules existing or may come into existence from time to time , as and when applicable as per rules of the Company and such other benefits as applicable to employees in force from time to time to the location / place wherever you are working.

**Tech7 Automation Systems (I) Pvt. Ltd.,**

Sf. No. 106/1 Palathurai Road Pirivu, Seerapalayam Road,  
Bodipalayam, Madukkarai Post, Coimbatore - 641105.

Mob: +9194885 54241 Phone: 0422 2916241

e-mail : tech7@tech7automation.com Web: www.tech7automation.com

**Letter of Appointment**

TASPIL/HRD/AL/COR20/23-24

Date: 22-01-2024

Mr. Sanjay

Dear Mr. Sanjay

Further to our interview dated 22.01.2024, we are pleased to inform that you are hereby appointed as an Engineer - Production Trainee in the **Production Department** of our Organization to be based at **COIMBATORE HQ** as per terms and conditions issued and agreed upon as under: -

1. This appointment is effective from 22.01.2024 the date of your joining our organization.
2. Your salary and other allowances shall be as per **enclosed statement**.
3. Your job functions and responsibilities as Engineer - Production Trainee shall be issued in due course.
4. You will be placed on probation for a period of Six months and the said period can be extended by another three months if your performance is not found to be satisfactory by the Management and on the expiry of the period of probation or extended period of probation, if you are not confirmed in writing for permanent by the Management, your services shall be deemed to be automatically terminated. However, unless you are confirmed in writing for permanent by the Management, you shall not be deemed to be permanent.
5. During probation, the notice period for termination / resignation will be one (1) month from either side. After confirmation, the notice period required from either side is three (3) months. Otherwise employee has to pay an amount equal to the pro-rata of your salary to the company for the balance period that not complied of three (3) month notice period.
6. After successful completion of your probation, you will be confirmed in writing as a permanent employee of the Company. You will be entitled to statutory and service benefits and be governed by discipline and other rules existing or may come into existence from time to time , as and when applicable as per rules of the Company and such other benefits as applicable to employees in force from time to time to the location / place wherever you are working.

**Tech7 Automation Systems (I) Pvt. Ltd.,**

Sf. No. 106/1 Palathurai Road Pirivu, Seerapalayam Road,  
Bodipalayam, Madukkarai Post, Coimbatore - 641105.

Mob: +9194885 54241 Phone: 0422 2916241

e-mail : tech7@tech7automation.com Web: www.tech7automation.com



Internship Offer Letter

Shalini D

16-Oct-2023

2/645-1, Plot No. 10, G.R. Nagar 1st Street,  
Kannanandal, Moondrumavadi, K. Pudur,  
Madurai - 625007

Dear Shalini D,

We are pleased to extend an offer for an internship position in our organization Relevantz Technology Services India Private Limited, based on your qualifications and interview. We believe you will be a valuable addition to our Relevantz Family.

**Position:** The position we are offering is that of an **Intern - Software Engineer**

**Start Date:** The internship will commence on **03-Jan-2024** and will continue till **31-Aug-2024**.

**Work Schedule:** You will be expected to work 48 hours per week, Monday through Saturday, from 9:00 am to 6:00 pm, including an hour lunch break.

**Compensation:** As this is a paid internship, you will receive a stipend of **Rs.8000/- per month**. You will receive this stipend at the end of each month.

**Benefit:** During your internship, you will have the opportunity to get the employee health insurance and Accidental insurance for **Rs.400,000/- each**

**Company Policies:** You will be expected to adhere to our company's rules, regulations, and guidelines, including confidentiality and non-disclosure agreements.

During your internship, you will have an access to Relevantz and its client's private information. You agree that you will keep all this information and client information strictly confidential and will not share it with anybody outside the company. You will not use it for your own benefits and on completion of the internship; you will return documents, equipment, and all properties of the company.

Please bring along required documents when you arrive to commence duty on your first day. The required documents details will be communicated by the HR team before your date of joining.

For any further discussions related to this offer, please feel free to reach out to Mr. Azhagu Kumaran Mohan, at [azhagukumaran.mohan@relevantz.com](mailto:azhagukumaran.mohan@relevantz.com) or on +91 9789518386 from our campus recruitment team.



Please sign and return this letter by **20-Oct-2023** to confirm your acceptance of the internship position.

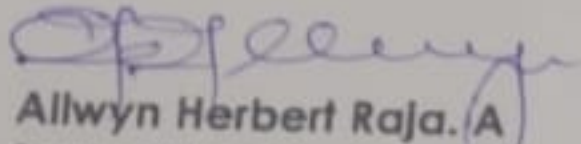
Thank you for considering this opportunity. hope that this internship will provide you with a valuable learning experience.

Once again, congratulations on your selection, we are thrilled to witness your invaluable contributions to our organization.

We look forward to your positive response and welcoming you to our Relevantian Family!

Yours truly,

For **Relevantz Technology Services India Private Limited**

  
Allwyn Herbert Raja. A  
Senior Vice President

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I, Bhavya Sree, accept the terms of this Internship Offer Letter.

Signature:

Date:

Place:

# Relevant<sup>Z</sup>

Engineering. And Trust.



**Shalini Dhanasekaran**

**Employee No : 12212**

**Blood Group : O+ve**





# RATHI

## UV Curing Chambers

5/3056/6, Muniswaran Colony, SIVAKASI EAST - 626 189.

E-Mail Id : rathiuvc@gmail.com

### Employment Offer Letter

Date : .....

Dear Mr.P. Thiruppathi,

Congratulations!

We thank you for the interest in becoming a part of **Rathi Uv Curing Chambers**, Sivakasi and extend our warm welcome to you!

Based on your interest, application and subsequent discussions we had with you, we are pleased to offer you the position of **Marketing Engineer Trainee** in our Organization.

Your Stipend is Rs. 15,000 /-(per Month) for Six month.

We expect you to join us on 06<sup>th</sup> May 2024 at 10.00 am in Sivakasi.

We congratulate you on your appointment, wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards our Organizations growth.

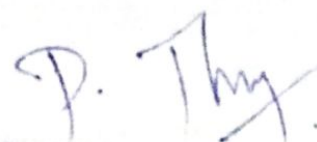
We assure you of our support for your professional development and growth.

All the Best!!!

For RATHI UV CURING CHAMBERS

12. 

Proprietor



20JEE010



ISO 9001 : 2015  
JAS-ANZ Accreditation No. M4430310IC





# SHREE ABIRAMI ENGINEERING WORKS

Plot No.56, Arunachalam Main Road, Ambal Nagar,  
Porur, Chennai - 600 116. GSTN : 33AABFS8828D1ZA

Phone : 044-24825906 / 24827256 / 2482 7769 Teletax : 044-2482 7572  
www.abiramiengg.com e-mail : saew92@gmail.com

Repairing & Overhauling of Power Transformers and Hydro Generators / Electrical Super A grade Contractors.  
Manufacturers up to 400kv Power Transformers/Power Transformers on Rental/NABL accredited Transformer Oil Testing Lab/

Impulse test upto 2400 KV

Authorized service representatives for Schneider     Transformers

SAEW/HR/OFFER/INT-14/23-24

Date: 30-12-2023

Mohamed luqmaan,  
Sivaganga, Tamil Nadu.

Dear Mohamed luqmaan,

With reference to the telephonic conversation dated 29-12-2023, and subsequent discussions you had with the under signed, we are pleased to extend an offer of internship to you at Shree Abirami Engineering Works, Chennai for the position of Intern- Project Coordinator. We believe that your skills and background align well with our company's goals and objectives, and we are confident that your contributions will be valuable to our team.

### Internship Details:

- Position: Intern- Project Coordinator
- Duration: 16-01-2024 to 16-06-2024
- Location: SAEW UNIT-2, Chennai

### Compensation and Benefits:

- You will receive a stipend of Rs. 12,500/-Per Month for the duration of the internship.
- Accommodation and lunch shall be provided by SAEW.
- Upon the successful completion of your internship, demonstrating satisfactory performance, we plan to extend a full-time employment opportunity with SAEW. Details regarding the joining date will be communicated to you towards the end of the internship period.

### Responsibilities:

During your internship, you will be responsible for:

- Project Assistance, Research and Analysis, Administrative Tasks, Collaboration, Technical support, Learning and Development.

Please review this offer carefully and indicate your acceptance by 05-01-2024, at which time we will provide you with further details on the onboarding process. Please sign and return the duplicate of this order as a token of acceptance.

We are excited about the prospect of having you join our team and look forward to the positive contributions we know you will make during your internship. If you have any questions or need further clarification, please feel free to contact Tamilarasan M at hr@abiramiengg.com or +91 6382644649.

Once again, congratulations on your selection, and we look forward to welcoming you to Shree Abirami Engineering Works, Chennai.

Thanking You,

Accepted:







20VEE0012



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

1 message

Wed, 13 Sep, 2023 at 11:19 am

From: keerthana.mani <keerthana.mani@datapatterns.co.in>

To: ananth2392002@gmail.com

Cc: Karthick <karthick@datapatterns.co.in>, sathesh.thiru <Sathesh.thiru@datapatterns.co.in>, vibhakar.sudhakar@datapatterns.co.in

Dear Ananth,

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 25th September 2023 (Monday) @ 8.30 am.**

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

**(10 Months Project Trainee + 36 Months Regular Employment)**

Attached is the list documents you have to bring on **25th September 2023 (Monday) @ 8.30 am.**

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

**Our Name :**

**Guarantor's Name :**

**Guarantor's Father's name :**

**Guarantor's permanent address :**

**You have to be in quarantine for one day.**

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

**Kindly confirm your acceptance through email**

**Looking forward to hear from you**

**E**

**Per our company policy parents will not be allowed inside the premise, please avoid bringing your parents at time of joining. You have to attend the induction training program on 25th September 2023 (Monday) @ 8.30 am.**

Regards,  
Keerthana M.  
Executive - HRD.

Data Patterns (India) Limited

4th Main Road  
IT Park  
Rajiv Gandhi Salai (OMR)  
Chennai - 603103.  
datapatternsindia.com

Internship Offer Letter

16-Oct-2023

Bhavya Sree C,  
2/645-1, Plot No-10, G.R.Nagar-1st Street,  
Kannanendal, Moondrumavadi, K. Pudur,  
Madurai - 625007

Dear **Bhavya Sree**,

We are pleased to extend an offer for an internship position in our organization Relevantz Technology Services India private limited, based on your qualifications and interview, we believe you will be a valuable addition to our Relevantzian Family.

**Position:** The position we are offering is that of an **Intern - Software Engineer**

**Start Date:** The internship will commence on **03-Jan-2024** and will continue till **31-Aug-2024**.

**Work Schedule:** You will be expected to work 48 hours per week, Monday through Saturday, from 9:00 am to 6:00 pm, including an hour lunch break.

**Compensation:** As this is a paid internship, you will receive a stipend of **Rs.8000/- per month**. You will receive this stipend at the end of each month.

**Benefit:** During your internship, you will have the opportunity to get the employee health insurance and Accidental insurance for **Rs.400,000/-** each

**Company Policies:** You will be expected to adhere to our company's rules, regulations, and guidelines, including confidentiality and non-disclosure agreements.

During your internship, you will have an access to Relevantz and Its client's private information. You agree that you will keep all this information and client information strictly confidential and will not share it with anybody outside the company. You will not use it for your own benefits and on completion of the internship; you will return documents, equipment, and all properties of the company.

Please bring along required documents when you arrive to commence duty on your first day. The required documents details will be communicated by the HR team before your date of joining.

For any further discussions related to this offer, please feel free to reach out to Mr. Azhagu Kumaran Mohan, at [azhagukumaran.mohan@relevantz.com](mailto:azhagukumaran.mohan@relevantz.com) or on +91 9789518386 from our campus recruitment team.



Please sign and return this letter by **20-Oct-2023** to confirm your acceptance of the internship position.

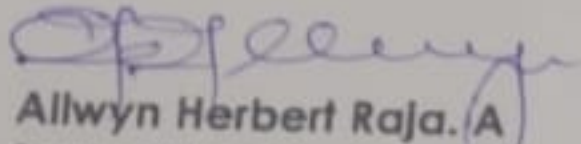
Thank you for considering this opportunity. hope that this internship will provide you with a valuable learning experience.

Once again, congratulations on your selection, we are thrilled to witness your invaluable contributions to our organization.

We look forward to your positive response and welcoming you to our Relevantian Family!

Yours truly,

For **Relevantz Technology Services India Private Limited**

  
Allwyn Herbert Raja. A  
Senior Vice President

---

I, Bhavya Sree, accept the terms of this Internship Offer Letter.

Signature:

Date:

Place:

SURESOFT/HR=> Offer for Ms.  
Keerthana .G to join in SureSoft for the  
post of Trainee Technical Assistant on  
05Feb24-Mon... Inbox



Admin(SSOFTS) 24/01/2024

to me ▾



Dear Ms. Keerthana .G,

Congratulations...!

As per the status of Technical Interview conducted in Kamaraj College of Engineering & Technology on 20Jan24-Sat, you have been selected for the post of Trainee Technical Assistant. You are advised to join in our Company on 05Feb24-Mon.

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

**Dress code :**

1. Allowed to wear only formal pants and shirts with proper tuck-in during week days; plain Jeans and collar T-shirts allowed in Saturdays, Sundays and other Holidays. Any other Jeans type not allowed.
2. Maintain clean shaven face with short sideburn, Shirtcuff properly buttoned.
3. Not Allowed: Black color dress, footwear.

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

Wishing you a continuous success...!

**Company Address:**

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

Tel : + 91- 413- 26 11 357, 26 11 358





SURESOFTHR=> Offer for  
Ms. Nishitha .S to join in  
SureSoft for the post of  
Trainee Technical Assistant  
on 05Feb24-Mon... Inbox



Admin(S... 24/01/2024



to me ✓

Dear Ms. Nishitha .S,

Congratulations...!

As per the status of Technical Interview conducted in Kamaraj College of Engineering & Technology on 20Jan24-Sat, you have been selected for the post of Trainee Technical Assistant. You are advised to join in our Company on 05Feb24-Mon.

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

**Dress code :**

1. Allowed to wear only formal pants and shirts with



Reply





Date: 16-Jun-2024

Ms.KOWSIKA K,  
48/1, RAMASWAMY MUDALIAR STREET,  
KOCHADAI,  
MADURAI-625016, TAMIL NADU.

r Ms.KOWSIKA K,

#### TERMS OF EMPLOYMENT

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

#### REMUNERATION

Your annual Cost to Company will be **Rs.480000/- (RUPEES FOUR LAKH EIGHTY THOUSAND 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 on 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.

*Forshby*





## **REFERENCE TO POLICIES**

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, Word 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 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 ownership. You agree not to disclose such information other than on a need-to-know basis. In this regard, you agree to serve 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 which will be executed separately by you upon joining the Company. The matters related to your employment are strictly confidential between you and the Company and should be treated as such.

## **TRANSFERABILITY**

You may be required to work in shifts (including night shifts) at any time, during the term of your employment with the company. You may be asked to work in any department or section of the Company in any capacity by the management or the head of the department or section, and you agree to work accordingly. You may 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, discoveries made, during your employment and pertaining to the business conducted by the Company shall be the exclusive property of the Company. You shall assist the Company in obtaining patents and copyrights in 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.

## **CURRENT 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.

## **CURRENT 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 which is detrimental to the interests of the Company.





## NON-COMPETE

You shall not, during the term of your employment with the Company and for a period of 1 (one) year after termination of employment, either directly or indirectly own, invest in, direct, aid or work, in any capacity, including as full/part time employee, consultant or advisor for any Competitor or SI Partner of the Company.

"Competitor" is a concern engaged in developing Computer Programs similar to the Software products or services developed and marketed by the Company or any of its Affiliated Companies. An "SI Partner" is a concern which the Company or its Affiliated Companies has appointed as a partner for providing services to Customers based on products or technology owned by the Company or Affiliated Companies.

## TERMINATION

Termination at will: This employment agreement is terminable at will by either party.

Termination for misconduct: You agree that the Company may terminate this Contract without notice and without payment in lieu of notice in any of the following events:

1. If any declaration/document given or furnished by you to the Company proves to be false; or if you are found to have wilfully suppressed any material information;
2. If you are found guilty of misconduct, disobedience or of conduct that tends to bring disrespect to the company;
3. If you are found to be in breach of any of your obligations under the terms and conditions of employment;
4. If you are found to have disclosed any confidential information of the Company, its Affiliated Companies or customers of the Company and Affiliated Companies;
5. If you have violated the Company's policies;
6. If the result of any reference or background check is unsatisfactory;
7. If you are found to be under the influence/possession of alcohol/drugs inside the office premises;
8. Your access cards are not transferable. If it is found to be mishandled for any proxy attendance;

Termination for any of the reasons stated above may be notified to the person(s) whose reference was submitted by you and the Company will not be liable to give you any prior notice nor pay any compensation in lieu of a notice period.

## NON-SOLICITATION

You agree that for a period of six months after termination or expiration of your employment with the Company, regardless of the reason for termination or expiration, you shall not directly or indirectly, solicit for employment, or advise or recommend to any other person that they employ or solicit for employment, any person employed at that time by the Company, or by any Affiliated Company.

## AMENDMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

The Company may amend the terms and conditions set forth herein from time to time and you agree to be bound by such amended terms and conditions of employment.

## GOVERNING LAW AND JURISDICTION

The terms and conditions of this Letter of Offer of Employment are governed by the laws of India. All disputes arising out of your employment with the Company or involving the terms and conditions of this Agreement will be subject to the exclusive jurisdiction of the courts in Chennai, India.







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er of employment is enclosed with some of our important policies. You are requested to download, read, and and sign the documents on or before **23-Jun-2024**. Your signature indicates your acceptance of the and conditions of this employment.

ubmitting your acceptance, you will be asked to provide a tentative date of joining in the personal details however, closer to the actual date of joining you will receive a confirmation e-mail from us.

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

re you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in anization.

est wishes,

ncerely,

HO CORPORATION PRIVATE LIMITED

mail

te Director - TA & Global HR Operations

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

ure:

Date of Offer acceptance: 17 Jun 2024

: Kowsika K

Place : Madurai



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**Re: Data Patterns | Bits & Proposal | ECE, EEE & EIE - Male Candidates**

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**From** Placement Cell <placement@kamarajengg.edu.in>

**Date** Fri 10/6/2023 9:36 AM

**To** ALL20UG <all20ug@kamarajengg.edu.in>

**Cc** TDP-TEAM <tdp-team@kamarajengg.edu.in>; FACULTY PLACEMENT COORDINATORS <fpc-team@kcetvnr.org>; EEE <eee@kamarajengg.edu.in>; EIE <eie@kamarajengg.edu.in>; Dr.SENTHIL.S <principal@kamarajengg.edu.in>; HOD <kcethod@kamarajengg.edu.in>

Dear all,

Greetings !!

We are pleased to inform you that **Mr. BIJESH.A of final year EEE (Roll no: 20UEE024)** got placed in **Data Patterns** for Bits & Proposal role.

**CTC: 4.20 LPA**

Congratulations to the selected candidate on his successful career start...

Regards,  
Pravin Kumar R  
Placement Organiser  
+91 79047 17255

Dr.M.Sudalaimani  
Placement Officer  
Training Development and Placement Cell  
KAMARAJ College of Engineering and Technology  
(Autonomous Institution - Affiliated to Anna University)  
K. Vellakulam, Madurai District  
+91 94423 25078

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**From:** Placement Cell <placement@kamarajengg.edu.in>

**Sent:** Saturday, September 30, 2023 4:32 PM

**To:** 20UEC <20uec@kamarajengg.edu.in>; 20UEE <20uee@kamarajengg.edu.in>; 20UEI <20uei@kamarajengg.edu.in>

**Cc:** TDP-TEAM <tdp-team@kamarajengg.edu.in>; FACULTY PLACEMENT COORDINATORS <fpc-team@kcetvnr.org>; ECE <ece@kamarajengg.edu.in>; EEE <eee@kamarajengg.edu.in>; EIE <eie@kamarajengg.edu.in>; Dr.SENTHIL.S <principal@kamarajengg.edu.in>

**Subject:** Re: Data Patterns | Bits & Proposal | ECE, EEE & EIE - Male Candidates

Dear all,

**Data Patterns** has shortlisted the following students for **Bits & Proposal role**. The interview is planned for **4<sup>th</sup> Oct, 2023 (Wednesday)**.

Date: 04.10.2023  
Time: 9.30 AM



Venue: Data Patterns, Chennai

**List of Students:**

S.no	Roll no	Name	Dept.
1	20UEC065	MURUGA PERUMAL.M	ECE
2	20UEC021	SATHYA GANESH	ECE
3	20UEC029	DHANALINGESH	ECE
4	20UEC048	DINESH.N	ECE
5	20UEC003	IRSHAD HASAN.M	ECE
6	20UEC049	YUVARAJSINGH.R	ECE
7	20UEC015	SUKIL KUMAR.R	ECE
8	20UEC051	LOGANATHAN.M	ECE
9	20UEE028	SUDHARSON.S	EEE
10	20UEE034	LOGESH.S	EEE
11	20UEE008	SANJAY BHARATHI.P	EEE
12	20UEE009	DEVAKALIDOSS.K	EEE
13	20UEE024	BIJESH.A	EEE

Please contact us, If you have any queries.

Regards,  
Pravin Kumar R  
Placement Organiser  
+91 79047 17255

Dr.M.Sudalaimani  
Placement Officer  
Training Development and Placement Cell  
KAMARAJ College of Engineering and Technology  
(Autonomous Institution - Affiliated to Anna University)  
K. Vellakulam, Madurai District  
+91 94423 25078

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**From:** Placement Cell

**Sent:** Wednesday, September 27, 2023 1:12 PM

**To:** 20UEC <20uec@kamarajengg.edu.in>; 20UEE <20uee@kamarajengg.edu.in>; 20UEI <20uei@kamarajengg.edu.in>

**Cc:** TDP-TEAM <tdp-team@kamarajengg.edu.in>; FACULTY PLACEMENT COORDINATORS <fpc-team@kcetvnr.org>; ECE <ece@kamarajengg.edu.in>; EEE <eee@kamarajengg.edu.in>; EIE <eie@kamarajengg.edu.in>; Dr.SENTHIL.S <principal@kamarajengg.edu.in>

**Subject:** Data Patterns | Bits & Proposal | ECE, EEE & EIE - Male Candidates

Dear all,

**Data patterns** plans to hire ECE, EEE & EIE students for **Bits & Proposal role**. Interested candidates are instructed to send their resume at [pravinkumartdp@kamarajengg.edu.in](mailto:pravinkumartdp@kamarajengg.edu.in) before **8 PM today (27.09.2023)**.

Role: **Bits & Proposal**  
Job Location: Chennai

CTC: **3.60 LPA - 4.20 LPA**

**Eligibility Criteria:**

- B.E - ECE, EEE & EIE - Male candidates
- No standing arrears

**Interview Process:**

- Online Assessment (Venue - College)
- Technical & HR Interview (Company Premises)

Share your resume at [pravinkumartdp@kamarajengg.edu.in](mailto:pravinkumartdp@kamarajengg.edu.in).

Regards,  
Pravin Kumar R  
Placement Organiser  
+91 79047 17255

Dr.M.Sudalaimani  
Placement Officer  
Training Development and Placement Cell  
KAMARAJ College of Engineering and Technology  
(Autonomous Institution - Affiliated to Anna University)  
K. Vellakulam, Madurai District  
+91 94423 25078





# DEV AUTOMATION

An Authorised **SIEMENS** System House

(Industrial Automation & Drive Technologies)

S.F. No.738/2, C, Avinashi Road, Goldwins, Behind A. P. Kalyana Mandapam,  
Civil Aerodrome Post, Coimbatore - 641 014. Tamil Nadu, India.

Cell: +91 98428 78105, +91 94434 78105, +91 75022 53900. | Email: devautomations@yahoo.in

GSTIN: 33AXSPM0704GIZM

## Employment Offer Letter

Dear Mr.R.MartinSaiman,

Congratulations!

We thank you for the interest in becoming a part of **Dev Automation**, Coimbatore and extend our Warm Welcome to you!

Based on your interest, application and subsequent discussions we had with you, we are pleased to offer you the position of **Marketing Engineer Trainee** in our Organization.

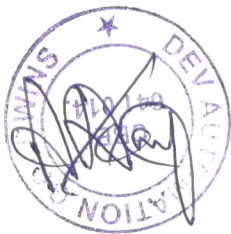
Your Stipend is **Rs. 12,000 /- (per Month)** for Six month.

We expect you to join us on **11th Mar 2024 at 10.00 am in Coimbatore.**

We congratulate you on your appointment, wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming the world's leading application development organization.

We assure you of our support for your professional development and growth.

All the Best!!!



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20234629542/Chennai**  
**Date: 14/07/2024**

Ms. Santhiya Bharathi K  
34/2Balaji Nagar,  
Near P.S.C School,  
Virudhunagar-626001,  
Tamil Nadu.  
Tel# 91-9787227779

Dear Santhiya Bharathi K,

**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** Grade Y. You will be assigned a role in any Unit as per business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

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

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

**TCS Confidential**  
**TCSL/DT20234629542**

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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](http://www.tcs.com)

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

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)





## **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.

#### **4. Communication Allowance**

You will be eligible for Communication Allowance in the form of Communication / Telecom Card. It can be set up to maximum of Rs.2,000/-per month for tax exemption. It should be used to pay only Voice and Internet Data related expenses in your name.



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

You will receive a monthly performance pay of ₹1,700/-. This payout is subject to review basis your own ongoing individual performance.

### **Performance Bonus**

Your Performance Bonus will be ₹600/- per month.

This payout will be made after the end of each quarter based on multiple factors such as the grade and performance of the individual, one's capability development in line with organizational requirements, project allocation, fluidity demonstrated by the individual per laid guidelines, physical presence in the office as required by the company, performance of the Company and respective Unit, and adherence to organizational policies, guidelines and imperatives as communicated from time to time. The payment is subject to you being active on the company rolls on the date of announcement of Performance Bonus.

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

## **CITY ALLOWANCE**

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

## **OTHER BENEFITS**

### **Health Insurance Scheme**

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

HIS offers the following benefits:

#### **1. Basic Cover**

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, 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.



## **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 towards Provident Fund as per the provisions of the said Act.

You are required to provide your Universal Account Number (UAN), if any, issued by your previous employer on the TCS' Declaration Form (Form 9) so as to link your UAN with TCS PF / Pension account or generate new UAN if not allotted to you earlier.

### **Gratuity**

You will be entitled to gratuity as per the provisions of the TCSL Gratuity Scheme or the Payment of Gratuity Act, 1972 as applicable.

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

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

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

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

### **2. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice





sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

### **3. Training Period**

You will be required to undergo class room and on the job training in the first twelve months (including the TCS ILP Program 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 program, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS ILP trainees without any further intimation/separate communication to you.

### **4. Working Hours**

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

### **5. Mobility**

TCSL reserves the right to transfer / utilize your services at any of its offices, work sites, or associated or affiliated companies in India, or outside India, currently in existence or which may come into existence in future on the terms and conditions as applicable to you at the time of transfer. The company at its discretion may require you to work remotely depending upon its business requirement and exigencies.

### **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. 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 in this offer letter.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and





customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

## **12. Terms and Conditions**

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

## **13. TATA Code of Conduct**

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

## **14. Notice Period**

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.

## **15. Retirement**

You will retire from the services of TCSL on the last day of the month in which you complete 60 years of age, as per the proof of age submitted by you at the time of joining.

## **16. Pre-employment Medical Certificate**

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

## **17. Employment of Non Indian Citizens**

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



## 18. Background Check

You are required to initiate your background check (BGC) through documentation process after the acceptance of Offer Letter in <https://nextstep.tcs.com>. Your background check initiation is complete only when you initiate your BGC online at <https://nextstep.tcs.com> and submit all the relevant documents for background check online.

An agency appointed by TCS will check the credentials specified by you in the employment application Form. BGC verification that remain pending beyond 120 calendar days from your date of initiating the BGC online as stated above or from the date of your joining TCS, as the case may be, for failure on your part or on the part of your academic institution/s or your previous employer/s to furnish and/or validate the requisite information that conclusively helps to corroborate the information provided by you in the employment application Form, will lead to concluding the BGC verification process as 'Negative'. Further any kind of suppression of information and facts pertaining to any of your previous employment/s irrespective of the period of such previous employment, will also lead to concluding the BGC verification process as 'Negative'.

Verification of your last employment (if applicable) prior to joining TCS is initiated only post your release from your previous employment. You may be onboarded to TCS during the period your BGC is in process, however continuity of your employment in TCS will be subject to a positive clearance of your background check with your immediate previous employer. For more details on BGC documents submission, please refer to Offer Letter point number **19**. Submission of documents.

## 19. Submission of Documents

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

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

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



- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

## 20. TCS ILP Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.





## **21. Letter of Appointment**

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

## **22. Rules and Regulations of the Company**

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

## **23. Compliance to all clauses**

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

## **24. Data Privacy Clause:**

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

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

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

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



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

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

**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 & Academic Interface**



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

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

**TCS Confidential**

**TCSL/DT20234629542**

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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](http://www.tcs.com)

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

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)





## GROSS SALARY SHEET

Annexure 1

<b>Name</b>	<b>Santhiya Bharathi K</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Kamaraj College Of Engg. &amp; Tech</b>

Table 1: Compensation Details (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>

# 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.

\*\*\* For HIS - Note that Rs.7,900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
Communication Allowance	0	0
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>



## Annexure 2

<b>AHMEDABAD</b> TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES, Plot #41 Gandhinagar-382007, Gujarat. India	<b>BHUBANESWAR</b> TCS XP HR Lead Tata Consultancy Services, Kalinga Park   Talent Development Block   Barabati Building. IT/ITES, Special Economic Zone, Plot No 35, Chandaka Industrial Estate, Patia, Bhubaneswar- 751024.
<b>BANGALORE</b> TCS XP HR Lead Tata Consultancy Services, Gopalan Global Axis Block-H, Rd Number 9, Whitefield, KIADB Export Promotion Industrial Area, Opposite Sathya Sai Hospital, Bangalore Karnataka -560066	<b>CHENNAI</b> XP HR Lead Tata Consultancy Services, Siruseri SEZ Unit, Plot No.1/G1, SIPCOT I.T. Park, Siruseri, Navalur Post, Kancheepuram District, Chennai - 603 103, Tamil Nadu India
<b>DELHI</b> XP HR Lead Tata Consultancy Services, TCS Lucerna Tower, Plot A2B, Sector 125, Noida, Uttar Pradesh, Pin- 201303.India	<b>HYDERABAD</b> XP HR Lead Tata Consultancy Services, Synergy Park Non-SEZ(CMC), Old Mumbai Highway, Gachibowli, Hyderabad - 500019, India
<b>INDORE</b> 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.	<b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services, TCS Delta Park Wanderers, Plot C, Street Number 30, Salt Lake Electronics Complex, Sector V, Block EP & GP, Kolkata, West Bengal 700091.
<b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS Centre, Infopark Road, Infopark Campus, Infopark kakkanad, Kerala- 682042, India	<b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Olympus - A, Opp Rodas Enclaves, Hiranandani Estate, Patlipada, Thane (W), Mumbai 400607, Maharashtra, India
<b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West Thane, Maharashtra 400606, India.	<b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services, Mihan-SEZ, Nagpur, Telhara, Maharashtra - 441108, India
<b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune -411057, Maharashtra	<b>TRIVANDRUM</b> TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark campus, Kariyavottam P.O. Trivandrum-695581, India



## 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. Restriction on Associate's Rights**

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

#### **8. No License**

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



## **9. Equitable Rights**

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

## **10. General**

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

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

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

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay 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.

**PERSONAL & CONFIDENTIAL**

**Ms. Amrutha Sri G,  
D/o Gokula krishnan R,  
# Kamaraj College,  
Madurai**

**Dear Ms. Amrutha Sri G,**

**Sub.: Offer Letter**

With reference to the interview, we had with you on 09th January 2024, we are pleased to offer you the position of **Graduate Engineer Trainee – Engineering Department** in our organization in Bangalore and various sites on the following terms and conditions:

- A formal Appointment Letter will be issued at the time of joining.
- You are required to join on or before 03.06.2024.
- At the time of joining, you are required to submit the following documents without fail.
  1. Academic Certificates
  2. Aadhar Card
  3. Pan Card
- You will be accountable for all related assignments as given to you from time to time by your reporting authority.
- You are requested to take a duplicate copy and affix your signature as a token of acceptance and send it back.
- Two years training bond /agreement will be issued during the date of joining.
- Employees are eligible for lateral entry higher educations for continued services of 5 years only.

Wishing you all the best and looking forward your good association with our organization.

Yours faithfully,

  
**Authorized Signatory**



I have read and understood the terms and conditions stated above and hereby signify my acceptance.

Signature .....

Date .....

## **SALARY DETAILS**

<b>SALARY ANNEXURE - A</b>			
<b>Name:</b>	<b>Amrutha Sri G</b>		
<b>Designation:</b>	<b>Graduate Engineer Trainee</b>		
<b>Department:</b>	<b>Engineering Department</b>	<b>CTC :</b>	<b>2,52,000.00</b>
<b>S.No.</b>	<b>Salary Component</b>	<b>Monthly CTC</b>	<b>Annual CTC</b>
1	Basic Salary	15,000.00	1,80,000.00
2	House Rent Allowance (HRA)		
3	Special Allowance	3558	42,696.00
	<b>Gross Salary</b>	<b>18,558.00</b>	<b>2,22,696.00</b>
4	ESI - Employer Contribution (3.25% on Gross)	642	7,704.00
5	Provident Fund - Employer Contribution	1,800.00	21,600.00
	<b>TOTAL CTC</b>	<b>21,000.00</b>	<b>2,52,000.00</b>
<b>S.No.</b>	<b>Deductions</b>	<b>Monthly</b>	<b>Annual</b>
1	Provident Fund (Min-12% of Basic, Max-1800)	1,800.00	21,600.00
2	Provident Fund - Employee Contribution	1,800.00	21,600.00
3	ESI - Employer Contribution (3.25% on Gross)	642	7,704.00
4	ESI - Employee Contribution (0.75% on Gross)	120	1,440.00
5	Professional Tax	200.00	2,400.00
	<b>TOTAL DEDUCTIONS</b>	<b>4,562.00</b>	<b>54,744.00</b>
	<b>NET PAYMENT</b>	<b>16,438.00</b>	<b>1,97,256.00</b>

In addition to the above, Group personal Accident Policy will be covered.

Rs.250 will be given per day as a site allowance on your working days if you were deployed at Site.

For **SENSEEDGE Transportation Systems and Solutions Pvt Ltd.,**

  
 HR Dept.

**Dated: 12.02.2024**







## Fwd: Suresoft Placed Students



Placement Cell

To ALL20UG, Dr.SENTHIL.S, HOD, + 2

2/15/2024



Dear Students,

Greetings !!

We are elated to inform you that the following students got placed in ***Sure Soft*** through our college recruitment process held on January 2024.

<u>S.NO</u>	STUDENT NAME	DEPT
1	VISHAL	EEE
2	GOPINATH	EEE
3	DHARESH KUMAR`	ADS
4	MADHAVAN.M	ECE

A Hearty Congratulation to the selected student for her successful career start..