

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
	Total	242

Total no. of students with Unique offers: 242



PRINCIPAL

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

KAMARAJ College of Engineering and Technology
S.P.G. Chidambara Nader - C. Nagammal Campus,
S.P.G.C. Nagar, K. Vellakulam - 625 701.
(Near VIRUDHUNAGAR)

Date: 12/9/23

Arulmathi. E.
No.20, "Arul Illam",
Zion Nagar, Yagappa Nagar,
Madurai-625 020

Dear Arulmathi,

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.

Arulmathi. E,
No.20, "Arul Illam",
Zion Nagar, Yagappa Nagar,
Madurai-625020

Dear Arulmathi,

Congratulations! We are delighted to make you an offer as **Sales and Marketing Associate Intern** and your role is **Sales and Marketing Associate**.

Here are the terms and conditions of our offer:

Joining

Your tentative scheduled date of Joining will be **1st December, 2023**. 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 Technical Associate 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 7,500/-per month**. After internship your Total Gross Salary will be **INR 18,000/- 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	Sales and Marketing Associate
ROLE DESIGNATION	Sales and Marketing Associate
MONTHLY COMPONENTS	
BASIC SALARY	9,000
HRA	7,200
BASKET OF ALLOWANCES (This is to be used towards LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	1,800
MONTHLY GROSS SALARY	18,000
Yearly bonus will be provided based on the individual performance (Performance Pay)	0 to 72,000 Per annum
Yearly bonus will be provided based on the company performance (Performance Pay)	0 to 72,000 Per annum

ANNEXURE-II
(Compensation for the first Six months)

COMPENSATION DETAILS (All figures in INR per month)	
ROLE	Sales and Marketing Associate Intern
ROLE DESIGNATION	Sales and Marketing Associate Intern
MONTHLY COMPONENTS	
STIPEND PER MONTH	7,500



Finwallet®

The Wallet that Propels your Prosperity

<http://www.finwallet.co.in>

22nd April 2024

OFFER LETTER

Dear MADHUMITHA,

With reference to your application and the subsequent interview which you had with us, we would like to confirm your appointment with **FINWALLET ASSOCIATES** as **Acquisition Manager**, subject to probation for a period of three months, from your date of joining. Your acceptance of this letter and its conditions:

Date of joining:

Your date of joining will be on Tuesday, 7th May 2024

Job Type: Work From Office

Hours of Work & Leave:

Six days working, eight hours a day. Working time will be 9:30 am to 6:30 pm.

You will be entitled for leave as per the company policy and rules.

Confirmation:

Your employment will be confirmed in writing on successful completion of the said probation period of 3 months.

Remuneration

You will be paid a fixed salary of Rs.15000 + **Variable Pay** (Only when the target achieved) every month. During the probation period you will be paid total of Rs.24000/- for 3months. You will not be eligible for any other allowance or benefit except as stated above.

Separation:

In case of resignation from services during the probationary period you shall serve one month notice. After the completion of your probationary period your services can be terminated by giving 1 month notice or salary in lieu thereof.

Code of Conduct:

During your services with the company, you will be governed by the rules and regulations in respect to conduct & discipline and any other matters as may be framed by the company from time to time.

If you are happy with the terms of this letter, please confirm your formal acceptance of appointment by signing and returning the attached copy in prior to your commencement.

We wish you all the very best in your new assignment.

FOR FINWALLET ASSOCIATES


Kudbudeen Ajmal.S
Managing Director

Acceptance by Employee:

Name:
Date:

Email Id: info@finwalet.co.in

Cell : +91 9787232288

No 8F, II Floor, Parsn samrudhi Mahal, Opposite College, Old Dindugal Main Road, Madurai - 625018



TOP
FRESHERS

Dear Ms. Jaya Varshini

Date: 04th January 2024

Sub: Offer Letter

Thank you for exploring career opportunities with Topfreshers. You have successfully completed our selection process and we are pleased to make you an offer of employment. You have been selected for the position of Research Associate at Topfreshers Private Limited - Chennai. And your appointment will be governed by the terms and conditions presented below. Your stipend during the Internship period of 6 months will be Rs 10000 per month. After successful completion of the Internship period, your compensation will be Rs 3,00,000 - Rs 4,50,000 Per annum (Including variable component).

1. Place of Posting

You will be based at our office in Chennai. However, your services are transferable and you may be seconded or deputed to any operation under the management of Topfreshers, their parents, subsidiaries, affiliates or clients whether in India or abroad.

2. Probation Period

You will be on probation for a period of 6 months before the date of joining. The probationary period shall be extended to a maximum of 3 additional months before the date of joining, if the company feels necessary. During the probationary period we will evaluate your work, including your interaction with colleagues and customers (if applicable) to determine whether you are suitable for the position. If the probationary period is completed successfully, the notification will state that you are suitable for permanent employment. If it has not been executed successfully, necessary steps will be taken to inform you of the results and begin the termination process.

3. Notice Period

You may terminate your employment by giving Three months' notice in writing to the company, or by payment of Three months' base salary in lieu thereof. Company may terminate your employment by giving you one-month notice.

4. Miscellaneous Provisions

Arbitration: In case of any dispute between the parties arising under the Terms and Conditions of Employment or in any manner connected to it shall be settled through Arbitration under Indian Arbitration and Conciliation Act, 1996 by the sole Arbitrator to be appointed by the Topfreshers. The seat, or legal place, of arbitration shall be Chennai. The Arbitration award shall be final and binding upon the Parties.

You are requested to sign a copy of this letter and give it back to the company in token of acceptance of policy & procedures. Please note that the obligations under this letter of appointment starts immediately on you are signing and accepting the company's policy & procedures.

We look forward to welcoming you to Topfreshers

Yours sincerely,

Meyyappan Natarajan
Managing Director

Received, Read, Understood and Accepted

Signature:

Name: B. Jaya Varshini

Date: 8-01-2023

(6)

CENTIZEN INC.

Strategies, Solutions & Expert Resources
United States - India Branch

Date: 14/09/2023

Dharani M,
5/352, VOC 3rd street,
Thasildhar nagar,
Madurai -20.


Dear Dharani,

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.

Reserve Bank of India Approved & Registered under Company Act

25, Vinayagar Nagar, NGO 'A' Colony, Tirunelveli - 627 007, Tamilnadu, INDIA.
Cell: +91 94425 53688 www.centizen.com joserose361@gmail.com

Dharani M,
5/352, VOC 3rd street,
Thasildhar nagar,
Madurai -20.

Dear Dharani,

Congratulations! We are delighted to make you an offer as Sales and Marketing Associate Intern and your role is **Sales and Marketing Associate**.

Here are the terms and conditions of our offer:

Joining

Your tentative scheduled date of Joining will be **1st December, 2023**. 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 Technical Associate 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 7,500/-per month**. After internship your Total Gross Salary will be **INR 18,000/- 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: 14/09/2023

M. Dharani
Sign your name

M. Dharani Tirunelveli
Print your name Location

ANNEXURE – I
(Compensation after Six months)

COMPENSATION DETAILS (All figures in INR per month)	
ROLE	Sales and Marketing Associate
ROLE DESIGNATION	Sales and Marketing Associate
MONTHLY COMPONENTS	
BASIC SALARY	9,000
HRA	7,200
BASKET OF ALLOWANCES (This is to be used towards LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)	1,800
MONTHLY GROSS SALARY	18,000
Yearly bonus will be provided based on the individual performance (Performance Pay)	0 to 72,000 Per annum
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ANNEXURE-II
(Compensation for the first Six months)

COMPENSATION DETAILS (All figures in INR per month)	
ROLE	Sales and Marketing Associate Intern
ROLE DESIGNATION	Sales and Marketing Intern
MONTHLY COMPONENTS	
STIPEND PER MONTH	7,500



Selva Engineering and Automation

Think Perfect

Dear Srivasi

Dec 26 2023

Congratulations! It is our pleasure to offer you an employment with Selva Engineering and Automation (SEA), Virudhunagar in the position of Trainee Engineer, commencing Feb 5 2024, on the terms set forth in this letter.

Your training period is for 3 months, and you will be confirmed as Engineer after successful completion of your training period. The holidays and vacation will be applied to you as per our policy.

Your salary during the training period is INR 9,000 + travel allowance of Rs 500 per month. Once confirmed, your salary structure will be:

Basic	INR 17,000
Professional	INR 1,500
PF	INR 255
Medical	INR 510
Travel	INR 500
Allowance	INR 500

Once confirmed, you will be eligible for company bonus. Based on your performance you will have annual increment as per company policy. The salary will be paid monthly as per our standard payroll procedures.

As a IT professional, your duties and responsibilities include, but are not exclusive to, the following:

- Understand Industrial Communication
- Develop Software package for Industrial Communication
- Develop Tools and programs for Network diagnostic

Please understand due to our diversity of service with our clients, our employees are required to be flexible to travel during their assignments.

The staff at SEA looks forward to having you join our team. Please report to Sakthi Kumar at our Virudhunagar office, on the day of joining to complete the sign-in packages.

Should you have any questions, please feel free to contact me at selva.kumar@selvallc.com.

Sincerely,

Selvakumar
President

Acceptance:

S. Selvasel

Date:

27/12/2023

Employment Offer and Employment Agreement

EMPLOYEE: LOKA NANDAN.R

Training Date: 15/10/2023 to 15/01/2024

Employment STATE DATE: 16th February 2024

Employment END DATE: No end date

DECLARE

The following main terms and conditions will apply to your employment with the Employer. These terms and conditions will be governed by the laws of India. Other terms and conditions that will apply to your employment are contained in the Employer's policies and procedures ("**The Employer's Policies and Procedures**").

The Employer's Policies and Procedures are accessible via the Employer's Intranet and a hard copy may be inspected during normal working hours at the Human Resources Department. You are expected to familiarise yourself with these Policies and Procedures and to comply with them. The Employer reserves the right to change these Policies and Procedures from time to time. You will be notified, through the Employer's intranet or an equivalent procedure, of any such changes no less than one week prior to them coming into force.

TERMS

1. Date of Commencement and seniority acknowledgement

1.1. Your employment with the Employer will begin on 15th October 2023 and have an indefinite duration.

2. Duties

2.1. You will be employed in the position of **BDT**. You will be expected to do your job to the best of your ability at all times.

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2.2. You will be required to comply with the Employer's rules, regulations and policies from time to time in force.

2.3. You should recognize that during the course of your employment, as the business of the Employer changes, it may be necessary to change your duties. The Employer, therefore, reserves the right to change your responsibilities and job title from time to time, it being understood that you will not be assigned responsibilities which you cannot reasonably perform

3. Hours of Work

3.1. Your normal working hours will be 6 Days a week, Work from Office

3.2. You agree to work overtime hours as required by the Employer and within the limits established by the applicable legislation.

4. Place of Work

Your normal place of work will be in Kolkata. However, you should be aware that the Employer is a Start-up company and because of the nature of your duties, you may be required to transfer to another department and/or place of work (provided that before implementing any transfer the Employer will consult you and consider any reasonable objections which you may have to the proposed changes).

5. Remuneration

a) Pay

5.1 Your salary will be Rs. **3-6LPA** (Based on your performance) and during probation Rs. **12,000/-** per month. This is payable in arrears in accordance with the Employer's standard payroll practice and subject to the usual deductions legally applicable. In addition, During the Term, the employee shall be eligible to receive cash incentive compensation as determined by the Board or the Compensation Committee from time to time.

5.2. The agreed fixed remuneration is inclusive of any and all corresponding salary conditions (specifically any complement or salary item remuneration foreseen in the applicable Collective Bargaining Agreement).

5.3. Your pay will be reviewed in accordance with internal performance reviews systems and will

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be eligible for incentives and bonuses calculated monthly based on the business KPIs achieved

5.4. In accordance with Clause 3.6 of the Confidentiality, Non-Competition and Invention Assignment Deed, no annual fixed remuneration agreed shall be paid in concept and as economic compensation for the agreed non-compete period.

b) Expenses

5.5. You are required to get a pre-clearance from your manager for company related expenses. You will be reimbursed for any reasonable expenses properly incurred by you while performing your duties on behalf of the Employer, subject to your compliance with any Employer's policy on expenses which is in force at the time.

6. Sickness and Notification of Absence

Details of your entitlement for sick pay and requirements in respect of notification of absence are set out below.

a) Notification of Absence.

6.1. If you are absent from work for any reason and your absence has not previously been authorised, please inform your manager immediately and keep him or her informed. If you are absent from work due to sickness or injury you must inform your manager immediately, i.e. on the first day of absence, and submit, in excess of three (3) days of absence from work, a medical certificate certifying your illness. The medical certificate must be submitted to the Employer no later than the fourth day of absence. b) Sick Pay

6.2. Your sick pay will be in accordance with the laws of India.

7. Holidays

7.1. You will be entitled (in addition to the 10 normal India national and local public holidays) to take 21 working days as holidays in each holiday year which runs from 1st January until 31st December.

7.2. If your employment commences or terminates part way through the holiday year your entitlement to holidays during that year will be assessed on a pro-rata basis. If on termination you have taken fewer holidays. than this entitlement, you will typically be paid in lieu.

7.3. Holiday entitlement unused at the end of the holiday year can only be carried over into the

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following the holiday year when urgent personal needs or company requirements necessitate it and only with your manager's approval. This unused entitlement should not exceed 5 days and must be taken by 31st March of the following holiday year or the other date that the HH.RR Department may indicate on an annual basis. If not so taken, it will lapse without payment in lieu.

7.4. All holiday scheduling and organization will be arranged to ensure a smooth business operation and the manager's approval is required prior to your scheduling or changing any holiday.

8. Confidential Information

Much of your work for the Employer will be highly confidential. Your employment is therefore subject to and conditional upon you signing and returning the Confidentiality, Non-Competition and Invention Assignment Deed to the Employer.

9. Data Protection

9.1. You authorize the Employer to collect and process all personal employee-related information obtained by the Employer for the performance by the Employer of its obligations under your employment and in particular, to carry out that employment-related processing necessary to the maintenance and fulfillment of the employment relationship (payroll payment, training programs, human resources management, etc.).

9.2. The Employer may have to share some of the Employee's data with local authorities and agencies, in order to comply with applicable legal requirements (for example, concerning social security, anti-money laundering, etc).

9.3. You further authorise the transfer to and storage of, your personal information in Amazon's worldwide employee database currently located in Seattle, Washington, USA. Human Resources and selected management throughout the Amazon group worldwide will be authorised to access this database if it is relevant and legitimate.

9.4. You have the right to access, rectify and cancel your personal data, and to object to their processing. You can exercise these rights by contacting the local HR department.

10. Equipment Provided to the Employee

10.1. The Employer may provide the Employee, as a work tool or instrument, the necessary equipment for the performance of the duties

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inherent to his/her post, according to the needs and activity of the Employer. Consequently, the use of these tools shall be subject to the following:

10.2. Solely and exclusively for corporate and professional ends, as a work tool for the performance of the duties inherent to his work post; and,

10.3. it shall be considered acceptable for the Employee to use said tools for personal purposes, provided that such use is minimal and to the extent strictly necessary without, in any event, the Employee being permitted to make calls, view, download, send, or receive material that does not correspond to or is not appropriate for professional ends, or any other kind of illegal material, and he may not store or save on the Employer's computers files that are not related to his employment activities.

10.4. By virtue of said work-tool status, the Employer expressly reserves its right to adopt the corresponding control measures, which the Employee accepts. In the event that undue use of these work tools by the Employee is detected, if he makes calls, views downloads, sends, or receives the material indicated above using a telephone or computer equipment provided by the Employer, the pertinent disciplinary measures shall be adopted, including dismissal. Equally, the Employer may bring the corresponding action as a result of the damages, be they direct or indirect, suffered due to any infringement on this matter.

10.5. This Clause is established by virtue of Employer's general practice on this matter.

11. Exclusivity of Services

11.1. You will be required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of the Employer at all times.

11.2. You may not, without the written consent of the Employer, be in any way directly or indirectly actively engaged or concerned in any other business or undertaking where this is or is likely to be in conflict with the Employer's interests.

12. Disciplinary Rules, Procedures and Probation

12.1. The Employer expects high standards of conduct and performance from its employees. Details of the disciplinary procedures and related sanctions that shall apply if you do not meet these standards are contained in the Employer's Policies and Procedures and/or the applicable Employmentual and legal norms.

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12.2. Probation Period. It is understood and agreed that the first 3 months of employment shall constitute a probationary period during which period the Employer may, in its absolute discretion, terminate the Employee's employment, for any reason without notice or cause.

13. Problem Resolution Procedure

If you are unhappy about any aspect of your employment with the Employer, you should first discuss the matter with your supervisor. If you are still unhappy you should pursue the matter through the Problem Resolution procedure (full details of which are contained in the Employer's Policies and Procedures).

14. Termination of Employment

14.1. The party which decides to terminate the employment has to notify the termination to the other party by registered mail or ask the other party to sign for acknowledgement of receipt a copy of the notice of termination.

14.2. Should you voluntarily resign from the rendering of services for the Employer, you will be obliged to serve the Employer with at least 1 month's written notice. Failure to comply with such obligation will be compensated by the Employer with the payment of the salary equivalent to the days of notice breached.

14.3. The Employer reserves the right to terminate your Employment without notice if it has reasonable grounds to believe you are guilty of gross misconduct, gross negligence, or other grounds justifying summary dismissal.

14.4. On the termination of your employment for whatever reason you will return to the Employer without delay all correspondence, records, specifications, models, notes, formulations, lists, papers, reports, and other documents and all copies thereof and other property belonging to the Employer or relating to its business affairs or dealing which are in your possession or under your control.

16. New Hire vetting

16.1. It is The Employer's policy to vet all new hires to the Company. Your employment is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications.

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17. Variations

The terms described in this Statement and the attached letter will be the terms of your employment (the "Terms"), and they supersede any previous discussions or offers. Any additions or modifications of these Terms would have to be in writing and signed by you and an officer of the Employer.

18. Languages

This Statement has been drafted in English

LOKA NANDAN.R


Sign of EMPLOYEE

Elenxia


Sign of EMPLOYER

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amphisoft



Amphi Ventures

OFFER LETTER

November 07, 2023

To,
Mr Sudhakar. D,
6/341, Salai Street, Velappanadaroor
Tenkasi - 627857

Dear Mr Sudhakar.D,

We are pleased to offer you a career at Amphisoft Private Limited as a Regular Employee.

You are hereby offered the position of **Software Engineer**.

Please note that the employment terms contained in this letter are subject to the Company Policy.

APPOINTMENT

- a) The precise date of your commencement will be established in accordance with our business requirements. We will reach out to you with a suggested joining date, and we will collaborate with you to facilitate a seamless transition into your new position. It's important to note that you may be reassigned, as deemed necessary by Amphiventures, to various locations, departments, functions, or branches within the company at different times.
- b) According to business needs, the Company may require you to work for any associated company/Group/Partners/Clients in India/Overseas which, you shall not decline.
- c) During your employment, you will be validated on different parameters. Company can take necessary actions and ask you to leave immediately if the performance is not satisfactory.
- d) At any time, Amphisoft Pvt. Ltd may hold the right to terminate your services or cancel your offer as per the Business Requirements without assigning any reason or providing prior notice.

COMPENSATION & BENEFIT

- a) The compensation & benefits applicable to you is personal & should be treated with utmost confidence & not to be discussed or divulged to any individual other than for statutory purposes.
- b) Your fixed Compensation will be upto **Rs. 400,000 (Rupees Four Lakh Only Per Annum)**. Professional tax will be applicable as per the government norms. Exact salary Details will be furnished in your appointment order or DOJ letter.
- c) Your salary & its components and allowances, will be governed by the company policies / procedures, taxation policies and statutory guidelines that are applicable from time to time. You will be entitled to other compensation and benefits in accordance with Amphisoft policy as modified and intimated to you from time to time

CIN U/2200TZ2009PTC015148

✉ contact@amphisoft.in

☎ +91 93600 57804



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RESPONSIBILITIES

In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job requires. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation and business of Amphisoft, whether directly or indirectly. You may be required to undertake travel on Company work for which you will be reimbursed travel expenses as per the Company policy applicable to you.

We at Amphisoft, are committed to ensure 'Integrity' in all aspects of its functioning. You are expected to comply with the policies of Amphisoft including the Code of Business Conduct and other policies of the Company as they form an integral part of the terms of employment with Amphisoft. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time whereupon you will be required to comply with the same.

At Amphisoft, more than a matter of circumstances, success is the outcome of choices and endeavours. Therefore, we are delighted to have you as a part of our team.

Consistent with above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of Human Resources.

LEAVES & HOLIDAYS

Leaves must be taken with consent and approval from the manager. You will be entitled to take one day of leave per month during the probationary period. Post the completion of your probationary period, you will be entitled to take 2 leaves per month which is one earned leave and one sick leave.

Company Working Hours, Weekly Holidays, National & Festival Holidays shall be at par with the labour laws compliance standards as applicable. Regular working hours will be from 9:00 AM to 6:00 PM, Monday to Friday. Please note that few of the Saturdays are declared as holidays and others are working (Please refer to the Official Holiday Calendar). This may be changed at the company's discretion and information will be conveyed accordingly. A few may have flexible work timing depending on their job roles and responsibilities. As we start providing our services globally, you may be required to work in shifts that may include night shifts. You may be required to travel on Sundays depending on the work assigned to you. You are also required to work additional hours on such days as may be necessary for the proper performance of your duties.

CONFLICTS OF INTEREST

You are required to engage yourself exclusively in the work assigned by Amphisoft and shall not take up any independent or individual assignments (whether part-time or full-time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of the Management.

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NOTICE PERIOD

This contract of employment is terminable, without reasons, by serving three months' notice period. This clause is effective from the Date of joining. Amphisoft reserves the right to pay or recover salary in lieu of notice period. You will ensure that all your on-going activities are successfully completed and handed over as per the Company guidelines on the separation process. Depending upon business requirements, the Company may or may not accept your request to shorten serving of the notice period against the payment of salary in lieu of such shortened notice period.

Employees are not eligible to take leaves during notice period irrespective of their leave balance. Notice period will get extended or will be considered as loss of pay for the leaves taken during notice period.

Further, Amphisoft may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the management desires the employee to continue the employment during the notice period, the employee shall do so.

SERVICE CONDITIONS & NON-DISCLOSURE AGREEMENT

Your service shall be governed by additional terms & conditions as explained in the service conditions and Non-Disclosure Agreement that shall be signed on the date of you joining the Company. These terms & Conditions, Service Conditions and Non-Disclosure Agreement are subject to statutory requirements and Company Policy.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.

For Amphisoft Private Limited

Signature of the Employee

Punitha T
Managing Director

CIN U72200TZ2009PTC015148

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You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of the Company.

The Conflict-of-Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with Amphisoft (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:

- Any employee of Amphisoft to terminate their employment with the Company or to accept employment with any competitor, supplier, or any customer with whom you have a connection.
- Any customer or vendor of Amphisoft to move his existing business with Amphisoft to a third party or to terminate his business relationship with the company.
- Any existing employee to become associated with, or perform services of any type for any third party.
- Any employee wishes to conduct any survey in the organization or post any information about the organization, they should first seek permission from their employer and follow the organization's policies and procedures. It is important to ensure that the survey/information does not violate any laws or regulations, and that it respects the privacy of the participants and organization.

In case of any conflict or doubt, please discuss the matter with the head of Human Resources, to understand Amphisoft position on this and resolve the conflict.

CONFIDENTIALITY

In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Amphisoft. Therefore, please ensure that you maintain all Confidential Information (as defined from time to time in the Confidentiality Policy of the Company) as secret and confidential and do not use or disclose any such Confidential Information except as may be required under the obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and also after cessation of your employment with Amphisoft (irrespective of the circumstances of, or the reasons for, cessation).

In your work for Amphisoft, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or another person with whom you have an obligation of confidentiality, and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Amphisoft.

ASSIGNMENT OF INTELLECTUAL PROPERTY

In connection with your employment and during the term of your employment upon conception or creation, you shall disclose and assign to Amphisoft as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer Technologies and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Amphisoft in relation to Intellectual Property.

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G. I. 33AAH-CA810K12A



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NON-COMPETITION

In the course of your employment with Amphisoft, you will be providing services to customers or clients of Amphisoft during which process you would be handling sensitive information including but not limited to information of key customers of Amphisoft, competitor information, customer sensitive information ('Confidential Information').

You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to Amphisoft and you shall not, without the Company's prior written consent, directly or indirectly, develop, design, produce, market or sell (or assist any other person or entity in developing, designing, producing, marketing or selling), products or services competitive or likely to be competitive with those developed, designed, produced, marketed or sold by the Company and/or with which you were actively involved during the course of your employment with the Company and 06-month period post the separation of your employment.

NON-SOLICITATION OF EMPLOYEES

You agree that during your employment with the Company, and for a period of one year after the separation of such employment for any reason, you shall not directly or indirectly recruit, solicit or hire or attempt to recruit, solicit or hire any employee of the Company to whom this clause applies, or induce or attempt to induce any employee of the Company to whom this clause applies to discontinue his or her employment relationship with the Company.

NON-SOLICITATION OF CUSTOMERS

You agree that during your employment with the Company, and for a period of one year after the separation of such employment for any reason, you shall not solicit, divert or take away, or attempt to divert or take away, the business or patronage of any of the clients, customers or accounts, or prospective clients, customers or accounts, of the Company which were contacted, solicited or served by you while employed by the Company during the 12 month period before the separation of your employment.

JURISDICTION:

In case of any dispute arising out of the Agreement, it shall be subject to jurisdiction of appropriate Court of Coimbatore, Tamil Nadu.

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Address : 123 - 127,
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Coimbatore - 641034

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GENERAL

We trust that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice.

You will sign and adhere to the Non-Disclosure Agreement, Service Agreement and any other agreements as would be required in course of your employment with us and in protecting the proprietary and confidential data / information.

You will sign and adhere to the detailed policies mentioned in the HR handbook which shall be issued on the date of joining which would be considered as an acknowledgement from the employee end.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

Your employment terms may be specifically enforced legally, if required. In this connection, if any of the Provisions of this Agreement are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this Agreement shall continue in full force and effect.

These employment terms supersede and replace any existing agreement or understanding, if any, between Amphisoft and you relating to the same subject matter.

You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

During the period of employment, you are required to comply with all Amphisoft policies. These policies are updated/modified on a periodic basis and new policies may be introduced and notified to employees from time to time. Company reserves the right, at its sole discretion, to terminate your employment with or without providing the required notice as under the 'Notice Period' clause for any reasons that are considered to be grave which includes disciplinary issues.

Upon termination of employment, and/or your resignation you will immediately return all property of the company including all data & documents and any such records belonging to the Company.

Upon acceptance of resignation, the final relieving date will be at the management's discretion subject to satisfactory completion of any pending work & knowledge transfer.

SEPARATION

You shall acknowledge and agree that your employment with the Company is 'at will' and not for any specific term. This employment may be terminated as per the 'Notice Period' mentioned. You also acknowledge that if you fail to serve the notice period as mentioned, the company is bound to suffer substantial damages, caused due to improper transition of work, delay in completion of projects, hiring & training of your replacement etc. and any such damages shall be recovered from you.

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Coimbatore - 641037

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LIST OF DOCUMENTS TO BE SUBMITTED

The following checklist indicates the documents that you have to submit before the joining date. Kindly ignore the documents whichever is not applicable or irrelevant

Please ensure that you quote your "Name in Full" in the subject line of the mail for acknowledgement

Offer Letter of Amphisoft Pvt Limited signed by Employee/Consultant/Intern

Offer Letter or Hike Letter of Previous Employer

Relieving or Resignation Acceptance Letter of Present Employer

Relieving Letter of Previous Employer

Present Employment Pay slips (Latest 03 Months)

Highest Full Time Academic Certificate (Degree / Provisional)

Academic Proof - Consolidated Mark Statement/Course Completion Certificate/ Mark Sheets

Address Proof - Voter ID/Passport/Driving License/Ration Card/Bank Pass Book

PAN Card & Aadhaar Card

In case you have not yet applied for a PAN/AADHAR Card, please apply and submit a copy of the PAN/AADHAR application acknowledgement copy

Passport size photo - 2 Nos.

Kindly acknowledge the offer

EMPLOYEE/INTERN ACCEPTANCE

I have read the above document and willing to accept the terms & conditions specified.

Name: **Sudhakar D**

Date: / / 2023

Signature:

CIN: U72200TZ2009PTC015148

✉ contact@amphisoft.in

☎ +91 93609 17804



GST

Address: 123 - 127,
Kuttur Road, PN Palayam,
Coimbatore - 641037

13AAHCA8140R1ZA

9/22/23, 7:04 AM

Gmail - Data Patterns (India) Limited - Offer Letter



Mani Kumar <kumarmani862003@gmail.com>

Data Patterns (India) Limited - Offer Letter

4 messages

cauvya.ashok <cauvya.ashok@datapatterns.co.in>

21 September 2023 at 18:10

To: haniprasanthgl@gmail.com, s.deepakece2020@gmail.com, sethsrini065@gmail.com, kumarmani862003@gmail.com

Cc: Karthick <karthick@datapatterns.co.in>, "sathesh.thiru" <sathesh.thiru@datapatterns.co.in>

Dear Candidate,

Greetings from Data Patterns !!!!!

This is with reference to your application and the subsequent interview you had with us recently.

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.

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 of documents you have to bring on **the date of joining** .

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 :

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

Note

As 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 @ 8.30 am.**


M.S - Ban
22/9/23

9/22/23, 7:04 AM

Gmail - Data Patterns (India) Limited - Offer Letter

Regards
Cauvya
HRD


Data Patterns (India) Ltd
H-9, 4th Main Road,
Sipcot IT Park,
Siruseri (Off OMR)
Chennai -603103

 **List of documents have to bring on at the time of joining.pdf**
75K

22 September 2023 at 09:18

Mani Kumar <kumarmani862003@gmail.com>
To: "arthyit@kamarajengg.edu.in" <arthyit@kamarajengg.edu.in>

[Quoted text hidden]

 **List of documents have to bring on at the time of joining.pdf**
75K

22 September 2023 at 06:05

Mani Kumar <kumarmani862003@gmail.com>
To: "cauvya.ashok" <cauvya.ashok@datapatterns.co.in>

Dear Mam,

I hope this message finds you well. I am writing to officially accept the offer for the position of Project Trainee at Data Patterns, with a joining date of 25th September, 2023. I would like to express my gratitude for this opportunity and am eager to contribute to the team.

Here is the requested information:

Your Name: MANIKUMAR

Guarantor's Name: THANGADURAI.K

Guarantor's Father's Name: KASI MANI.S

Guarantor's Permanent Address: 2-140 West street,kadayaLurutti, Tenkasi- 627859

I understand the requirement for a one-day quarantine and will adhere to all company policies, including not bringing my parents to the premises during joining.

Thank you once again for this opportunity, and I am committed to working diligently as a Project Trainee.

Best Regards,

Manikumar
B.Tech Information Technology
Kamaraj College of Engineering and Technology

[Quoted text hidden]

Mani Kumar <kumarmani862003@gmail.com>
To: muthulakshmicse@kamarajengg.edu.in

22 September 2023 at 11:54

Letter of Intent (LOI)

August 21, 2023

FERDIN RODRIGUEZ
Kamaraj College of Engineering and Technology, Virudhunagar

Dear FERDIN RODRIGUEZ,

We are pleased to inform you that you have successfully cleared the Campus preselection process and have been provisionally shortlisted for employment as **"Graduate Engineer Trainee"** subject to the conditions below.

As the next step, you will undergo **'Segue'** our industry readiness program covering a foundation course on Soft skills and technical skills and one of the Centers of Excellence training programs on Digital, Fullstack, Automation, AI , ML, Analytics, PEGA and Cloud.

You agree to join Hexaware after successful completion of the program as per specified company guidelines and not participate in any other selection process of another company.

Upon Joining Hexaware, in the training period you will be entitled to the remunerations indicated below as per the role:

1. **Graduate Engineer Trainee** - You will receive a Stipend of Rs.15000/-pm for a period of 6 months and on successful completion you will be paid a salary of Rs.4.00 Lac per annum.

You are required to sign a service agreement for a period of 2 years upon joining Hexaware. You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organization.



HEXAWARE TECHNOLOGIES LTD.

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



You will, at all times, will observe secrecy and confidentiality in respect of any technical, trade or business data or any other information that might come to your knowledge or possession and which, according to the company, are necessarily confidential and form valuable property of the company and not made available to the trade. Further, you will not disclose such data or information without written consent from the company to anyone other than the companys officials who are authorized to receive the same. Even after you have ceased to be in the training, the confidentiality obligations shall be perpetual and binding on you and you shall not disclose them to anyone.

As a token of your acceptance that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your acceptance to joining Hexaware. You shall sign the Non- Disclosure Agreement (NDA) upon direction and shall abide by the terms and conditions mentioned therein.

The validity of this Letter of Intent is effective immediately and shall remain valid until July 31st, 2024. Both parties acknowledge and agree that this LOI is subject to extension at the discretion of Hexaware, based on prevailing business conditions and mutual interest.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

Monica Mathur

Vice President, Recruitment-India & APAC



HEXAWARE TECHNOLOGIES LTD.

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

Ref: FY25/HR/02

Date: 05-Apr-2024

Mr. Dhanish D
S/O Mr.Dharmaraj
Aruvikkarai, Kanyakumari Dt

Dear **Mr. Dhanish D (PAN: JEHPD7143P)**,

We are pleased to offer you the position of **Junior Consultant** with our company, PESIL InfoSol Pvt Ltd, with a consolidated CTC of Rs.84,000/- (Rupees Ninety Six Thousand only) per annum & Date of joining of 01-Oct-2024.

Place of Joining & location of work before client deputation: Madurai.

We wish you best of luck for the wonderful deliveries to the clients of PESIL.

For PESIL InfoSol Pvt Ltd

Candidate Aadhaar authenticated Signature.

eSign
Signed by: CHIDAMBARAM
LAKSHMANAN
Organization Unit: Authorized Signatory
Organization Name: PESIL INFOSOL
PRIVATE LIMITED
Date: 05-Apr-2024 (12:49 PM)

PESIL InfoSol Private Limited

CIN: U72900TN2020PTC139975; PAN: AALCP6448D
Plot 37B, West Main Road, Anna Nagar, Madurai 625020. India.
www.pesilinfosol.com

Annexure 1: Salary Break up

	Per month (Rs.)	Per annum (Rs.)
Basic Pay	3,000	
House Rent Allowance	1,500	
Special Allowance	1,780	
PF (Employee Contribution) @ 12% of Basic	360	
PF (Employer Contribution) @ 12% of Basic	360	
Sub-Total	7,000	
Total		84,000

Training & Certification allowance: Rs.15,000/- per financial year would be reimbursed for certification expenses with or without training.

Annexure 2: Employment Terms & Conditions

- 1) **Tax Deduction:** Tax at source (TDS) deducted as per Income Tax rules & organization's rules in force. Tax deduction waiver would be provided on receipt of government approved payment receipts.
- 2) **Holiday Allowances:** Paid leave of 3 days per quarter for the first year, 8 holidays can be carried forward for the second year & further years.
- 3) **Payday:** Salary will be credited to your account on or before the 7th of every month for the previous month worked, based on approved timesheets.
- 4) **Location** of work is Bangalore; any travel outside Bangalore will be reimbursed based on originals.
- 5) **Client Deputation:** You shall be deputed as PESIL's representative to its global clients. Clients might change often. You shall be deputed to work with multiple clients parallelly with a reasonable effort.
- 6) **Policies:** During Client assignments, you are expected to follow the rules and regulations of the client. That includes policies relating to working hours, code of conduct, etc. Your Client-site reporting authority will be the decision maker on all these. You will not undertake any work/service, which will not be conducive or run contrary to this assignment.
- 7) **Confidentiality:** It is specifically understood and explicitly binding upon you that you shall not at any time disclose, divulge or communicate to any person or persons any information whatsoever or secrets of confidential nature relating to the activity trade or business of all or any of the products/services of the organization relating to your area of activity or otherwise the disclosure of which is likely to be prejudicial to the interest of the organization.
- 8) **Non Complete:** You shall not pursue any business or employment to the clients, directly or indirectly for 12 months after last date of delivery with that particular client.
- 9) **Intellectual Property:** Any product, material, document or any artifact developed partly or fully by you during your employment with PESIL, shall remain PESIL's Intellectual property only. All information pertaining to such products and materials shall remain secret & shall be safeguarded by you.
- 10) **Conflict of Interest:** During the course of employment, you shall not take up any other employment or contractual obligations. You shall devote your full time to service PESIL's customers.
- 11) **Termination of agreement:** PESIL reserves its right to terminate this agreement forthwith without notice or payment in lieu of notice in cases of poor performance, neglect of duty, misconduct, conduct not beneficial to the interests of PESIL or the Client, absences from work for more than 2 days without justifiable reasons, a breach of the terms and conditions of this agreement, a breach of the rules, regulations, business and operational procedures of the Client/ applicable law. If it is found at any time that any information furnished by you in your application or during interview regarding your personal particulars or any other matter relating to you is incorrect or not true you will be liable to immediate termination without applicability of notice period and such further action as the management deems fit.
- 12) **Exit:** The appointment is subject to termination by giving in writing **90 days notice** on either side. PESIL shall have the right to recover the amount in lieu of notice from any amount due to you in case you fail to give the required notice in writing. We will have an option of terminating your services with immediate effect paying you the salary in lieu of notice.
- 13) **Service Commitment:** This appointment is given to the employee on the assurance that he / she will serve the Organization for minimum period of two year after start of client deputation; wherein Employee has submitted his/her original certificates of all the following, namely, degree certificate(s), consolidated college marksheet(s), 10th & 12th standard, to the Employer. Employer shall provide a written statement acknowledging receipt of those original certificates. Employer shall maintain the original certificates safely & return them the Employee on completion of 2 years of continuous service.
- 14) **Arbitration:** This Agreement shall be construed in accordance with the laws of the state of Tamil Nadu, India. It may be noted that the Courts in Madurai, Tamil Nadu, shall have the Exclusive jurisdiction with regard to any matter, claim or dispute arising out of or in any way relating to this contract of employment.
- 15) **Appraisal:** Quarterly appraisal shall be performed & a salary increment shall be provided on completion of one year from the previous increment.

PESIL InfoSol Private Limited

CIN: U72900TN2020PTC139975; PAN: AALCP6448D
Plot 37B, West Main Road, Anna Nagar, Madurai 625020. India.
www.pesilinfosol.com



Date : 04th January 2024

Dear Ms. Swetha K

Sub: Offer Letter

Thank you for exploring career opportunities with Topfreshers. You have successfully completed our selection process and we are pleased to make you an offer of employment. You have been selected for the position of **Research Associate** at Topfreshers Private Limited - Chennai. And your appointment will be governed by the terms and conditions presented below. Your stipend during the internship period of 6 months will be Rs 10000 per month. After successful completion of the internship period, your compensation will be Rs 3,00,000 - Rs 4,50,000 Per annum (Including variable component).

1. Place of Posting

You will be based at our office in Chennai. However, your services are transferable and you may be seconded or deputed to any operation under the management of Topfreshers, their parents, subsidiaries, affiliates or clients whether in India or abroad.

2. Probation Period

You will be on probation for a period of 6 months before the date of joining. The probationary period shall be extended to a maximum of 3 additional months before the date of joining, if the company feels necessary. During the probationary period we will evaluate your work, including your interaction with colleagues and customers (if applicable) to determine whether you are suitable for the position. If the probationary period is completed successfully, the notification will state that you are suitable for permanent employment. If it has not been executed successfully, necessary steps will be taken to inform you of the results and begin the termination process.

3. Notice Period

You may terminate your employment by giving Three months' notice in writing to the company, or by payment of Three months' base salary in lieu thereof. Company may terminate your employment by giving you one-month notice.

4. Miscellaneous Provisions

Arbitration: In case of any dispute between the parties arising under the Terms and Conditions of Employment or in any manner connected to it shall be settled through Arbitration under Indian Arbitration and Conciliation Act, 1996 by the sole Arbitrator to be appointed by the Topfreshers. The seat, or legal place, of arbitration shall be Chennai. The Arbitration award shall be final and binding upon the Parties.

You are requested to sign a copy of this letter and give it back to the company in token of acceptance of policy & procedures. Please note that the obligations under this letter of appointment starts immediately on you are signing and accepting the company's policy & procedures.

We look forward to welcoming you to Topfreshers

Yours sincerely,

Meyyappan Natarajan
Managing Director

Received, Read, Understood and Accepted

Signature:

Name: SWETHA K
Date: 08/01/2024



Congratulations on your appointment as Business Development Associate (Trainee)

message

ALS Education <hr@salseducation.in> Mon, Apr 29, 2024 at
o: jsri28776 <jsri28776@gmail.com>
c: info <info@salseducation.com>, hemalathak <hemalathak@salseducation.com>, jagaadithyaj <jagaadithyaj@salseducation.com>
ivyab <divya.b@salseducation.com>, joshikat <joshika.t@salseducation.in>

Dear Mr/Ms. JANANI SRI,

I hope this message finds you in good health. On behalf of SALS Educational Academy, I am pleased to extend our warm congratulations on your appointment as a Business Development Associate (Trainee)

Commencement & Probationary Period:

Your employment is set to commence on **May 2, 2024**, marking the beginning of a designated probationary period. Throughout the phase, Rs. 10,000 will be your monthly remuneration.

Remuneration Details:

Upon the successful completion of the probationary period, your remuneration package will be round or above 3.5 LPA, accompanied by additional bonus opportunities.

We firmly believe that your skills and expertise will play a pivotal role in advancing our business development initiatives at SALS Educational Academy.

Contact Details of your reporting authority:

Email : hr@salseducation.com

For any queries or communication related to your role, please feel free to reach out the above mentioned mail id .. We are confident that under their guidance, you will thrive in your new position.

Please consider this email as the formal offer of employment. Kindly confirm your acceptance at your earliest convenience. Once accepted, we will provide you with additional details and documentation to ensure a seamless onboarding process.

Congratulations once again on your well-deserved appointment as a Business Development Associate (Trainee) at SALS Educational Academy. We eagerly anticipate your positive response and are excited about welcoming you to our dynamic team.

Warm regards,

HR MANAGER
SALS Educational Academy Pvt Ltd.
www.salseducation.com

(16)

RND Digital Labs Pvt Ltd

Mr. KARTHIKEYAN M

11/02/2024

Tamilnadu

Subject: Letter of Offer

Dear KARTHIKEYAN M,

It has been our pleasure interacting with you during the interview process and we thank you for the interest you have evinced in RND Digital Labs Pvt Limited.

We are pleased to offer you the position of **Intern, Development** with RND Digital Labs Pvt Limited. While we consider your interview comments, previous accomplishments, the best possible offer we could provide would be **Rs.350000**. A detailed employment letter shall be issued to you on the date of joining.

First six months you will be working as Intern in probation. Based on your performance, with a welcoming bonus of INR 50,000 we will onboard you as a permanent employee.

We have arrived at a decision of fitment after careful and fair scrutiny of your performance as against our internal parity and company standards.

This offer will be null and void if we do not receive a response from you within < 3 working days from the day the offer has been made.

Look forward to working with you.

For RND DIGITAL LABS PRIVATE LIMITED


DIRECTOR

17 August 2023

Mr. Veerasakthivel S
Kamaraj College of Engineering & Technology
Madurai

Dear Veerasakthivel,

We are pleased to offer you an internship opportunity at **Xmplar Management Solutions Pvt. Ltd.** We were happy with your qualifications, skills, and enthusiasm for playing a Java developer role, and believe that you will make a valuable contribution to our team. This internship will provide you with valuable hands-on experience and the opportunity to grow both personally and professionally.

Position: Jr. Java Developer
Duration: 1 Sep 2023 till the successful completion of the course / submission of PDC
Location: Madurai office
Working Hours: Weekly - 42.5 hours

Compensation & benefits: As an intern at Xmplar, you will receive a stipend of INR 12,500 per month.

As an intern at Xmplar, we expect you to:

- Demonstrate professionalism and adhere to the company's policies and guidelines.
- Actively participate in team meetings, projects, and training sessions.
- Seek guidance and ask questions to enhance your learning experience.
- Maintain confidentiality and handle sensitive information with utmost care.
- Display a positive attitude, strong work ethic, and a willingness to learn and grow.

Please note that this internship offer is contingent upon the successful completion of any background checks or screening processes required by the Company. On successful completion of the internship period and based on the evaluation, the Company may choose to offer you a permanent role at Xmplar for which the compensation (CTC) will be in the range of **INR 3.5 to 5 LPA**.

To accept this internship offer, please send an e-mail confirmation at the latest by 18 August 2023 or provide a signed copy of this offer letter. We would also like to get a no-objection certificate/e-mail from your college to work in our organization. Should you have any questions or require further information, please do not hesitate to contact the undersigned either by e-mail [vidyalakshmi@xmplar.in] or phone [+91 63629 73966].

We are excited to welcome you to the team and look forward to working with you. Congratulations on your selection for this internship opportunity!

for **Xmplar Management Solutions Private Limited**



Rajumohan Ramasamy
CEO & Director

Gmail - SURESOFT/HR=> Offer for Mr. Arunkarthick .JR to join in SureSoft for the post of Trainee Technical Assistant on 05Feb24-...

DISCLAIMER: Inform

VIRUS WARNING: Though SureSoft has taken reasonable security measures and precautions to ensure no Virus or scripts are present in this eMail, the recipient is also advised to check this e-mail and any attachments for the presence of viruses. The company accepts NO liability for any damage or infections caused by any virus or scripts transmitted by this e-mail.



Thu, Jan 25, 2024 at 11:00 AM

[Quoted text hidden]

Ans - 30/11/20

IN PRINCIPLE OFFER LETTER

20-Mar-2024

**Kali Vignesh G.,
Kamaraj College of Engineering and Technology.**

Dear Kali Vignesh,

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

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

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

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

Sincerely,
For Pranion Technology Ventures Pvt. Ltd.



Subham Jain D.
Lead Executive – People Operations

IN PRINCIPLE OFFER LETTER

20-Mar-2024

**Rasathi S.,
Kamaraj College of Engineering and Technology.**

Dear Rasathi,

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

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

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

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

Sincerely,
For Pranion Technology Ventures Pvt. Ltd.

A handwritten signature in black ink, appearing to read "Subham Jain D.", is placed above a horizontal line.

Subham Jain D.
Lead Executive – People Operations

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

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

Ms. Kowsalya T
Kamaraj College of Engineering & Technology
Madurai

17 August 2023

Dear Kowsalya,

We are pleased to offer you an internship opportunity at Xmplar Management Solutions Pvt. Ltd. We were happy with your qualifications, skills, and enthusiasm for playing a Java developer role, and believe that you will make a valuable contribution to our team. This internship will provide you with valuable hands-on experience and the opportunity to grow both personally and professionally.

Position: Jr. Java Developer

Duration: 1 Sep 2023 till the successful completion of the course / submission of PDC

Location: Madurai office

Working Hours: Weekly - 42.5 hours

Compensation & benefits: As an intern at Xmplar, you will receive a stipend of INR 12,500 per month.

As an intern at Xmplar, we expect you to:

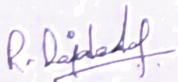
- Demonstrate professionalism and adhere to the company's policies and guidelines.
- Actively participate in team meetings, projects, and training sessions.
- Seek guidance and ask questions to enhance your learning experience.
- Maintain confidentiality and handle sensitive information with utmost care.
- Display a positive attitude, strong work ethic, and a willingness to learn and grow.

Please note that this internship offer is contingent upon the successful completion of any background checks or screening processes required by the Company. On successful completion of the internship period and based on the evaluation, the Company may choose to offer you a permanent role at Xmplar for which the compensation (CTC) will be in the range of INR 3.5 to 5 LPA.

To accept this internship offer, please send an e-mail confirmation at the latest by 18 August 2023 or provide a signed copy of this offer letter. We would also like to get a no-objection certificate/e-mail from your college to work in our organization. Should you have any questions or require further information, please do not hesitate to contact the undersigned either by e-mail [vidyalakshmi@xmplat.in] or phone [+91 63629 73966].

We are excited to welcome you to the team and look forward to working with you. Congratulations on your selection for this internship opportunity!

for Xmplar Management Solutions Private Limited



Rajumohan Ramasamy
CEO & Director

Xmplar Management Solutions (P) Ltd

760, Second Floor, 19th Main, Sector 2, HSR Layout, Bangalore - 560102.
+91 08049718979 | Info@xmplat.in | www.xmplat.in | GST: 29AAACX135Q2ZR

Date: 15 April 2024

Kowsalya T
Bengaluru

Dear Kowsalya,

I am writing to formally extend an offer of employment to you for the position of **Jr. Software Developer [Grade JMD]** in Xmplar Management Solutions Private Limited in Madurai. We were impressed with your qualifications, experience, and the skills you demonstrated during the internship, and we believe that you would be a valuable addition to our team.

The details of the offer are as under:

1	Position:	Jr. Software Developer
2	Start Date:	3 June 2024, subject to completion of the course
3	Employment Type:	Full-time
4	Compensation including incentive:	INR 5,00,000 (CTC), the break-up has been tabulated below
5	Additional Benefits:	INR 300,000 Health insurance cover
6	Work Schedule:	42.5 Hrs / Week (Monday to Friday)
7	Location:	Madurai


Breakup is tabulated below:

Monthly Emoluments	Salary & Benefits
Fixed Component	
Basic	14,828
HRA	5,931
CCA	8,500
Flexible allowance	7,811
Total gross per month	37,070
Total gross per annum	4,44,840
Retiral Benefits	
Provident fund	21,600
Gratuity	8,560
Total per annum	30,160
Performance linked incentive	25,000
Total Compensation	5,00,000

Please note that this offer is contingent upon the successful completion of background checks and any other pre-employment requirements that may be necessary for your position. If you choose to accept this offer, we request that you provide a signed copy of this offer letter, either electronically or by post, by **19 April 2024** at the latest. If you have any questions or need clarification about any aspect of this offer, please do not hesitate to contact us.

We look forward to having you join our team and contribute to the success of Xmplar. We are excited about the potential you bring to the organization and are confident that you will thrive in this role.

for Xmplar Management Solutions Private Limited


Rajumohan R
CEO

**TOP
FRESHERS**

Dear Ms. Sri Reshma V Date: 09th February 2024 Sub: Offer Letter

Thank you for exploring career opportunities with Topfreshers. You have successfully completed our selection process and we are pleased to make you an offer of employment. You have been selected for the position of **Research Associate** at Topfreshers Private Limited - Chennai. And your appointment will be governed by the terms and conditions presented below. Your stipend during the internship period of 6 months will be **Rs 10000 per month**. After successful completion of the internship period, your compensation will be **Rs 3,00,000 -Rs 4,50,000 Per annum based on the performance** (including variable component).

1. Place of Posting

You will be based at our office in Chennai. However, your services are transferable and you may be seconded or deputed to any operation under the management of Topfreshers, their parents, subsidiaries, affiliates or clients whether in India or abroad.

2. Probation Period

You will be on probation for a period of 6 months before the date of joining. The probationary period shall be extended to a maximum of 3 additional months before the date of joining, if the company feels necessary. During the probationary period we will evaluate your work, including your interaction with colleagues and customers (if applicable) to determine whether you are suitable for the position. If the probationary period is completed successfully, the notification will state that you are suitable for permanent employment. If it has not been executed successfully, necessary steps will be taken to inform you of the results and begin the termination process.

3. Notice Period

You may terminate your employment by giving Three months' notice in writing to the company, or by payment of Three months' base salary in lieu thereof. Company may terminate your employment by giving you one-month notice.

4. Miscellaneous Provisions

Arbitration: In case of any dispute between the parties arising under the Terms and Conditions of Employment or in any manner connected to it shall be settled through Arbitration under Indian Arbitration and Conciliation Act, 1996 by the sole Arbitrator to be appointed by the Topfreshers. The seat, or legal place, of arbitration shall be Chennai. The Arbitration award shall be final and binding upon the Parties.

You are requested to sign a copy of this letter and give it back to the company in token of acceptance of policy & procedures. Please note that the obligations under this letter of appointment starts immediately on you are signing and accepting the company's policy & procedures.

We look forward to welcoming you to Topfreshers

Yours sincerely, Received, Read, Understood and Accepted **Signature:**



Meyyappan Natarajan Name:
Managing Director Date:

solartis

solartis

solartis



Name JAYISHNU

026-103

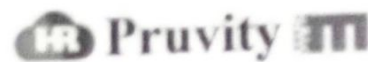
Issuing Authority

Solartis Technology Services Pvt. Ltd.,

Soma Thiru Towers
Plot No. 288, Anna Nagar
Madurai - 625020, Tamilnadu, India.
Ph: +91 452 684 5555

Pruvity HR Solutions Private Limited

Reg. On: 4253, Bagatsingh Street, Tattidar Nagar, Madurai-625020. CIN: U72900TN2019PTC128404



+91 7418729900 support@pruvityhr.com www.pruvityhr.com

25.01.2024

Internship offer

Dear JEYABALAJI P,

Following your recent interview, I am pleased to invite you to join our team at Pruvity HR solutions Pvt. Ltd for the internship training. You will be appointed as a Trainee Engineer. You will be paid a stipend of 10,000 INR. You are requested to report on **01-02-2024**. Your employment will be governed by the general terms and conditions of the company as outlined below.

Internship Period:

The internship program will consist of classroom training and POC developing. The duration of the internship will be a minimum of **6 months (180 days need to be completed)**. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the internship training. Appointment letter will be issued to you upon successful completion of internship and after completion of joining formalities.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information. Termination part of your internship program will be continue according to your performance basis

My hearty congratulations for keep evolving and helping our organization to scale better. I wish and guarantee a challenging, rewarding and enjoyable career.

Thanks,

Geethapriya B
HR- Specialist

I accept the above offer and agree to its terms and conditions.

JEYABALAJI P
NAME


SIGNATURE

PLACE & DATE



Dated 30th August 2023,

Sundareshwaran J,
S/O, Mr. Jeganathan E,
71-H, upstairs, Mariyammal Compound, Chokkalinga Nagar 9th Street, Madurai-625016.

Subject:- Internship Offer

Dear Sundareshwaran,

Subsequent to the Campus drive conducted at your college, on behalf of Lucid Imaging, I am pleased to extend to you this offer of Internship, At the end of Internship, you are eligible to be considered for permanent Employment. You will begin your Internship with the Company on **September 25, 2023**. Lucid works Monday to Friday and from 9.00 AM to 6 P.M. A monthly stipend amount of **Rs. 10,000** shall be paid at the end of every month deducting loss of pay due to absence. As an Intern, you will not receive any of the employee benefits that a permanent employee receives as per the Company's Policies. Your Internship is expected to end on or before **September 25, 2024**. Your Internship with the Company is "at-will", which means that either you or the Company may terminate your Internship at any time, with or without cause and with or without notice.

During your employment, you may have access to confidential business information belonging to the Company. By accepting this offer for Internship, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it, publishing it in your resume, publishing it in Job Portals, Social Media or for your own purposes or from disclosing it to anyone outside the Company. The Company spends a considerable amount of time and resources to train you in your field of interest, and therefore I expect that you will be committed to learning and to contribute to the company after your internship programme. I trust that your period of Internship will be truly rewarding and successful.

Kindly indicate your acceptance of this internship offer by signing below and returning it to us. If you have any questions or need further clarification, please do not hesitate to reach out to me.

Welcome To Lucid Imaging.

Sincerely,

For Lucid Imaging Pvt Ltd

A handwritten signature in black ink, appearing to read "Sumithra", over a rectangular stamp.

Sumithra
HR and Admin

J. Sundareshwaran

Lucid Imaging Private Limited

315/A, 2nd Floor, 9th Main, 5th Block Jayanagar, Bangalore -- 560 041, India

Tel: +91- 80- 22448252 / 53 Fax : +91-80-22448254

E-mail: info@lucidimaging.in Web: www.lucidimaging.in

Dated 30th August 2023,

Charles S,
S/O, Mr. Selvin S,
959, Thiruvalluvar colony, Palapatti Road, Thiruthangal - 626130

Subject:- Internship Offer

Dear Charles,

Subsequent to the Campus drive conducted at your college, on behalf of Lucid Imaging, I am pleased to extend to you this offer of Internship. At the end of Internship, you are eligible to be considered for permanent Employment. You will begin your Internship with the Company on **September 25, 2023**. Lucid works Monday to Friday and from 9.00 AM to 6 P.M. A monthly stipend amount of Rs. 10,000 shall be paid at the end of every month deducting loss of pay due to absence. As an Intern, you will not receive any of the employee benefits that a permanent employee receives as per the Company's Policies. Your Internship is expected to end on or before **September 25, 2024**. Your Internship with the Company is "at-will", which means that either you or the Company may terminate your Internship at any time, with or without cause and with or without notice.

During your employment, you may have access to confidential business information belonging to the Company. By accepting this offer for Internship, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it, publishing it in your resume, publishing it in Job Portals, Social Media or for your own purposes or from disclosing it to anyone outside the Company. The Company spends a considerable amount of time and resources to train you in your field of interest, and therefore I expect that you will be committed to learning and to contribute to the company after your internship programme. I trust that your period of Internship will be truly rewarding and successful.

Kindly indicate your acceptance of this internship offer by signing below and returning it to us. If you have any questions or need further clarification, please do not hesitate to reach out to me.

Welcome To Lucid Imaging.

Sincerely,

For Lucid Imaging Pvt Ltd



Sumithra
HR and Admin

S. Charles

Lucid Imaging Private Limited

315/A, 2nd Floor, 9th Main, 5th Block Jayanagar, Bangalore - 560 041, India

Tel: +91- 80- 22448252 / 53 Fax: +91-80-22448254

E-mail: info@lucidimaging.in Web: www.lucidimaging.in

INTERNSHIP OFFER LETTER

Ref No: 89-2024-EOL

Date: 25-October-2023

Sridevi.R

Dear Sridevi,

We are pleased to offer you an **Internship** with **Cloud SCS Technologies Private Limited ("Company")**, having registered office at Chennai, India, with a start date of **January-03-2024** and end date **June-03-2024**.

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

Duties

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

Compensation

Your monthly stipend will be **INR 15,000/-** subject to deductions in accordance with the Company's payroll processing procedures, policies, and applicable federal, state and local laws.

Internship to Full time employment Change

Based on the evaluation of performance, Company will decide to change your internship to a full-time employment after your internship period. This is subjective to evaluation of your performance and CSCS reserves all rights to make the final decision in this regard.

Documents Submission

On the date of joining, you will be required to furnish photocopies of the original documents and other listed information in **Annexure I**. 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.

Adjustments and Changes in Internship Status

The Company reserves the right to make personnel decisions regarding your Internship, 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 Internship, 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 Internship 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, with any other party. You must disclose to the Company all agreements relating to your prior Internship that may affect your eligibility to be employed by the Company or limit the way you may be employed. It is the Company's understanding that any such agreement 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 Internship with the Company, you will not engage in any other Internship, 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 internship, 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 Internship 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 Internship 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 Internship 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

Azbal Khan

Authorised Signatory

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

Sridevi.R,

R. Sridevi

Candidate Signature

Date: 29/04/24



Dated 30th August 2023,

Anbarasu M,
S/O, Mr. Muniyandi R,
Pasiyapuram, Velayutha Nagar, Keeladi(post), Sivagangai-630611.

Subject:- Internship Offer

Dear Anbarasu,

Subsequent to the Campus drive conducted at your college, on behalf of Lucid Imaging, I am pleased to extend to you this offer of Internship. At the end of Internship, you are eligible to be considered for permanent Employment. You will begin your Internship with the Company on **September 25, 2023**. Lucid works Monday to Friday and from 9.00 AM to 6 P.M. A monthly stipend amount of **Rs. 10,000** shall be paid at the end of every month deducting loss of pay due to absence. As an Intern, you will not receive any of the employee benefits that a permanent employee receives as per the Company's Policies. Your Internship is expected to end on or before **September 25, 2024**. Your Internship with the Company is "at-will", which means that either you or the Company may terminate your Internship at any time, with or without cause and with or without notice.

During your employment, you may have access to confidential business information belonging to the Company. By accepting this offer for Internship, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it, publishing it in your resume, publishing it in Job Portals, Social Media or for your own purposes or from disclosing it to anyone outside the Company. The Company spends a considerable amount of time and resources to train you in your field of interest, and therefore I expect that you will be committed to learning and to contribute to the company after your internship programme. I trust that your period of Internship will be truly rewarding and successful.

Kindly indicate your acceptance of this internship offer by signing below and returning it to us. If you have any questions or need further clarification, please do not hesitate to reach out to me.

Welcome To Lucid Imaging.

Sincerely,

For Lucid Imaging Pvt Ltd

A small, dark, rectangular stamp or signature mark.

Sumithra
HR and Admin

A handwritten signature in blue ink, appearing to read "M. Anbarasu".

Lucid Imaging Private Limited

315 A, 2nd Floor, 9th Main, 5th Block Jayanagar, Bangalore - 560 041, India

Tel: +91-80-22448252, 53 Fax: +91-80-22448254

E-mail: info@lucidimaging.in Web: www.lucidimaging.in

INTERNSHIP CONTRACT AGREEMENT

THIS AGREEMENT is made on January 02, 2024 BETWEEN:

FinSurge Pvt. Ltd. (the "Company"), 4A, Kalluveetil Teenu Centre, 82, Court Road, Nagercoil, Tamil Nadu, India - 629001, [9345100146] AND Shri Shivane P (the "Trainee"), D/O Parameshwaran, 96 B, A J Nagar, Pallapatti Road, Tiruthangal Post, Virudhunagar District, Tamil Nadu-626130, Email id: shrishivane17@gmail.com, Aadhar Number: 7620 1056 6043, Mobile: 8248009427, for Internship in Testing Team as Trainee.

NOW IT IS HEREBY AGREED as follows: In consideration by the Company, the parties agree as follows:

1. That under the terms of this Agreement, the Company agrees to provide the Trainee with an internship period for identified learning objectives and the Trainee agrees to provide all work and services (the "Services") reasonably required by the Company.
2. That the Trainee is expected to attend the training period for trainee position work experience, which will commence on January 08, 2024 and shall end on July 08, 2024 (the "Training Period"), with a review of the position at the end of the Six (6) month of the Training Period. The training period may extend based on your leaves availed during your internship. During this time the trainee will commit a minimum of 45 hours per week to work on his/her trainee obligations (the "Minimum Hours Requirement"). During the internship, the trainee will get Rs. 10000/-per month as a stipend.
3. That any tasks are undertaken by the Trainee while on an internship period will have the purpose of promoting the Trainee's competence, understanding, and familiarity of the Company's business as well as in the Trainee's agreed learning objectives.
4. That the Trainee will be under an obligation to the Company to make satisfactory progress on the training period program, such progress will be agreed between the Company and the Trainee.
5. The Trainee will be expected to reach a reasonable standard of competence and performance for each task for which he/she has been trained.
6. That the Trainee will have no contractual relationship with the Company and that the training contract is not an employment contract. However, the Trainee will be expected to behave as part of the Company in whatever position he/she is assigned and shall abide by all the terms and conditions applicable to the Company's staff and respect the Company's policies, values, and procedures.

Initials	Employee
P	Shri Shivane

PR: [Signature]



FinSurge Pvt Ltd

Reg Office: 1st & 2nd Floor, IIRS House, 20/3, Hesar Road, Bommanahalli, Bangalore, Karnataka, India - 560068
Branch Office: 4A, Kallivayal Term Centre, 82, Court Road, Nagercoil, Tamil Nadu, India - 629001
Reg No: U72900KA2004SPTC110087 Tel: +91 9345735596 Website: www.finsurge.tech

7. That the Trainee will be paid for his/her internship period. With an exception to possible individual tasks or projects agreed separately in writing.
8. That the Trainee must keep a record of all tasks through the daily task and time record.
9. That if the Trainee will be unable to attend the training, his trainer must be informed on the first day of absence.
10. That the Company will designate an individual (the "Trainer") to train, mentor, and monitor the Trainee. The Trainer shall be the primary point of contact for the Trainee. Any requests from the trainee should be communicated to the Trainer.
11. That the Trainee wishing to terminate the Internship period must serve 1 month notice to the Trainer
12. That the Company may terminate the Internship period during the training period itself if the Trainee is unsatisfactory and by the discretion of the Trainer to terminate the Trainee's training.
13. Grounds for immediate termination as determined solely by the Company of the Trainee yet include but are not limited to the following actions or events:
 - a. Unauthorized absences or lack of communication
 - b. Incapacity to attend training experience
 - c. Inappropriate language or conduct to the Company's customers or employees
 - d. Inappropriate behaviour to any employees of the company
 - e. Misuse of tools or information of the company
 - f. Actions that go against company policies
 - g. Failure to make progress in the skills and towards the goals set out between the Trainee and Trainer
 - h. Failure to commit the Minimum Hours Requirement or to provide the Services
 - i. Fraud or any criminal offense
 - j. Breach of company policy and this Agreement
14. That after the Trainee successfully ended his/her training period gets over and based upon his Performance the trainee will be converted as a Permanent Employee and during the employment, the trainee mutually agrees to work in Finsurge for 2 years after completion of Internship

Initials	Employee
T	Shree Shrivastava



FinSurge Pvt Ltd

Reg Office: 1st & 2nd Floor, IBIS Hotel, 26/1, Hosur Road, Bommanahalli, Bangalore, Karnataka, India- 560068
Branch Office: 4A, Kalluveetil Teenu Centre, 82, Court Road, Nagercoil, Tamil Nadu, India - 629001
Reg No: U72900KA2018PTC110187 Tel: +91 9345133856 Website: www.finsurge.tech

15. That the progress and performance of all Trainees will be reviewed during and after the training period and performance review shall be conducted with the following criteria

- a) Standard of work and behaviour during the period
- b) Reliability and performance
- c) Timekeeping & task records
- d) General conduct

Proprietary Information and Confidentiality

The Trainee shall work honestly, faithfully, diligently, and efficiently for the growth of the Company. The Employee shall maintain the utmost confidentiality in regards to the affairs of the Company, any information instruments, documents, etc., relating to the Company that the Employee may get exposed to or come to its knowledge during the employment.

At all times, during and after the employment, the Employee shall strictly observe confidentiality about all company matters which comes to the knowledge of the Company, Company's all information, trade secrets, confidential information, proprietary information, business dealings, methods, appointments, practices, transactions, designs, processes or affairs or other matters to any person, company or entity for any purpose whatsoever, shall not make use of such information, without prior written consent from the Company.

All intellectual properties of the Company including but not limited to patents, copyrights, trademarks, ownership, new inventions, methods, processes, application, knowledge, or other intellectual property rights in any works in any nature carried out by the Employee during its tenure of services in the Company shall vest with and remain with the Company without any deeds or agreement and shall deem assignment by the Employee. Any such Intellectual Property is owned by the Company and you must comply with any reasonable request from the Company to assist in the preparation and execution of all and any documents necessary for the protection and exploitation of any rights connected with such Intellectual Property in any country in the world.

The Employee undertakes to return all property, documents, papers, or other works in the possession or control of the Employee shall at all times belong to the Company and returned to the Company upon the return/ instructions from the Company at any time.

Inventions and Work Product

Trainee agrees to promptly and from time to time fully inform and disclose to the Company all inventions, work products, designs, improvements, discoveries, algorithms, code, executable code, compilation and execution, configuration instructions, and the like, which Trainee shall have created, developed or altered during her/his engagement with the Company, and which result from and are

Initials	Employee
P	Shri Shivan



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related directly to the Services rendered by Trainee to the Company, or which derive from any experimental work performed by the Company, whether conceived by Trainee alone or with others (the "Inventions").

All Inventions, and any and all rights, interests, and title therein, shall be the exclusive property of the Company and Trainee shall not be entitled, and hereby waives, now and/or in the future, any claim to any right, compensation, and/or reward in connection therewith. In the event that by operation of law, any Invention shall be deemed the property of or owned by (in whole or in part) the Trainee, Trainee hereby assigns and shall in the future take all the requisite steps (including by signing all appropriate documents) to assign to the Company and/or its designee any and all of her/his foregoing rights, titles, and interests in such Inventions, on a worldwide basis, and hereby further acknowledges and shall in the future acknowledge the Company's full and exclusive ownership in all such Inventions.

To the extent necessary, Trainee shall, during her/his engagement with the Company or at any time thereafter, execute all documents and take all steps necessary to effectuate the assignment to the Company and/or its designee and/or to assist the Company to obtain the exclusive and absolute rights, title and interests in and to all Inventions, whether by the registration of patent, trademark, trade secret, copyright, and/or any other applicable legal protection and to protect same against infringement by any third party. This provision shall apply with equal force and effect to all items that may be subject to copyright or trademark protection. The provisions of this Section shall survive termination of this Agreement and shall remain in full force and effect at all times thereafter.

Disputes and Governing Law

This Agreement shall be governed by and construed in accordance with the laws of India. The Parties hereby mutually agree to the exclusive jurisdiction of the courts of Chennai, Tamil Nadu for the adjudication of any dispute hereunder or in connection herewith.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date below.

Trainee

Name: Shri Shivane P

Date: January 04, 2024

Company



Name: Vinu Pratapsingh (Senior HR)

Date: January 02, 2024

Initials	Employee
P	Shri Shivane



200770021.

Ascox Techno Soft

+91 95851 12342

Rajaji Street, Gandhi Nagar, Kings Court Complex

Madurai -20

GST: 33BWWPP7264C2Z2

Letter of Offer

Dear THARANIDEVL.B,

With reference to the discussions we had with you, we on behalf of ASCOX TECHNO SOFT are pleased to offer you the position of "Software Trainee" and invite you to join Ascox Techno soft family.

Your cost to company (CTC) would be Rs.72, 000 (Seventy Two Thousand) Per annum. The allowances, benefits and other terms and conditions of your employment will be as per company policies as applicable from time to time. Your compensation will be reviewed in future as per company policy.

On joining the company you shall be on probation for six months. You will be abide by the rules and regulations of the company as may be in force from time to time.

We expect you to join on or before 02.01.2024 in line with discussion with you; otherwise this offer will stand withdrawn automatically.

The company looking for a long-term association with all these employees and expects the same from you.

Again, Congratulations and welcome to the Ascox Techno soft family.

Thank You,

For ASCOX TECHNO SOFT

Chief executive officer



Website: <https://www.ascox.in> Mail Id: ascoxinfo@gmail.com , info@ascox.in

Contact Num: 0452 4522141, +91 9585112342, +91 9566654434

Internship Offer Letter

16-Oct-2023

Ani Kingsetha P,
19-19/10, North car east street,
I. Kalikkulam, Tirunelveli - 627113

Dear Ani Kingsetha,

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. Ashagu Kumaran Mohan, at ashagukumaran.mohan@relevantz.com or on +91 9789514385 from our campus recruitment team.

