



SOURASHTRA COLLEGE (Autonomous), MADURAI – 4

(A Linguistic Minority Co-educational Institution)

(Affiliated to Madurai Kamaraj University & Re-Accredited with 'B+' Grade by NAAC)

Vilachery Main Road, Pasumalai (P.O), Madurai-625004.

Contact No.: 87542 09994

· sourashtracollege.com

87542 08885

✉ soucollege@gmail.com

NAAC CYCLE IV – SELF STUDY REPORT

Criterion VI	GOVERNANCE LEADERSHIP AND MANAGEMENT
Key Indicator 6.5	Internal Quality Assurance System
Q_iM 6.5.1	Internal Quality Assurance Cell (IQAC) has contributed significantly for institutionalizing the quality assurance strategies and processes visible in terms of Incremental improvements made for the preceding five years with regard to quality (in case of first cycle) Incremental improvements made for the preceding five years with regard to quality and post accreditation quality initiatives (Second and Subsequent cycles).
Year	2018 – 2023

PLACEMENT 2018-2023

2018-2019

Date : 1-04-2019

To

M.Muthumari -III Year B.SC (Maths (CA))

Sourashtra College

Madurai.

Dear Muthumari,

Greetings!

We are pleased to offer you the position of **Development Trainee** , in BSEtec at **Madurai**. You are expected to join us on **June 3rd 2019**.

For first three to six months you will receive Stipend of **Rs. 1,20,000/- (Rupees One Lakh Twenty Thousand) only**.

You are asked to submit the following on the day of joining:

1. Profile (duly filled in)
2. Certificates regarding educational qualification
3. Copy of Offer Letter
4. Photocopy of Permanent Account Number (PAN) card
5. Detailed Resume
6. Photos [4 Passport size]
7. P.F. Nomination - Form 2 (If Applicable)

M. Muthumari

Of the previous employment(s):

8. Relieving Order (If Applicable)
9. Last 3 month Salary Slip (If Applicable)
10. Form 16 (If Applicable)

You will be expected to sign a separate contract of employment, which will include a non-disclosure agreement after the approval of your permanent employment.

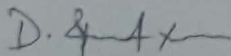
Note: This offer letter is valid only for a month, if there is any delay in joining within the stipulated date, it will be considered as void.

Please acknowledge copy of this letter, indicating the acceptance of the contents and send a reply mail to us.

We ensure that you have a fantastic chance to learn a lot, both in terms of technology and personality, in our BSEtec and we are confident you will be able to make significant contribution to the success of company and look forward to work with you.

We wish you a bright career with BSEtec!!

For Bricksteel Enterprises Infotech Pvt Ltd



D. Karthikeyan
Head – Administrator
+91 96777 17034
karthik@bsetec.com



Date : 1-04-2019

To

N.Yuvaraj -III Year B.SC (Maths (CA))

Sourashtra College

Madurai.

Dear Yuvaraj,

Greetings!

We are pleased to offer you the position of **Development Trainee** , in BSEtec at **Madurai**. You are expected to join us on **June 3rd 2019**.

For first three to six months you will receive Stipend of **Rs. 1,20,000/- (Rupees One Lakh Twenty Thousand) only**.

You are asked to submit the following on the day of joining:

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3. Copy of Offer Letter
4. Photocopy of Permanent Account Number (PAN) card
5. Detailed Resume
6. Photos [4 Passport size]
7. P.F. Nomination - Form 2 (If Applicable)

Letter Received
N.Yuvaraj



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9. Last 3 month Salary Slip (If Applicable)
10. Form 16 (If Applicable)

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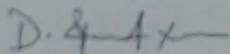
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We wish you a bright career with BSEtec!!

For Bricksteel Enterprises Infotech Pvt Ltd



D. Karthikeyan
Head - Administrator
+91 96777 17034
karthik@bsetec.com



USA MALAYSIA BANGALORE SALEM MADURAI PONDICHERRY

2019-2020

accenture

**Come work at the
heart of change**



To,

Name : Omkumar Ayyalu Santharam

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Omkumar Ayyalu Santharam,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** - Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

At all stages of the hiring process, you are expected to declare all facts honestly and act with utmost integrity while applying for any opportunity. In case of any misrepresentation of information/facts in your candidate registration process or at any stage of the hiring process, this Letter of Intent or any subsequent offer issued to you shall stand revoked.

- **Information on Accenture's Fundamental Skill Primers -Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.
 - After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment.
 - After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - Application Development Associate
- Annual fixed compensation for the fiscal will be INR 3,83,000; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the maximum annual target variable pay-out is estimated as INR 32,500. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of INR 25,000; payable upon successful completion of initial training as per company process.
- Maximum Annual Total earning potential - 4,40,500
- Additional Benefits: Gratuity as per law (if applicable) + Insurance premium (Notion Value): INR 9,500
- Maximum Annual Total earning potential + Total Additional Benefits – INR 4,50,000/-

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

Please note, the above is informative and not exhaustive, specific details will be in the Offer Letter

“This is an electronically generated document does not require signatures”

Job Offer Letter

AJANTA COOLL
Air Conditioning system supplier
201,vaigai colony,Anna nagar,
Madurai, 625020
Phone Number: 09841151969

Date: 26-02-2020

Dear MuthuSelvan V,

Congratulations! We are delighted to offer you the position of Sales Associate at Ajantha Cool. Your skills and passion for customer service make you an excellent fit for our team, and we are excited about the opportunity to have you join us.

As a Sales Associate, your responsibilities will include assisting customers with their inquiries, providing product information and recommendations, processing sales transactions, and ensuring customer satisfaction.

Your salary for this position will be RS11000 and update based on your performance. We believe in rewarding exceptional performance, and your compensation will be reflective of your contributions to the success of our services.


Sincerely,
Ajantha Cooll.

Job Offer Letter

AJANTA COOLL
Air Conditioning system supplier
201,vaigai colony,Anna nagar,
Madurai, 625020
Phone Number: 09841151969

Date: 26-02-2020

Dear Sabareeshwaran J,

Congratulations! We are delighted to offer you the position of Sales Associate at Ajantha Cool. Your skills and passion for customer service make you an excellent fit for our team, and we are excited about the opportunity to have you join us.

As a Sales Associate, your responsibilities will include assisting customers with their inquiries, providing product information and recommendations, processing sales transactions, and ensuring customer satisfaction.

Your salary for this position will be RS11000 and update based on your performance. We believe in rewarding exceptional performance, and your compensation will be reflective of your contributions to the success of our services.


Sincerely,
Ajantha Cooll.

Job Offer Letter

AJANTA COOLL

Air Conditioning system supplier

201,vaigai colony,Anna nagar,

Madurai, 625020

Phone Number: 09841151969

Date: 26-02-2020

Dear Vishnu Kumar T.S

Congratulations! We are delighted to offer you the position of Sales Associate at Ajantha Cool. Your skills and passion for customer service make you an excellent fit for our team, and we are excited about the opportunity to have you join us.

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Sincerely,
Ajantha Cooll.

Job Offer Letter

AJANTA COOLL
Air Conditioning system supplier
201,vaigai colony,Anna nagar,
Madurai, 625020
Phone Number: 09841151969

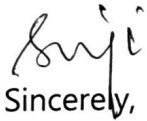
Date: 26-02-2020

Dear Hari Haran J k,

Congratulations! We are delighted to offer you the position of Sales Associate at Ajantha Cool. Your skills and passion for customer service make you an excellent fit for our team, and we are excited about the opportunity to have you join us.

As a Sales Associate, your responsibilities will include assisting customers with their inquiries, providing product information and recommendations, processing sales transactions, and ensuring customer satisfaction.

Your salary for this position will be RS11000 and update based on your performance. We believe in rewarding exceptional performance, and your compensation will be reflective of your contributions to the success of our services.



Sincerely,
Ajantha Cooll.

OFFER LETTER

Colors Advertising



No 2,5,Keelamathur Pallivasal 1st St,
Near kamarajar salai, Old Kuyavar Palayam Salai,
Madurai 625009
Phn No: 09244694702

Date: 26-02-2020

Dear VAISHNAVI K B,

We are delighted to offer a join *Colors Advertising* as a *Sales Associate*. We believe that your skills, and enthusiasm will make a valuable contribution to our team.

Your starting salary is 120000 per year paid on a direct deposit. We are excited about the prospect of having you join our team and look forward to your contributions. If you have any questions or need further clarification, please do not hesitate to contact us.

Sincerely,
Vinu S,
Colors Advertising

OFFER LETTER

Colors Advertising



No 2,5,Keelamathur Pallivasal 1st St,
Near kamarajar salai, Old Kuyavar Palayam Salai,
Madurai 625009
Phn No: 09244694702

Date: 26-02-2020

Dear JEYASHREE N S,

We are delighted to offer a join *Colors Advertising* as a *Sales Associate*. We believe that your skills, and enthusiasm will make a valuable contribution to our team.

Your starting salary is 120000 per year paid on a direct deposit. We are excited about the prospect of having you join our team and look forward to your contributions. If you have any questions or need further clarification, please do not hesitate to contact

us.

A handwritten signature in black ink, appearing to read "Vinu S", written over the word "us.".

Sincerely,
Vinu S,
Colors Advertising

OFFER LETTER



E.A.V Rengachary & Sons
Mahal Vadampokki St,
14, Juttu Eswaran Ln, Mahal Area,
Madurai 625001

DATE: 26/02/2020

Dear VISHNU PRIYA S R,

Congratulations! You have been selected for the role of QUALITY ANALYST at EAVR PVT LTD and your salary 11500 rupees per month.

After careful consideration of your qualifications, we believe that you are the ideal candidate to join our team and contribute to our commitment to delivering high-quality products and services.

We are excited to have you join us in this role. If you have further more queries contact us.


Warm Regards,

Anandh p
HR DEPT,
E.A.V Rengachary & Sons Pvt Ltd
Phone number : 04524396828

OFFER LETTER



E.A.V Rengachary & Sons
Mahal Vadampokki St,
14, Juttu Eswaran Ln, Mahal Area,
Madurai 625001

DATE: 26/02/2020

Dear RAMESH P.D,

Congratulations! You have been selected for the role of QUALITY ANALYST at EAVR PVT LTD and your salary 11500 rupees per month.

After careful consideration of your qualifications, we believe that you are the ideal candidate to join our team and contribute to our commitment to delivering high-quality products and services.

We are excited to have you join us in this role. If you have further more queries contact us.


Warm Regards,

Anandh p
HR DEPT,
E.A.V Rengachary & Sons Pvt Ltd
Phone number : 04524396828

OFFER LETTER



E.A.V Rengachary & Sons
Mahal Vadampokki St,
14, Juttu Eswaran Ln, Mahal Area,
Madurai 625001

DATE: 26/02/2020

Dear HARIHARAN J K,

Congratulations! You have been selected for the role of QUALITY ANALYST at EAVR PVT LTD and your salary 11500 rupees per month.

After careful consideration of your qualifications, we believe that you are the ideal candidate to join our team and contribute to our commitment to delivering high-quality products and services.

We are excited to have you join us in this role. If you have further more queries contact us.


Warm Regards,

Anandh p
HR DEPT,
E.A.V Rengachary & Sons Pvt Ltd
Phone number : 04524396828

OFFER LETTER



E.A.V Rengachary & Sons
Mahal Vadampokki St,
14, Juttu Eswaran Ln, Mahal Area,
Madurai 625001

DATE: 26/02/2020

Dear PRIYADHARSHINI T M,

Congratulations! You have been selected for the role of QUALITY ANALYST at EAVR PVT LTD and your salary 11500 rupees per month.

After careful consideration of your qualifications, we believe that you are the ideal candidate to join our team and contribute to our commitment to delivering high-quality products and services.

We are excited to have you join us in this role. If you have further more queries contact

us,


Warm Regards,

Anandh p

HR DEPT,

E.A.V Rengachary & Sons Pvt Ltd

Phone number : 04524396828

OFFER LETTER



E.A.V Rengachary & Sons
Mahal Vadampokki St,
14, Juttu Eswaran Ln, Mahal Area,
Madurai 625001

DATE: 26/02/2020

Dear KARTHICK P,

Congratulations! You have been selected for the role of QUALITY ANALYST at EAVR PVT LTD and your salary 11500 rupees per month.

After careful consideration of your qualifications, we believe that you are the ideal candidate to join our team and contribute to our commitment to delivering high-quality products and services.

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Warm Regards,

Anandh p
HR DEPT,
E.A.V Rengachary & Sons Pvt Ltd
Phone number : 04524396828

OFFER LETTER



E.A.V Rengachary & Sons
Mahal Vadampokki St,
14, Juttu Eswaran Ln, Mahal Area,
Madurai 625001

DATE: 26/02/2020

Dear SARANYA V K,

Congratulations! You have been selected for the role of QUALITY ANALYST at EAVR PVT LTD and your salary 11500 rupees per month.

After careful consideration of your qualifications, we believe that you are the ideal candidate to join our team and contribute to our commitment to delivering high-quality products and services.

We are excited to have you join us in this role. If you have further more queries contact us.


Warm Regards,

Anandh p
HR DEPT,
E.A.V Rengachary & Sons Pvt Ltd
Phone number : 04524396828



QUALITY KNIT WEARS PRIVATE LIMITED
Plot No:389, II Floor, East 8th Street,
K.K.Nagar, Madurai 625020

Date: 26-02-2020

Dear VIBUL,

We at QUALITY KNIT WEARS PRIVATE LIMITED are pleased to offer you the position of PRODUCTION ANALYST.

Congratulations! Your starting salary is 120000 per year paid on a direct deposit. We believe you'll make significant contributions to our company. Please review the details of the offer letter. We look forward to working with you. Please let me know if you have any questions or concerns.

Sincerely,

Quality Knit Wears Pvt Ltd



QUALITY KNIT WEARS PRIVATE LIMITED
Plot No:389, || Floor, East 8th Street,
K.K.Nagar, Madurai 625020

Date: 26-02-2020

Dear GIRIDHARAN K,

We at QUALITY KNIT WEARS PRIVATE LIMITED are pleased to offer you the position of PRODUCTION ANALYST.

Congratulations! Your starting salary is 120000 per year paid on a direct deposit. We believe you'll make significant contributions to our company. Please review the details of the offer letter. We look forward to working with you. Please let me know if you have any questions or concerns.

Sincerely,

Quality Knit Wears Pvt Ltd



QUALITY KNIT WEARS PRIVATE LIMITED
Plot No:389, || Floor, East 8th Street,
K.K.Nagar, Madurai 625020

Date: 26-02-2020

Dear VIGNESH N S,

We at QUALITY KNIT WEARS PRIVATE LIMITED are pleased to offer you the position of PRODUCTION ANALYST.

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Sincerely,

Quality Knit Wears Pvt Ltd



QUALITY KNIT WEARS PRIVATE LIMITED
Plot No:389, || Floor, East 8th Street,
K.K.Nagar, Madurai 625020

Date: 26-02-2020

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Sincerely,

Quality Knit Wears Pvt Ltd



QUALITY KNIT WEARS PRIVATE LIMITED
Plot No:389, II Floor, East 8th Street,
K.K.Nagar, Madurai 625020

Date: 26-02-2020

Dear SUMESH K,

We at QUALITY KNIT WEARS PRIVATE LIMITED are pleased to offer you the position of PRODUCTION ANALYST.

Congratulations! Your starting salary is 120000 per year paid on a direct deposit. We believe you'll make significant contributions to our company. Please review the details of the offer letter. We look forward to working with you. Please let me know if you have any questions or concerns.

Sincerely,

Quality Knit Wears Pvt Ltd



QUALITY KNIT WEARS PRIVATE LIMITED
Plot No:389, || Floor, East 8th Street,
K.K.Nagar, Madurai 625020

Date: 26-02-2020

Dear HARIRAJ N,

We at QUALITY KNIT WEARS PRIVATE LIMITED are pleased to offer you the position of PRODUCTION ANALYST.

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Sincerely,

Quality Knit Wears Pvt Ltd



QUALITY KNIT WEARS PRIVATE LIMITED
Plot No:389, || Floor, East 8th Street,
K.K.Nagar, Madurai 625020

Date: 26-02-2020

Dear NAGAKUMAR R,

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Sincerely,

Quality Knit Wears Pvt Ltd



QUALITY KNIT WEARS PRIVATE LIMITED
Plot No:389, II Floor, East 8th Street,
K.K.Nagar, Madurai 625020

Date: 26-02-2020

Dear MURALIDHARAN B,

We at QUALITY KNIT WEARS PRIVATE LIMITED are pleased to offer you the position of PRODUCTION ANALYST.

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Sincerely,

Quality Knit Wears Pvt Ltd



QUALITY KNIT WEARS PRIVATE LIMITED
Plot No:389, || Floor, East 8th Street,
K.K.Nagar, Madurai 625020

Date: 26-02-2020

Dear RAHULKUMAR M,

We at QUALITY KNIT WEARS PRIVATE LIMITED are pleased to offer you the position of PRODUCTION ANALYST.

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Sincerely,

Quality Knit Wears Pvt Ltd

Offer Letter



Date: 26-02-2020

SARATHI TEXTILES
NO 185/15, 3rd North Cross Street,
Anna Nagar,
Madurai - 625020

Dear **UMA DEVI K R,**

Congratulations! We are pleased to offer you the position of **Production Supervisor** at **SARATHI TEXTILES**. Your extensive experience and proven track record in textile manufacturing make you an excellent fit for our team, and we are excited about the prospect of you joining us.

Your role as Textile Production Supervisor will involve overseeing and coordinating the manufacturing processes to ensure efficiency, quality, and adherence to production schedules. You will be responsible for managing a team of production workers, monitoring production output, and implementing process improvements as needed.

Your monthly salary for this role will be RS12,500 inclusive of Provident Fund (PF). We are confident you will be able to make a significant contribution to the success of our SARATHI TEXTILES and look forward to working with you.

Ven Venkatesh
Sincerely,

VENKATESH K
Product Manager,
SARATHI TEXTILES.

Offer Letter



Date: 26-02-2020

SARATHI TEXTILES
NO 185/15, 3rd North Cross Street,
Anna Nagar,
Madurai - 625020

Dear **SANTHIYA M C**,

Congratulations! We are pleased to offer you the position of **Production Supervisor** at **SARATHI TEXTILES**. Your extensive experience and proven track record in textile manufacturing make you an excellent fit for our team, and we are excited about the prospect of you joining us.

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Ven Ven
Sincerely,
VENKATESH K
Product Manager,
SARATHI TEXTILES.

Offer Letter



Date: 26-02-2020

SARATHI TEXTILES
NO 185/15, 3rd North Cross Street,
Anna Nagar,
Madurai - 625020

Dear **POONKUDI D**,

Congratulations! We are pleased to offer you the position of **Production Supervisor** at **SARATHI TEXTILES**. Your extensive experience and proven track record in textile manufacturing make you an excellent fit for our team, and we are excited about the prospect of you joining us.

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Ven Venk
Sincerely,

VENKATESH K

Product Manager,
SARATHI TEXTILES.

Offer Letter



Date: 26-02-2020

SARATHI TEXTILES
NO 185/15, 3rd North Cross Street,
Anna Nagar,
Madurai - 625020

Dear **SATHISH KUMAR S A**,

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Sincerely,

VENKATESH K

Product Manager,
SARATHI TEXTILES.

Offer Letter



SARATHI TEXTILES
NO 185/15, 3rd North Cross Street,
Anna Nagar,
Madurai - 625020

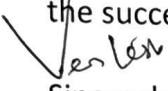
Date: 26-02-2020

Dear **ROOBINI R G**,

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Sincerely,
VENKATESH K
Product Manager,
SARATHI TEXTILES.

Offer Letter



Date: 26-02-2020

SARATHI TEXTILES
NO 185/15, 3rd North Cross Street,
Anna Nagar,
Madurai - 625020

Dear **THARANI S J,**

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Sincerely,

VENKATESH K
Product Manager,
SARATHI TEXTILES.

Offer Letter



Date: 26-02-2020

SARATHI TEXTILES
NO 185/15, 3rd North Cross Street,
Anna Nagar,
Madurai - 625020

Dear **PRIYADHARSHINI R,**

Congratulations! We are pleased to offer you the position of **Production Supervisor** at **SARATHI TEXTILES**. Your extensive experience and proven track record in textile manufacturing make you an excellent fit for our team, and we are excited about the prospect of you joining us.

Your role as Textile Production Supervisor will involve overseeing and coordinating the manufacturing processes to ensure efficiency, quality, and adherence to production schedules. You will be responsible for managing a team of production workers, monitoring production output, and implementing process improvements as needed.

Your monthly salary for this role will be RS12,500 inclusive of Provident Fund (PF). We are confident you will be able to make a significant contribution to the success of our SARATHI TEXTILES and look forward to working with you.

VenKatesh

Sincerely,

VENKATESH K

Product Manager,
SARATHI TEXTILES.

Offer Letter



Date: 26-02-2020

SARATHI TEXTILES
NO 185/15, 3rd North Cross Street,
Anna Nagar,
Madurai - 625020

Dear **LAKSHMI B V,**

Congratulations! We are pleased to offer you the position of **Production Supervisor** at **SARATHI TEXTILES**. Your extensive experience and proven track record in textile manufacturing make you an excellent fit for our team, and we are excited about the prospect of you joining us.

Your role as Textile Production Supervisor will involve overseeing and coordinating the manufacturing processes to ensure efficiency, quality, and adherence to production schedules. You will be responsible for managing a team of production workers, monitoring production output, and implementing process improvements as needed.

Your monthly salary for this role will be RS12,500 inclusive of Provident Fund (PF). We are confident you will be able to make a significant contribution to the success of our SARATHI TEXTILES and look forward to working with you.

Ven Text
Sincerely,
VENKATESH K
Product Manager,
SARATHI TEXTILES.

Offer Letter



Date: 26-02-2020

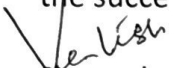
SARATHI TEXTILES
NO 185/15, 3rd North Cross Street,
Anna Nagar,
Madurai - 625020

Dear **SARMILA DEVI R S,**

Congratulations! We are pleased to offer you the position of **Production Supervisor** at **SARATHI TEXTILES**. Your extensive experience and proven track record in textile manufacturing make you an excellent fit for our team, and we are excited about the prospect of you joining us.

Your role as Textile Production Supervisor will involve overseeing and coordinating the manufacturing processes to ensure efficiency, quality, and adherence to production schedules. You will be responsible for managing a team of production workers, monitoring production output, and implementing process improvements as needed.

Your monthly salary for this role will be RS12,500 inclusive of Provident Fund (PF). We are confident you will be able to make a significant contribution to the success of our SARATHI TEXTILES and look forward to working with you.


Sincerely,
VENKATESH K
Product Manager,
SARATHI TEXTILES.

Offer Letter



Date: 26-02-2020

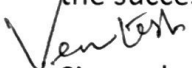
SARATHI TEXTILES
NO 185/15, 3rd North Cross Street,
Anna Nagar,
Madurai - 625020

Dear **ISHWARYA T.N,**

Congratulations! We are pleased to offer you the position of **Production Supervisor** at **SARATHI TEXTILES**. Your extensive experience and proven track record in textile manufacturing make you an excellent fit for our team, and we are excited about the prospect of you joining us.

Your role as Textile Production Supervisor will involve overseeing and coordinating the manufacturing processes to ensure efficiency, quality, and adherence to production schedules. You will be responsible for managing a team of production workers, monitoring production output, and implementing process improvements as needed.

Your monthly salary for this role will be RS12,500 inclusive of Provident Fund (PF). We are confident you will be able to make a significant contribution to the success of our SARATHI TEXTILES and look forward to working with you.


Sincerely,
VENKATESH K
Product Manager,
SARATHI TEXTILES.

OFFER LETTER

Date: 26/FEB/2020



BALSU'S Success Academy
26, N Veli St, Simmakal,
Madurai Main, Madurai, Poondhotam,
Tamil Nadu.

Dear MANIKANDAN N G,

We are pleased to offer you the post of Career Counselor.

Your employment with the Company will be subject to strict adherence to the policies and procedures of the Company. Your Salary for this position is 13000 per month.

You will be on probation for six months.

We welcome you to join the Company and would be happy if you accept this letter of employment with the Company. If you have any question, please feel free to ask.

With regards,
Balsu's Success Academy,
HR - Head

OFFER LETTER

Date: 26/FEB/2020



BALSU'S Success Academy
26, N Veli St, Simmakal,
Madurai Main, Madurai, Poondhotam,
Tamil Nadu.

Dear LOSHINI S J,

We are pleased to offer you the post of Career Counselor.

Your employment with the Company will be subject to strict adherence to the policies and procedures of the Company. Your Salary for this position is 13000 per month.

You will be on probation for six months.

We welcome you to join the Company and would be happy if you accept this letter of employment with the Company. If you have any question, please feel free to ask.



With regards,
Balsu's Success Academy,
HR - Head

OFFER LETTER

Date: 26/FEB/2020



BALSU'S Success Academy
26, N Veli St, Simmakal,
Madurai Main, Madurai, Poondhotam,
Tamil Nadu.

Dear SARANIYA E,

We are pleased to offer you the post of Career Counselor.

Your employment with the Company will be subject to strict adherence to the policies and procedures of the Company. Your Salary for this position is 13000 per month.

You will be on probation for six months.

We welcome you to join the Company and would be happy if you accept this letter of employment with the Company. If you have any question, please feel free to ask.



With regards,
Balsu's Success Academy,
HR - Head

EMPLOYMENT OFFER



SRI JEYAPRABHA JEWELLERS
W49C+6J2, VENGALAKADAI ST,
MADURAI 625001
09443226921

Date: 26-02-2020

Dear Subathra,

We are pleased to offer you the position of *supervising Manager* at *Jayaprabha Jewellers*. Your skills make you an excellent fit for our jewelry shop, and we are excited about the opportunity to have you join our team.

We believe that your skills and enthusiasm will contribute significantly to our jewelry shop's success, and we look forward to welcoming you to our team. Your salary for this job role is RS12500/- per month.

If you have any questions or require further clarification, please feel free to contact us.

Sincerely,

Akilan N

SRI JEYAPRABHA JEWELLERS

EMPLOYMENT OFFER



SRI JEYAPRABHA JEWELLERS
W49C+6J2, VENGALAKADAI ST,
MADURAI 625001
09443226921

Date: 26-02-2020

Dear Susmetha T S,

We are pleased to offer you the position of *supervising Manager* at *Jayaprabha Jewellers*. Your skills make you an excellent fit for our jewelry shop, and we are excited about the opportunity to have you join our team.

We believe that your skills and enthusiasm will contribute significantly to our jewelry shop's success, and we look forward to welcoming you to our team. Your salary for this job role is RS12500/- per month.

If you have any questions or require further clarification, please feel free to contact us.

Sincerely,

Akilan N

SRI JEYAPRABHA JEWELLERS

EMPLOYMENT OFFER



SRI JEYAPRABHA JEWELLERS
W49C+6J2, VENGALAKADAI ST,
MADURAI 625001
09443226921

Date: 26-02-2020

Dear Monika A,

We are pleased to offer you the position of *supervising Manager* at *Jayaprabha Jewellers*. Your skills make you an excellent fit for our jewelry shop, and we are excited about the opportunity to have you join our team.

We believe that your skills and enthusiasm will contribute significantly to our jewelry shop's success, and we look forward to welcoming you to our team. Your salary for this job role is RS12500/- per month.

If you have any questions or require further clarification, please feel free to contact us.

Sincerely,



Akilan N

SRI JEYAPRABHA JEWELLERS

EMPLOYMENT OFFER



SRI JEYAPRABHA JEWELLERS
W49C+6J2, VENGALAKADAI ST,
MADURAI 625001
09443226921

Date: 26-02-2020

Dear Vishali M,

We are pleased to offer you the position of *supervising Manager* at *Jayaprabha Jewellers*. Your skills make you an excellent fit for our jewelry shop, and we are excited about the opportunity to have you join our team.

We believe that your skills and enthusiasm will contribute significantly to our jewelry shop's success, and we look forward to welcoming you to our team. Your salary for this job role is RS12500/- per month.

If you have any questions or require further clarification, please feel free to contact us.

Sincerely,

Akilan N

SRI JEYAPRABHA JEWELLERS

JOB OFFER LETTER



JASS OVERSEAS EXPORTS PRIVATE LIMITED

Jas Nagar, Airport Mattuthavani Ring Rd,
MADURAI

Date: 26-02-2020

DEAR ARUN KUMAR,

CONGRATULATIONS! We are pleased to offer you the position of *QUALITY ANALYST* at JASS EXPORTS. We believe that your skills, and expertise will be instrumental in driving our company's export activities and expanding our market reach.

We are excited about the prospect of having you join our team and lead our export initiatives. Your salary for this job role is RS12000/- per month. If you have any questions or need further clarification, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to be "Vivek M", written over the word "Sincerely,".

VIVEK M
JASS EXPORTS,
MADURAI

JOB OFFER LETTER



JASS OVERSEAS EXPORTS PRIVATE LIMITED

Jas Nagar, Airport Mattuthavani Ring Rd,
MADURAI

Date: 26-02-2020

DEAR VIGNESH,

CONGRATULATIONS! We are pleased to offer you the position of *QUALITY ANALYST* at JASS EXPORTS. We believe that your skills, and expertise will be instrumental in driving our company's export activities and expanding our market reach.

We are excited about the prospect of having you join our team and lead our export initiatives. Your salary for this job role is RS12000/- per month. If you have any questions or need further clarification, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to be "Vivek M", written over the printed name.

VIVEK M
JASS EXPORTS,
MADURAI

JOB OFFER LETTER



JASS OVERSEAS EXPORTS PRIVATE LIMITED

Jas Nagar, Airport Mattuthavani Ring Rd,
MADURAI

Date: 26-02-2020

DEAR VIGNESH PANDIAN,

CONGRATULATIONS! We are pleased to offer you the position of *QUALITY ANALYST* at JASS EXPORTS. We believe that your skills, and expertise will be instrumental in driving our company's export activities and expanding our market reach.

We are excited about the prospect of having you join our team and lead our export initiatives. Your salary for this job role is RS12000/- per month. If you have any questions or need further clarification, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to be "VIVEK M", written over the word "Sincerely,".

VIVEK M
JASS EXPORTS,
MADURAI

2021-2022

Dubai, 10 October 2021

VT/OL/SE-26

Mr. Sakthi Kanna,
Passport Number: U8826583
Dubai, UAE.
Mobile No.: +971 581074660

Sub: Appointment Letter – Position: Sales Executive

Dear Mr. Sakthi Kanna,

We are pleased to appoint you as Sales Executive within our organization with effect from 10th October 2021 or from the date of assuming your responsibilities with us.

Your engagement shall be based in accordance with the following terms and conditions:

1) Place of Work:

The principal place of work for the employee shall be in Dubai, UAE; but he/she may have to render services on a temporary basis outside the principal territory as may be requested by the Employer.

2) Working Hours:

Your normal working hours shall be in accordance with the UAE labor law. However, the employer reserves the right to amend the working hours at their discretion depending on the work requirement of the company. Our normal working hours are:

Saturday -Thursday 09:00 hrs. To 18:00 hrs. (with 1 hr. lunch break)

3) Monthly Salary & Allowances:

Basic Salary	AED: 1,000.00
Housing Allowance	AED: 500.00
Transport Allowance	AED: 500.00
Total Amount Payable	AED: 2,000.00

4) Annual Leave:

You will be entitled to 30 (Thirty) days of paid leave annually.

5) Air/Ticket/Passage:

One (1) economy excursion air ticket (Amount AED 800) between Dubai and the international airport closest to your home county will be provided to you when proceeding on leave (Every Two years) and upon the termination of employment unless resigned before completion of two full years of service.

6) Probation Period:

You will be placed on a minimum period of 3 (Three) months and a maximum of 6 (Six) months from the date of commencement of your employment during which the employer reserves the right to terminate your employment without assigning any reason(s).

7) Termination Notice:

In normal cases, this contract can be terminated giving a 30(Thirty) days advance notice by either party. However, the employer reserves the right to terminate the employee even without notice in case the employee violates the terms and conditions of the prevailing law.

8) End of Service Indemnity/Gratuity:

The end of service indemnity will be computed in accordance with the prevailing UAE Labor Law.

9) Confidentiality:

The employee should maintain full confidentiality of the information with respect to all aspects of the company and undertake not to disclose, destroy, amend, or modify data, whether in part or in full, about materials used during your employment with the company. An act breach of this undertaking would constitute a criminal offense, to which the employee would personally hold responsible for legal actions.

10) Other:

After the termination of this contract; the employee forfeits the right to take up any similar assignment(s) in the same field of business/operations within the county at least for the period of one (1) year.

11) Employee contract:

If Employee breach the contract period while on-boarding in service (or) resigns before his visa completion period. He must have to pay for the Visa Charges, Medical and other expenses which are incurred on your employment. to the Management before receiving his Experience Letter from the same company.

12) Sales Target:

Monthly sales target will be AED 65,000. For the first three months it will be calculated cumulative total. From thereafter, it will be monthly basis. 10% commission will be paid from profit after achieving 80% of sales target and once the payment is cleared from the customer. If monthly target is not achieved, this will be led to termination of employment with mutual consent.

13) Increment & Salary:

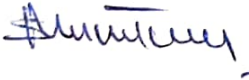
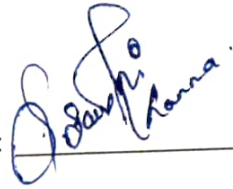
After Three Months the Salary will be AED: 3,000/- per month and target will AED 80,000. It will be paid upon achieving the monthly sales target only. Failing so will not be eligible to get monthly salary.

All other terms that are not reflected in this letter shall be governed as per the UAE Labor Law.

We look forward to you joining our organization, we believe you will find work here to be rewarding personally and professionally.

By accepting the terms and conditions on this letter please affix your signature below and return a copy of the offer as an acknowledgement to Management.

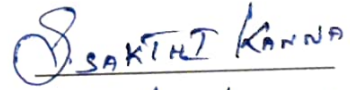
Offer Acceptance Signature: _____



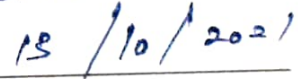
Mr. Muthukumar
Manager Director
Velkot Technologies LLC.



Name: _____



Date: _____



Date: 31 January 2022

Yogesh R S,
14/17 Meenakshi puram 2nd street,
Kamarajar Salai
Madurai
Tamil Nadu, 625009

Appointment Letter

Dear Yogesh R S,

Welcome to Neeeyamo Enterprise Solutions Ltd.

With reference to your application and subsequent interview with us for a career in our organization, we are pleased to inform you that you have been selected for employment in our organization as **Service Delivery Executive**. We pride ourselves on our demanding hiring process, which helps us identify exceptional people like you, who make Neeeyamo successful. Your annual compensation is **Rs.160000**. Your compensation package is detailed in the Annexure.

The scheduled date of your joining the company is on **31 January 2022** at 10:30 AM at the following location:

Elcot IT Building, ELCOT IT/Tes SEZ, Opp to Madurai Kamaraj University, Vadapalanji Village, Madurai, Tamil Nadu- 625021.

Please refer to the Annexure for details on

1. Benefits & Terms of Employment
2. Compensation breakup
3. Confidentiality agreement
4. Medical self-declaration form

Kindly sign and return a copy of this letter. Please initial each page in acceptance of the terms and conditions set out herein.

We count on you to take Neeeyamo to greater heights. Wish you the very best!

Warm Regards
For Neeeyamo Enterprise Solutions Pvt. Ltd.



Rupinder Kaur
Director - Human Capital Management

Accepted:.....

By: Yogesh R S



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 009
Phone : 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

ADED



BALAJI T.J.

Dept.: M.A. ENGLISH

Reg.No. : 21PEH011

D.O.B : 06-10-2000

B.G. : B+ve



Address :

P.No.1058, TNHB Colony,

**Mela Anuppanadi,
Madurai - 625 009.**

**9894671074,
7305877871**

Principal (rc)

ANTI RAGGING TOLL FREE NO:18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 005
Phone : 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

ADDED



DINESH J.B.

Dept.: M.A. ENGLISH

Reg.No. : 21PEH012

D.O.B : 02-01-2000

B.G. : A+ve



Address :

1/832, Meenakshi Colony,

Kaitharinagar,

Madurai - 625 005.

9361134743,

8925653186

Principal (IC)

ANTI RAGGING TOLL FREE NO: 18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 006
Phone : 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

SELF FINANCE



RISI KUMAR K.S.

Dept.: M.B.A.

Reg.No. : 21MBA029

D.O.B : 23-02-2000

B.G. : O+ve



Address :

**17A, L.K.Thulasiram Street,
MMW Colony, Thirunagar,
Madurai - 625 006.**

9790512639

Principal (rc)

ANTI RAGGING TOLL FREE NO: 18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 009
Phone: 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

SELF FINANCE



VIGNESH R.V.

Dept.: M.B.A.

Reg.No. : 21MBA034

D.O.B : 26-08-2001

B.G. : O+ve



Address :

31A/124, Nehru Cross Street,
Indira Nagar,
Madurai - 625 009.

9344798754,
9597321616

Principal (rc)

ANTI RAGGING TOLL FREE NO:18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 004
Phone: 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

SELF FINANCE



VIGNESHVARAN K.R.

Dept.: M.B.A.

Reg.No. : 21MBA036

D.O.B : 17-09-1999

B.G. : B+ve



Address :

1/87A, Meenakshi Nagar
1st Sourashtra Colony,
Sakkimangalam,
Madurai - 625 201.
9787819099

Principal (rc)

ANTI RAGGING TOLL FREE NO: 18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 004
Phone: 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

SELF FINANCE



VISHWAK SAKTHI P.V.

Dept.: M.B.A.

Reg.No. : 21MBA038

D.O.B : 16-02-1999

B.G. : O+ve



Address :

**39/13, Chairman Thulasiram street,
Thavittusanthai,
Madurai - 625 001.**

9943183481

Principal (rc)

ANTI RAGGING TOLL FREE NO:18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 009
Phone: 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

SELF FINANCE



KARTHIKEYAN M.L.

Dept.: M.B.A.

Reg.No. : 21MBA021

D.O.B : 29-05-2001

B.G. : A+ve



Address :

**66, Bagathsingh Street, CMR Road,
Chinnakanmai,
Madurai - 625 009.
6382885075**

Principal (IC)

ANTI RAGGING TOLL FREE NO: 18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 004
Phone: 0452- 2371112, 2379872

STUDENT ID CARD

2021 - 2023

SELF FINANCE



JAYAKUMAR K.

Dept.: M.B.A.

Reg.No. : 21MBA019

D.O.B : 14-07-2001

B.G. : O-Ve



Address :

**9, Sakthi Bavanam,
J R Road,
Madurai - 625 011.
9791715652**

Principal (IC)

ANTI RAGGING TOLL FREE NO: 18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Villachary Road, Pasumalai Post,
Madurai - 625 004
Phone: 0452- 2371112, 2379872

STUDENT ID CARD

2021 - 2023

SELF FINANCE



KARTHICK M.

Dept.: M.B.A.

Reg.No. : 21MBA020

D.O.B : 16-04-2001

B.G. : A-ve



Address :

**1802, TNHB Colony,
Villapuram,
Madurai - 625 012.
9514434513**

Principal (i/c)

ANTI RAGGING TOLL FREE NO: 18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,

Madurai - 625 003

Phone : 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

SELF FINANCE



ARUN CHAKKARAYARTHY R.

Dept.: M.B.A.

Reg.No. : 21MBA010

D.O.B : 07-01-2000

B.G. : +ve



Address :

**58, Kovalan Nagar 1st Street,
Kovalan Nagar,
Madurai - 625 003.**

**7667162422,
9952229107**

Principal (rc)

ANTI RAGGING TOLL FREE NO: 18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilachary Road, Pasumalai Post,
Madurai - 625 009
Phone: 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

SELF FINANCE



BALAJI M.K.

Dept.: M.B.A.

Reg.No. : 21MBA012

D.O.B : 22-02-2000

B.G. : AB+ve



Address :

**14/A, AVT Pandal 1st Street,
Kamarajsalai,
Madurai - 625 009.**

**9245239926,
7092676671**

Principal (i/c)

ANTI RAGGING TOLL FREE NO:18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 004
Phone : 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

SELF FINANCE



RAJARAM S.

Dept.: M.B.A.

Reg.No. : 21MBA027

D.O.B : 03-04-2001

B.G. : O+ve



Address :

29B, Meenakshi Coffee Bar,
Tamilangam Road,
Madurai - 625 001.
9566631719

Principal (IC)

ANTI RAGGING TOLL FREE NO: 18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 004
Phone: 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

SELF FINANCE



ASHOK KUMAR P.

Dept.: M.B.A.

Reg.No. : 21MBA011

D.O.B : 02-12-1998

B.G. : B+ve



Address :

**191, Second Street,
Gopalapuram,
Madurai - 625 004.
9500824684**

Principal (rc)

ANTI RAGGING TOLL FREE NO: 18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 004
Phone: 0452- 2371112, 2379872

STUDENT ID CARD

2021 - 2023

SELF FINANCE



BALAJI R.

Dept.: M.B.A.

Reg.No. : 21MBA013

D.O.B : 20-09-2001

B.G. : O+Ve



Address :

304, Sappani Kovil Street,
Southgate,
Madurai - 625 001.
8300718479

Principal (IC)

ANTI RAGGING TOLL FREE NO: 18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 005
Phone : 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

ADED



MEENA G.P.

Dept.: M.Com

Reg.No. : 21PCE011

D.O.B : 08-03-2001

B.G. : A1+ve



Address :

1/1023D, Meenakshi Colony,
Kaitharinagar, Nilaiyur,
Madurai - 625 005.

8124154891,
9843361177

Principal (rc)

ANTI RAGGING TOLL FREE NO: 18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 003
Phone : 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

ADED



MONIKASRI R.

Dept.: M.Com

Reg.No. : 21PCE012

D.O.B : 26-09-2000

B.G. : A+ve



Address :

3, Old Murugan Talkies Street,
Palanganatham,
Madurai - 625 003.

9629118010,
8903618010

Principal (rc)

ANTI RAGGING TOLL FREE NO: 18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,

Madurai - 625 005

Phone: 0452- 2371112, 2379872

STUDENT ID CARD

2021 - 2023

ADED



NANTHINI A.

Dept.: M.Com

Reg.No. : 21PCE013

D.O.B : 15-03-2001

B.G. : AB+ve



Address :

**30, 2/364, Angayarkanni Colony,
Kaitharinagar, Nilaiyur,
Madurai - 625 005.**

**9500626712,
8608700673**

Principal (rc)



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 004
Phone : 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

ADED



RASHIKA K.G.

Dept.: M.Com

Reg.No. : 21PCE016

D.O.B : 26-07-2001

B.G. : B+ve



Address :

37/38, Navabathkani Street,
Mahal 3rd Street,
Madurai - 625 001.

7845004402,
9626422180

Principal (IC)

ANTI RAGGING TOLL FREE NO: 18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 006
Phone : 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

ADED



SANTHOSHIMA M.K.

Dept.: M.Com

Reg.No. : 21PCE017

D.O.B : 23-09-2000

B.G. : B+ve



Address :

20, L.K.Thulasiram Street,
MMW Colony, Thirunagar,
Madurai - 625 006.

8608485927,
9843267640

Principal (rc)

ANTI RAGGING TOLL FREE NO:18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 005
Phone: 0452- 2371112, 2379872

STUDENT ID CARD

2021 - 2023

ADED



SONA SHREE P.

Dept.: M.Com.

Reg.No.: 21PCE020

D.O.B : 17-05-2001

B.G. : O+ve



Address :

236,Harveypatti,
Thirupparankundram,
Madurai - 625 005.

9159765095,
8056307154

Principal (IC)

ANTI RAGGING TOLL FREE NO:18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 005
Phone: 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

ADED



VANI L.N.G.

Dept.: M.Com.

Reg.No.: 21PCE021

D.O.B : 19-09-2000

B.G. : O+ve



Address :

1/756B, Vivekananthapuram,
Kaitharinagar, Nilaiyur,
Madurai - 625 005.

8015857754,
8608657754

Principal (rc)

ANTI RAGGING TOLL FREE NO:18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 004
Phone: 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

ADED



ANANDHA KRISHNAN P.R.

Dept.: M.Com

Reg.No. : 21PCE023

D.O.B : 20-08-2000

B.G. : A+ve



Address :

178, Valluvar Colony 4th Street,
Old Natham Road,
Madurai - 625 017.

9244151241,
9043795919

Principal (IC)

ANTI RAGGING TOLL FREE NO: 18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 026
Phone: 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

ADED



ARUN KUMAR J.A.

Dept.: M.Com.

Reg.No.: 21PCE025

D.O.B: 11-04-2001

B.G.: O+ve



Address:

4/250, Sourashtrapuram 13th Street,
Vandiyur,
Madurai - 625 026.

6383165301,
9043853046

Principal (rc)

ANTI RAGGING TOLL FREE NO:18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 004
Phone: 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

ADDED



BALAJI T.J.R.

Dept.: M.Com.

Reg.No. : 21PCE026

D.O.B : 06-12-2000

B.G. : A+ve



Address :

**10, Kathirvel Nagar 2nd Street,
Villapuram,
Madurai - 625 012.
7548834698**

Principal (IC)

ANTI RAGGING TOLL FREE NO: 18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 004
Phone: 0452- 2371112, 2379872

STUDENT ID CARD

2021 - 2023

ADED



BALAMURUGAN V.

Dept.: M.Com

Reg.No. : 21PCE027

D.O.B : 17-06-1997

B.G. : +ve



Address :

**10, Thirusulikaliyamma Kovil Street,
Thandekaran pat,
Madurai - 625 003.**

**8978964857,
8526802278**

Principal (IC)

ANTI RAGGING TOLL FREE NO: 18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilachary Road, Pasumalai Post,
Madurai - 625 004
Phone: 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

ADED



CHANDRAN K.S.

Dept.: M.Com

Reg.No. : 21PCE028

D.O.B : 15-03-2001

B.G. : B+ve



Address :

**8A, Prasanna Colony 9th Street,
Avaniyapuram,
Madurai - 625 012.**

**7010788713,
9524693770**

Principal (rc)

ANTI RAGGING TOLL FREE NO: 18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 004
Phone: 0452- 2371112, 2379872

STUDENT ID CARD

2021 - 2023

ADED



DINESH KUMAR K.J.

Dept.: M.Com

Reg.No. : 21PCE030

D.O.B : 10-10-2000

B.G. : B+ve



Address :

Panchavaram illam,
Sakthi Vinayagar Koil Street,
Madurai - 625 012.

9697610435,
9698002482

Principal (rc)

ANTI RAGGING TOLL FREE NO:18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 006
Phone: 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

ADED



DINESHBABU B.B.

Dept.: M.Com

Reg.No.: 21PCE031

D.O.B: 30-04-2000

B.G.: B+ve



Address:

57, Srinivasa Nagar 3rd Street,
Thirunagar,
Madurai - 625 006.

8925623826,
7305724016

Principal (rc)

ANTI RAGGING TOLL FREE NO: 18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilachary Road, Pasumalai Post,
Madurai - 625 009
Phone: 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

ADED



GOKUL SRI S.K.

Dept.: M.Com

Reg.No. : 21PCE032

D.O.B : 11-10-2000

B.G. : B+ve



Address :

**22, Kanpalayam Cross Street,
Kamarajsalai,
Madurai - 625 009**

**9994010205,
9385895390**

Principal (IC)

ANTI RAGGING TOLL FREE NO: 18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 026
Phone: 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

ADED



PRAGADEESHWARAN M.S.

Dept.: M.Com

Reg.No. : 21PCE033

D.O.B : 07-09-2001

B.G. : B+ve



Address :

5/1741, Sourashtrapuram 12th Street,
Kurunji Nagar 9th Street,
Madurai - 625 026.

6379798685,
9865857623

Principal (IC)

ANTI RAGGING TOLL FREE NO: 18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 004
Phone : 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

ADED



PRASANTH K.A.

Dept.: M.Com

Reg.No. : 21PCE034

D.O.B : 18-02-2001

B.G. : O+ve



Address :

3, Prasanna New Colony,
Avaniyapuram,
Madurai - 625 012.

8807793070,
6385564923

Principal (IC)

ANTI RAGGING TOLL FREE NO: 18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 004
Phone : 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

ADED



SIVANESH K.M.

Dept.: M.Com

Reg.No. : 21PCE037

D.O.B : 24-01-2001

B.G. : O+ve



Address :

57, Pamban Road,
New Mahalipatti Road,
Madurai - 625 001.

9788291701,
8807165274

Principal (IC)

ANTI RAGGING TOLL FREE NO: 18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 026
Phone: 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

ADED



VIGNESH P.J.

Dept.: M.Com

Reg.No. : 21PCE038

D.O.B : 02-02-2000

B.G. : B+ve



Address :

2016, Kurunji Nagar 6th Street,
Sourashtrapuram, Vandiyur,
Madurai - 625 026.

9245752849,
8778738672

Principal (rc)

ANTI RAGGING TOLL FREE NO: 18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 004
Phone: 0452- 2371112, 2379872

STUDENT ID CARD

2021 - 2023

ADDED



VIGNESH P.B.

Dept.: M.Com

Reg.No. : 21PCE039

D.O.B : 16-10-2000

B.G. : O+ve



Address :

147,4th Street,
Valluvar Colony,
Madurai - 625 017.
6383923301,
8870482829

Principal (IC)

ANTI RAGGING TOLL FREE NO:18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilanchery Road, Pasumalai Post,
Madurai - 625 004
Phone: 0452 - 2371112, 2379872

STUDENT ID CARD

2021 - 2023

ADED



VISHNUKUMAR G.

Dept.: M.Com

Reg.No. : 21PCE040

D.O.B : 04-10-2001

B.G. : O+ve



Address :

29A/6, Ramasamy Naikkar Compound,
Keerathurai, Melathoppu,
Madurai - 625 001.

9362884117,
9003751460

Principal (rc)

ANTI RAGGING TOLL FREE NO: 18001805522



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilachery Road Pasumalai Post, Madurai - 625 004
Phone No.: 0452 -2371112, 2370872

STUDENT ID CARD 2022 - 2024

Self-Finance



Dept.: M.B.A.

Reg.No. : 22MBA019

D.O.B : 21-05-2002

B.G. : B+ve

BARATH KUMAR G.S.



Address :

3/243A, Sourashtrapuram 10th Street,
Vandiyur,
Madurai - 625 020
98659 26957,
87784 57925

(Handwritten Signature)
Principal (I/c)

ANTI RAGGING TOLL FREE NO:18001805522

SUPER

09

THE MADURA COLLEGE



S.A. VAISHNAVI

M.SC Chemistry

2022 - 2024



2022PGC019

THE MADURA COLLEGE

(AUTONOMOUS)



MADURAI - 625011

Ph. No 0452 - 2673354

[Signature]
PRINCIPAL



தமிழ்நாடு அரசு
கல்லூரி கல்வித்துறை



2022- 2024

Reg No: 22PGCH19

M.Sc Chemistry

D.O.B : 20.03.2022

B.G : O+



VISHNUKUMAR .S.J.

Mr. Jayraman .S.S

1/1049, Meenakshi

Colony, Kaithari Nagar,

Madurai 625005.

Cont: 9360599577

Allem
PRINCIPAL

Saraswathi Narayanan College

(Autonomous) Reaccredited With B By NAAC

Perungudi, MADURAI-625022. Ph:0452-2690635 email: sncollege1967@yahoo.co.in



SOURASHTRA COLLEGE

(AUTONOMOUS)

Vilachery Road Pasumalai Post, Madurai - 625 004
Phone No.: 0452 -2371112, 2370872

STUDENT ID CARD 2022 - 2024



Self-Finance

Dept.: M.B.A.

Reg.No. : 22MBA044

D.O.B : 27-04-2002

B.G. : B+ve

VISHNUKUMAR J.G.



Address :

32, Sarakadai Street,
Mahalipatti,
Madurai - 625 009
90921 62639,
93615 44061

Principal (i/c)

ANTI RAGGING TOLL FREE NO:18001805522



placement sourashtracollege <placement.soucol@gmail.com>

Fwd: Neeeyamo_Campus Placement

Meena S <meena.s@neeyamo.com>

Thu, Jan 13, 2022 at 3:32 PM

To: placement sourashtracollege <placement.soucol@gmail.com>

Cc: Hilda Herbert <Hilda.Herbert@neeyamo.com>, Talent Acquisition <talent.acquisition@neeyamo.com>

Dear Placement Officer,

Congratulations !

We are happy and excited to announce that, 24 students from your college have been selected in the Campus drive. We will share the Offer letter to all the selected students on Monday (17 Jan 2022) through mail. We have shared the selection & rejection mail to the respective students. Please find the list of selected students for your track.

Institution	Name	Contact Number	Mail id	HR Status
Sourashtra	Nithya Sri L	6374218055	nithyasri161001@gmail.com	selected
Sourashtra	Darshini A E	7904397463	ae.darshini@gmail.com	selected
Sourashtra	Sri Balaji K B	8248228469	balajikb80@gmail.com	selected
Sourashtra	Swetha S	9025150838	swethasrinivasan105@gmail.com	selected
Sourashtra	Hari Haran RR	9994410879	harihasan77492@gmail.com	selected
Sourashtra	L Umamaheswari	9600592878	umaammu248@gmail.com	selected
Sourashtra	M R Abishek Kumar	7448984885	vijayabishek898@gmail.com	selected
Sourashtra	G M Dharini	9361697832	dharini22122001@gmail.com	selected
Sourashtra	T.S.Priya dharshini	7871467253	priyadharshini10072001@gmail.com	Selected
Sourashtra	Vasanth Kumar B R	9092159364	brvasanth388@gmail.com	Selected
Sourashtra	Naveenthiran M V	9791402950	ntpc12201@gmail.com	Selected
Sourashtra	Prothosana T S	7904418983	prothosanasivakumar@gmail.com	Selected
Sourashtra	Bala Pavithra R	9047771085	balasasti15@gmail.com	Selected
Sourashtra	Vaishnavi S A	6374658684	vaisuap7401@gmail.com	Selected
Sourashtra	Meenakshi N N	9042243883	meenameena79394@gmail.com	Selected
Sourashtra	Ramya S J	9360080528	jramyadream@gmail.com	Selected
Sourashtra	Samuga Siva S	6382319809	naughtysiva08@gmail.com	Selected
Sourashtra	Aravindh S	6382301397	aravindhsankaran14@gmail.com	Selected
Sourashtra	Alagammal P	8883460502	alagammal1910@gmail.com	Selected
Sourashtra	Keerthika G V	9789325290	gykeerthika0411@gmail.com	Selected
Sourashtra	Sri Varshini T S	6383240694	muralidharansri14@gmail.com	Selected
Sourashtra	Shammiga B R	9790067806	shammigharajkumar@gmail.com	Selected
Sourashtra	Ashok Kumar C	9677262321	asal.ashok12345@gmail.com	Selected
Sourashtra	Anisha Shirin H	8925391235	anishashirin1010@gmail.com	Selected

Looking forward for everyone to join Neeeyamo family.

And Special Thanks to you for co-ordinating the Interview process right from the beginning.

Thanks !

Meena Sivakumar
Assistant Manager | HCM

M: +91.7010191815

D: +91.452.454.8004

E: meena.s@neeyamo.com

Candidate Feedback

Survey: <https://forms.office.com/r/xrJKWC2pG8>

Neeeyamo

2nd Floor, Elcot IT Park, Ring Road, Ilandhaikulam,

Madurai - 625020, India

October 22, 2021

Dear Naveen Raja C,

SUB. : Offer Letter

Congratulations! With reference to your interview, we are pleased to offer you the position as Implementation Consultant at our Madurai office.

Breakup of your compensation package is provided herewith. As discussed we would like you to join our company on April 04, 2022 at 10:30 AM unless otherwise agreed to in writing or else the offer will be null and void.

	Per Month	Per Annum
General components		
Basic	Rs. 8750	Rs. 105000
House Rent Allowance	Rs. 4375	Rs. 52500
Special Allowance	Rs. 9238	Rs. 110850
Total Gross Salary	Rs. 22363	Rs. 268350
Employer Contribution		
Provident Fund	Rs. 1800	Rs. 21600
Gratuity ****	Rs. 421	Rs. 5050
Total Employer Contribution	Rs. 2221	Rs. 26650
Annuals		
Insurance Premium		Rs. 5000
Annual Cost to Company (CTC)		Rs. 300000
Total CTC		Rs. 300000
Employee Deductions		
Provident Fund	Rs. 1800	Rs. 21600
Total Net Salary **		Rs. 20562
Coverage		
Health Insurance		Rs. 200000
Accidental Insurance		Rs. 250000

Note 1:

** Excluding taxes (Professional Tax, Income Tax, etc.)

**** Gratuity is payable to employee on completion of 5 years service as per Payment of Gratuity Act, 1972

Note 2:

Our monthly payroll cycle is from 1st to last day of every month

You are asked to report for duty at the following address: *Neeeyamo Enterprise Solutions Pvt Ltd, 2nd Floor, Elcot IT/ITES SEZ, Madurai Ring Road, Near Pondy Koil, Madurai Taluk, IlandhiKulam Village, Madurai- 625020*

We count on you to take Neeeyamo to greater heights. Wish you the very best!

Warm Regards
For **Neeeyamo Enterprise Solutions Pvt. Ltd.**



Rupinder Kaur
Director, Human Capital Management | Neeeyamo Enterprise Solutions

Annexure

Annexure 1: List of document copies you need to produce on Day 1

1. Current Resume
2. Class X Mark Sheet & Certificate
3. Class XII Mark Sheet & Certificate
4. UG, PG, Other : Mark Sheets & Certificates
5. Professional Qualification: Certificate
6. Relieving Letter or Experience Certificate
7. Salary Slip from the Last Organization
8. 4 Passport Size Photographs on white background
9. Form 16/ Salary Certificate from the Last Organization
10. Passport Photocopy
11. PAN Card Photocopy
12. Address Proof (Voters ID/ Driving Liscence/ Aadhar Card, etc.)
13. Signed Copy of the Offer Letter
14. Recent VISA (for NRI employee only)



Offer: Computer Consultancy

Ref: TCSL/DT20218731538/Chennai

Date: 04/02/2022

Mr. Kishore S B
15/624th Street,
Krishnapuram Colony,
Madurai-625014,
Tamilnadu.
Tel# 91-9159141500

Dear Kishore S B,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential

TCSL/DT20218731538

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



Offer: Computer Consultancy

Ref: TCSL/DT20218879049/Chennai

Date: 04/02/2022

Ms. Vaishnavi Bv
4/420Manikavasagar Street,
Sathasiva Nagar,
Madurai-625020,
Tamilnadu.
Tel# -

Dear Vaishnavi Bv,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be **₹1,90,926/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of **₹7,950/-** per month.

TCS Confidential

TCSL/DT20218879049

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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

OPL/OOA/2022

May 18, 2022

Mr. K Balamurugan
No.4-51169 Vellimalayan 1st street,,
Kalaivanar Nagar, Kallnai Alanganallur,
Madurai - 625501.
Contact No: 8248118014.

OFFER FOR APPOINTMENT

Dear Mr. Balamurugan,

With reference to your application and the recent personal discussions we had with you, we are pleased to offer you the position of **Trainee** in our Organization, subject to satisfactory completion of your course and pre-employment medical examination. You will be based at our **API Manufacturing Facility, Alathur at Chennai**.

Your total cost to company is as per the enclosed annexure. You will be governed by the terms & conditions of employment in the letter of appointment that will be issued to you on your joining and also the policies of the Company.

While reporting for duty, please bring the following documents **Originals along with one photocopy each**, without fail:

- a) Proof of date of birth
- b) Educational qualification certificates – SSLC onwards
- c) Two Passport and Two Stamp size colour Photographs of yourself
- d) Copy of Income tax Permanent Account Number (PAN) Card
- e) Copy of Aadhar Card
- f) COVID Vaccination Certificate

This offer letter is issued in duplicate. You are requested to confirm your acceptance of our offer by signing and returning the duplicate copy to us within 7days. Your date of joining will be immediately after your examinations. If you need any clarification, please feel free to contact Mr Prasanna - 90030 89550/Mr Jeeva -98844 42356 or the undersigned - 9840356576.

Please note that your compensation package is confidential between you and the Organization, and you are advised to discuss only with the Human Resources Department.

We look forward to your joining the Orchid Team.

With best wishes,

Yours sincerely,


D. Ashok Clifford
Dy. General Manager - Human Resources

Accepted by

K Balamurugan
Date :



Annexure

Orchid Pharma Ltd Salary Break Up

Name : K Balamurugan
Position Offered : Trainee
Location : API Manufacturing Facility, Alathur

<u>Salary Details:-</u>	Monthly	Annual
Basic Salary	4400	52800
Personal Allowance	5800	69600
Monthly Gross	10200	122400

<u>Annual Benefits :-</u>	
Bonus/ Ex-Gratia	10000
Provident Fund - 12% of Basic Salary	6336
Gratuity	2538
Cost to the Company (A)	141274

<u>Indirect Benefits Cost :-</u>	
Safety Shoes & Helmet	1400
Uniforms	2500
Subsidised Canteen	17700
Free Transport	7500
Indirect Cost Per Annum (B)	29100
Total Cost to the Company (A+B)	170374

Monthly Cash Benefits

Night Shift Allowance Average : Rs. 400 Rupees as per Policy

Attendance Bonus : Rs. 500 Rupees as per Policy


Other Benefits :-

Mediclaim : Self is covered as per policy Rs 200000/-

Personal Accident Insurance : As per policy

Leave Entitlements : 7 days Per annum

P.S: All elements in the compensation structure will be subject to the Income Tax Rules in force and as stipulated by The Income Tax Act, 1965 from time to time.


D. Ashok Clifford

Dy. General Manager - Human Resources

OPL/OOA/2022

May 18, 2022

Mr. Omkumar R M
No.235 Siluvai vaithiyar line,
New Mahalipatti Road,
Madurai - 625001.
Contact No: 6369905254.

OFFER FOR APPOINTMENT

Dear Mr. Omkumar,

With reference to your application and the recent personal discussions we had with you, we are pleased to offer you the position of **Trainee** in our Organization, subject to satisfactory completion of your course and pre-employment medical examination. You will be based at our **API Manufacturing Facility, Alathur at Chennai.**

Your total cost to company is as per the enclosed annexure. You will be governed by the terms & conditions of employment in the letter of appointment that will be issued to you on your joining and also the policies of the Company.

While reporting for duty, please bring the following documents **Originals along with one photocopy** each, without fail:

- a) Proof of date of birth
- b) Educational qualification certificates – SSLC onwards
- c) Two Passport and Two Stamp size colour Photographs of yourself
- d) Copy of Income tax Permanent Account Number (PAN) Card
- e) Copy of Aadhar Card
- f) COVID Vaccination Certificate

This offer letter is issued in duplicate. You are requested to confirm your acceptance of our offer by signing and returning the duplicate copy to us within 7days. Your date of joining will be immediately after your examinations. If you need any clarification, please feel free to contact Mr Prasanna - 90030 89550/Mr Jeeva -98844 42356 or the undersigned - 9840356576.

Please note that your compensation package is confidential between you and the Organization, and you are advised to discuss only with the Human Resources Department.

We look forward to your joining the Orchid Team.

With best wishes,

Yours sincerely,



D. Ashok Clifford
Dy. General Manager - Human Resources

Accepted by

Omkumar R M
Date :



Annexure

Orchid Pharma Ltd
Salary Break Up

Name : Omkumar R M
Position Offered : Trainee
Location : API Manufacturing Facility, Alathur

<u>Salary Details :-</u>	Monthly	Annual
Basic Salary	4400	52800
Personal Allowance	5800	69600
Monthly Gross	10200	122400

Annual Benefits :-

Bonus/ Ex-Gratia	10000
Provident Fund - 12% of Basic Salary	6336
Gratuity	2538
Cost to the Company (A)	141274

Indirect Benefits Cost :-

Safety Shoes & Helmet	1400
Uniforms	2500
Subsidised Canteen	17700
Free Transport	7500
Indirect Cost Per Annum (B)	29100
Total Cost to the Company (A+B)	170374

Monthly Cash Benefits:

Night Shift Allowance Average : Rs. 400 Rupees as per Policy

Attendance Bonus : Rs. 500 Rupees as per Policy

Other Benefits :-

Mediclaim : Self is covered as per policy Rs 200000/-

Personal Accident Insurance : As per policy

Leave Entitlements : 7 days Per annum

P.S. All elements in the compensation structure will be subject to the Income Tax Rules in force and as stipulated by The Income Tax Act, 1965 from time to time

By: Aastik Clifford
General Manager - Human Resources

Bangalore.
06-Jun-2022.

To,

Mr. Kishore S B,
D No : 15/64, 4th Street,
Krishnapuram Colony,
Madurai-625014.

Ph: 9566695748
sbkishore2002@gmail.com

Dear Mr. Kishore,

We have pleasure in making a job offer to you as “**Trainee Software Engineer**” in our company per the monthly salary structure (cost to company) given below: -

Particulars	Compensation (in Rs.)	
	Monthly	Annual
Remuneration		
Basic Pay	7,500	90,000
House Rent Allowance	3,000	36,000
Conveyance Allowance	1,600	19,200
Medical Allowance	1,250	15,000
Educational Allowance	200	2,400
Special Allowance	10,190	122,280
TOTAL (A)	23,740	284,880
Retirement Benefits		
Employer PF Contribution	900	10,800
Gratuity	360	4,320
TOTAL (B)	1,260	15,120
COST TO COMPANY (A+B)	25,000	300,000



#5th Floor, Novel MSR Park,
18, Varthur Road,
Subbaiah Reddy Colony Extension,
Marathahalli, Bangalore 560037.
Email: info@csgsol.com
www.csgsol.com

This offer is valid subject to your joining duty on or before the agreed upon date (09-Jun-2022) and you signing the company standard employment contract which specifies along with other terms and conditions that you commit to stay with the Company for a minimum period of 2 years (unless your services are terminated by the Company), failing which you will pay a minimum amount of Rs. 2,00,000/- (Two lakh Rupees) in lieu of early disassociation with the company. In case you do not pay this amount and decide to leave then in such case Company shall not issue you Service Certificate, Relieving letter and other such documents and at the same time all your existing dues with the company if any, shall not be cleared by the Company.

Please note that, you will be under probation for a minimum period of six months from the date of joining and later confirmed subject to your satisfactory performance.

If you are agreeable to the above terms and conditions, kindly sign the duplicate copy in acceptance of the same.

Yours truly,

Authorized Signatory

Bangalore.
06-Jun-2022.

To,

Mr. Suryakumar K K,
D No : 23, Prasanna colony 8th street
Avaniyapuram,
Madurai-625012

Ph: 8220027651
suryakumarkk135@gmail.com

Dear Mr. Suryakumar,

We have pleasure in making a job offer to you as “**Trainee Software Engineer**” in our company per the monthly salary structure (cost to company) given below: -

Particulars	Compensation (in Rs.)	
	Monthly	Annual
Remuneration		
Basic Pay	7,500	90,000
House Rent Allowance	3,000	36,000
Conveyance Allowance	1,600	19,200
Medical Allowance	1,250	15,000
Educational Allowance	200	2,400
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Employer PF Contribution	900	10,800
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Please note that, you will be under probation for a minimum period of six months from the date of joining and later confirmed subject to your satisfactory performance.

If you are agreeable to the above terms and conditions, kindly sign the duplicate copy in acceptance of the same.

Yours truly,

Authorized Signatory

Bangalore.
06-Jun-2022.

To,

Mr. Vignesh Babu S S,
Plot No : 3227 TNHB Colony,
Mela Anuppanadi,
Madurai-625009

Ph: 9994539140

vickypersonalguide@gmail.com

Dear Mr. Vignesh Babu,

We have pleasure in making a job offer to you as “**Trainee Software Engineer**” in our company per the monthly salary structure (cost to company) given below: -

Particulars	Compensation (in Rs.)	
	Monthly	Annual
Remuneration		
Basic Pay	7,500	90,000
House Rent Allowance	3,000	36,000
Conveyance Allowance	1,600	19,200
Medical Allowance	1,250	15,000
Educational Allowance	200	2,400
Special Allowance	10,190	122,280
TOTAL (A)	23,740	284,880
Retirement Benefits		
Employer PF Contribution	900	10,800
Gratuity	360	4,320
TOTAL (B)	1,260	15,120
COST TO COMPANY (A+B)	25,000	300,000



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Subbaiah Reddy Colony Extension,
Marathahalli, Bangalore 560037.
Email: info@csgsol.com
www.csgsol.com

This offer is valid subject to your joining duty on or before the agreed upon date (09-Jun-2022) and you signing the company standard employment contract which specifies along with other terms and conditions that you commit to stay with the Company for a minimum period of 2 years (unless your services are terminated by the Company), failing which you will pay a minimum amount of Rs. 2,00,000/- (Two lakh Rupees) in lieu of early disassociation with the company. In case you do not pay this amount and decide to leave then in such case Company shall not issue you Service Certificate, Relieving letter and other such documents and at the same time all your existing dues with the company if any, shall not be cleared by the Company.

Please note that, you will be under probation for a minimum period of six months from the date of joining and later confirmed subject to your satisfactory performance.

If you are agreeable to the above terms and conditions, kindly sign the duplicate copy in acceptance of the same.

Yours truly,

Authorized Signatory



placement sourashtracollege <placement.soucol@gmail.com>

Regarding Joining date

CAREERS JAYASHREE SPUN BOND <careers@jayashreespunbond.com>

Mon, Jan 17, 2022 at 1:55 PM

To: soucollege@gmail.com, placement.soucol@gmail.com

Cc: info@jayashreespunbond.com

Dear Sir/Madam,

Warm greetings of the day!

It is a pleasure on welcoming the reported 8 candidates given below for today's date of joining. Given below are the list of reported candidates.

CUSTOMER RELATIONSHIP MANAGER				
S.NO	NAME	DEPARTMENT	CONTACT NUMBER	MAIL ID
1	T. AARTHI	B.COM	9940920849	aarthit2002@gmail.com
2	S.N. REVATHY	B.COM	6385648343	revathisnrevathi@gmail.com
3	L.S. PRITHIKA RANI	B.COM	6382872368	prithiii2730@gmail.com

ACCOUNTS EXECUTIVE				
S.NO	NAME	DEPARTMENT	CONTACT NUMBER	MAIL ID
1	T.K. SIVA PRIYA	B.COM	8148322357	kannansiva302001@gmail.com
2	M.B.	B.COM	6380263915	baskarpreethi108@gmail.com

	PREETHI			
3	K.R. SWETHA	B.COM	6374047587	swethaswetha5803@gmail.com
4	A.G. SHARMILA	B.COM	9600432422	sharmilasharmi713@gmail.com
5	B.S. NANHINI	B.COM	9600858034	nandhininandhu89@gmail.com

As per the physical meeting discussion held with Professor Mr. Karthick and Professor Mr. L.R Sivakumar and telephonic discussion with Professor Mrs. Jeyanthi we would like to confirm the working timetable as given below.

1. Monday, Wednesday, Friday and Saturday – 8:30am to 5:30pm at Jayashree Spun Bond Office campus located at [42, Old Kuyavarpalayam Road, Madurai-625009](#).
2. Tuesday and Thursday, they can attend their regular college session online/offline.
3. For Monday, Wednesday, Friday and Saturday college sessions the student placed can cope up with the regular curriculum by recorded college session with zoom/ Google meeting links provided by college departments.

We once again thank the management and your team for your kind corporation.

--

Anticipating for your kind reply

Thanks & Regards,
SONALE (Whatsapp: +91 93459 46403)

HR Manager



REG. OFF : #42, Old Kuyavarpalayam Road, Madurai - 625 009. Tamil Nadu, India.

Website : www.jayashreespunbond.com

GSTIN: 33ABRPA4119L1Z0
e-mail : salesorderarunachalaandco@gmail.com

Cell : 97876 75000
97866 75000



140-141, South Veli Street
Near Southgate Bus Stop
Madurai - 625 001.

Arunachala & Co

GSTIN: 33ABUFA7391R1ZE

அருணாச்சலா & கோ

LETTER OF APPOINTMENT

Date : 20.05.22-

Congratulations,

Dear, A. J. ARTHIKA-

We refer to your recent interview you are pleased to advice that we are offering you the Branch Inv. handler. position with our company effective from 18.07.22- with the monthly salary of Rs.12,000/- If you are not able to join on the particular date inform us over the phone or e-mail.

For Arunachala & co.,

A. J. Arthika

GSTIN : 33ABRPA4119L1Z0
e-mail : salesorderarunachalaandco@gmail.com

Cell : 97876 75000
97866 75000



140-141, South Veli Street
Near Southgate Bus Stop
Madurai - 625 001.

GSTIN: 33ABUFA7391R1ZE

Arunachala & Co

அருணாச்சலா & கோ

LETTER OF APPOINTMENT

Date : 20.05.22

Congratulations,

Dear, G.G. JOTHKA.

We refer to your recent interview you are pleased to advice that we are offering you the Branch Inv. handle position with our company effective from 18.07.22. with the monthly salary of Rs.12,000/- If you are not able to join on the particular date inform us over the phone or e-mail.

For Arunachala & co.,

G. S. S. S.

GSTIN : 33ABRPA4119L1Z0
e-mail : salesorderarunachalaandco@gmail.com

Cell : 97876 75000
97866 75000



140-141, South Veli Street
Near Southgate Bus Stop
Madurai - 625 001.

Arunachala & Co

GSTIN: 33ABUFA7391R1ZE

அருணாச்சலா & கோ

LETTER OF APPOINTMENT

Date : 20.05.22-

Congratulations,

Dear, G.S. SEENIVASAN.

We refer to your recent interview you are pleased to advice that we are offering you the Rest. Inv. handler- position with our company effective from 18.07.22- with the monthly salary of Rs.12,000/- If you are not able to join on the particular date inform us over the phone or e-mail.

For Arunachala & co.,

A. S. S.

GSTIN: 33ABRPA41Y9L1Z0
e-mail : salesorderarunachalaandco@gmail.com

Cell : 97876 75000
97866 75000



140-141, South Veli Street
Near Southgate Bus Stop
Madurai - 625 001.

GSTIN: 33ABUFA7391R1ZE

Arunachala & Co

அருணாச்சலா & கோ

LETTER OF APPOINTMENT

Date : 20.05.22.

Congratulations,

Dear, J. LOGIA MANI

We refer to your recent interview you are pleased to advice that we are offering you the Branch Inv. handler position with our company effective from 18.07.22- with the monthly salary of Rs.12,000/- If you are not able to join on the particular date inform us over the phone or e-mail.

For Arunachala & co.,

A. Rolf

GSTIN : 33ABRPA4119L1Z0
e-mail : salesorderarunachalaandco@gmail.com

Cell : 97876 75000
97866 75000



140-141, South Veli Street
Near Southgate Bus Stop
Madurai - 625 001.

GSTIN: 33ABUFA7391R1ZE

Arunachala & Co

அருணாச்சலா & கோ

LETTER OF APPOINTMENT

Date : 20.05.22.

Congratulations,

Dear, K.R. HEMA LATHA.

We refer to your recent interview you are pleased to advice that we are offering you the Branch Inv. handler position with our company effective from 18.07.22 with the monthly salary of Rs.12,000/- If you are not able to join on the particular date inform us over the phone or e-mail.

For Arunachala & co.,

A. Sath

GSTIN 33ABRPA4119L1Z0
e-mail : salesorderarunachalaandco@gmail.com

Cell : 97876 75000
97866 75000



140-141, South Veli Street
Near Southgate Bus Stop
Madurai - 625 001.

GSTIN: 33ABUFA7391R1ZE

Arunachala & Co

அருணாச்சலா & கோ

LETTER OF APPOINTMENT

Date: 20.05.22.

Congratulations,

Dear, M.E. JOTHIKA

We refer to your recent interview you are pleased to advice that we are offering you the Branch Inv. handler position with our company effective from 18.07.22 with the monthly salary of Rs.12,000/- If you are not able to join on the particular date inform us over the phone or e-mail.

For Arunachala & co.,

A. S. S. S.

GSTIN: 33ABRPA4119L1Z0
e-mail : salesorderarunachalaandco@gmail.com

Cell : 97876 75000
97866 75000



140-141, South Veli Street
Near Southgate Bus Stop
Madurai - 625 001.

GSTIN: 33ABUFA7391R1ZE

Arunachala & Co

அருணாச்சலா & கோ

LETTER OF APPOINTMENT

Date : 20.05.22.

Congratulations,

Dear, M. VENKATESH

We refer to your recent interview you are pleased to advise that we are offering you the SALES SUPERVISOR position with our company effective from 18.07.22. with the monthly salary of Rs.12,000/- If you are not able to join on the particular date inform us over the phone or e-mail.

For Arunachala & co.,

A. Reddy

GSTIN : 33ABRPA4119L1Z0
e-mail : salesorderarunachalaandco@gmail.com

Cell : 97876 75000
97866 75000



140-141, South Veli Street
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GSTIN: 33ABUFA7391R1ZE
அருணாச்சலா & கோ

LETTER OF APPOINTMENT

Date : 20-05-22.

Congratulations,

Dear, P. UMaya PANDI.

We refer to your recent interview you are pleased to advice that we are offering you the INVT. CONTROLLER. position with our company effective from 18.07.22- with the monthly salary of Rs.12,000/- If you are not able to join on the particular date inform us over the phone or e-mail.

For Arunachala & co.,

C. R. S. J.

GSTIN: 33ABRPA4119L1Z0

e-mail : salesorderarunachalaandco@gmail.com

Cell : 97876 75000

97866 75000



140-141, South Veli Street
Near Southgate Bus Stop
Madurai - 625 001.

GSTIN: 33ABUFA7391R1ZE

Arunachala & Co

அருணாச்சலா & கோ

LETTER OF APPOINTMENT

Date : 20.05.2022.

Congratulations,

Dear, R.G. KRISHNA KUMAR.

We refer to your recent interview you are pleased to advice that we are offering you the INVENTORY CONTROLLER position with our company effective from 18.07.22 with the monthly salary of Rs.12,000/- If you are not able to join on the particular date inform us over the phone or e-mail.

For Arunachala & co.,

GSTIN : 33ABRPA119L1Z0
e-mail : salesorderarunachalaandco@gmail.com

Cell : 97876 75000
97866 75000



140-141, South Veli Street
Near Southgate Bus Stop
Madurai - 625 001.

GSTIN: 33ABUFA7391R1ZE

Arunachala & Co

அருணாச்சலா & கோ

LETTER OF APPOINTMENT

Date: 20.05.22.

Congratulations,

Dear, R.K. VINITH BABU.

We refer to your recent interview you are pleased to advice that we are offering you the INVENT. CONTROLLER position with our company effective from 18.07.22. with the monthly salary of Rs.12,000/- If you are not able to join on the particular date inform us over the phone or e-mail.

For Arunachala & co.,

GSTIN: 33ABRPA4119L1Z0
e-mail : salesorderarunachalaandco@gmail.com

Cell : 97876 75000
97866 75000



140-141, South Veli Street
Near Southgate Bus Stop
Madurai - 625 001.

GSTIN: 33ABUFA7391R1ZE

Arunachala & Co

அருணாச்சலா & கோ

LETTER OF APPOINTMENT

Date : 20.05.22.

Congratulations,

Dear, S. ARAVINTH

We refer to your recent interview you are pleased to advise that we are offering you the Branch Manager position with our company effective from 18.07.22 with the monthly salary of Rs.12,000/- If you are not able to join on the particular date inform us over the phone or e-mail.

For Arunachala & co.,

C. Delf

GSTIN: 33ABRPA4119L1Z0
e-mail : salesorderarunachalaandco@gmail.com

Cell : 97876 75000
97866 75000



140-141, South Veli Street
Near Southgate Bus Stop
Madurai - 625 001.

Arunachala & Co

GSTIN: 33ABUFA7391R1ZE
அருணாச்சலா & கோ

LETTER OF APPOINTMENT

Date : 20.05.22-

Congratulations,

Dear, S. SELVA KUMAR.

We refer to your recent interview you are pleased to advise that we are offering you the Sales Supervisor position with our company effective from 18.07.22. with the monthly salary of Rs.12,000/- If you are not able to join on the particular date inform us over the phone or e-mail.

For Arunachala & co.,

(Signature)

GSTIN : 33ABRPA4119L1Z0
e-mail : salesorderarunachalaandco@gmail.com

Cell : 97876 75000
97866 75000



140-141, South Veli Street
Near Southgate Bus Stop
Madurai - 625 001.

GSTIN: 33ABUFA7391R1ZE

Arunachala & Co

அருணாச்சலா & கோ

LETTER OF APPOINTMENT

Date: 20.05.22.

Congratulations,

Dear, T. G. VARUN KUMAR.

We refer to your recent interview you are pleased to advice that we are offering you the Rest. Inv. Ctrl. position with our company effective from 18.07.22. with the monthly salary of Rs.12,000/- If you are not able to join on the particular date inform us over the phone or e-mail.

For Arunachala & co.,

G. Selva

GSTIN 33ABRPA4119L1Z0
e-mail : salesorderarunachalaandco@gmail.com

Cell : 97876 75000
97866 75000



140-141, South Veli Street
Near Southgate Bus Stop
Madurai - 625 001.

Arunachala & Co

GSTIN: 33ABUFA7391R1ZE

அருணாச்சலா & கோ

LETTER OF APPOINTMENT

Date : 20.05.22.

Congratulations,

Dear, T.M. ARTHI

We refer to your recent interview you are pleased to advice that we are offering you the Branch Manager position with our company effective from 18.07.22 with the monthly salary of Rs.12,000/- If you are not able to join on the particular date inform us over the phone or e-mail.

For Arunachala & co.,

(Signature)

GSTIN: 33ABRPA4119L1Z0
e-mail : salesorderarunachalaandco@gmail.com

Cell : 97876 75000
97866 75000



140-141, South Veli Street
Near Southgate Bus Stop
Madurai - 625 001.

Arunachala & Co

GSTIN: 33ABUFA7391R1ZE
அருணாச்சலா & கோ

LETTER OF APPOINTMENT

Date : 20.05.22

Congratulations,

Dear, T.M. VAISHNAVI

We refer to your recent interview you are pleased to advice that we are offering you the Branch Inv. handler position with our company effective from 18.07.22 with the monthly salary of Rs.12,000/- If you are not able to join on the particular date inform us over the phone or e-mail.

For Arunachala & co.,

G. R. S. I

GSTIN : 33ABRPA4119L1Z0
e-mail : salesorderarunachalaandco@gmail.com

Cell : 97876 75000
97866 75000



140-141, South Veli Street
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Madurai - 625 001.

Arunachala & Co

GSTIN: 33ABUFA7391R1ZE

அருணாச்சலா & கோ

LETTER OF APPOINTMENT

Date : 20.06.22 -

Congratulations,

Dear, T.P. LAKSHMI PRABA^H

We refer to your recent interview you are pleased to advice that we are offering you the Branch Inv. handler position with our company effective from 18.07.22 with the monthly salary of Rs.12,000/- If you are not able to join on the particular date inform us over the phone or e-mail.

For Arunachala & co.,

G. R. S. S.

(Career Progress Program)

TO

YOGESHWARAN B J
9025982820

We are happy to issue the career progress letter. We would appoint you as our Advisor and test you on knowledge, skills and attitude. We are very excited about the potential of you and your experience being brought to our table.

In order to work in insurance industry initial step would be clearance of IRDA EXAM .Exam fee of 600/-to pay as DD in favor of **AGEAS FEDERAL LIFE INSURANCE CO LTD-IRDA TRAINING** payable @ **MUMBAI**.

An advisor needstoachievethe defined criteriato progresstobecome an Agency Leaderandtoprogresssto higher levels of leader as Senior Agency leader / Group agency leader in his/her career path.

AGENCY LEADER TO PROJECT AGENCY LEADER CAREER PROGRESSION:

Agency leader is an opportunity for existing advisors to grow in their career as leader and build agency distribution. Below is the career path for an advisor to progress up to agency leader

Method 1:

- Achieve rapid starter 100/fast track 100R
- Progression post free look period & net of cancellations
- Rapid starter 100 target is different for new & existing advisors
- Both new and existing advisors can qualify for PAL using this method

Method 2:

- Min vintage 3 calendar months as an advisor
- Achieve 8 lives & FYC Rs.60000 within 6 rolling months
- Cross sell & split norms applicable for the lives calculation as per above definition
- Progression post free look period & net of cancellation

Method 3:

- Achieve 10 live & FYC 60,000.
- Cross sell & split norms are applicable for the lives calculation as per definition
- Progression post free look period & net of cancellations.

An Agency Leader (AL/SAL/GAL) will be eligible for performance based fixed as well as variable payout as listed below:

1. Fixed Salary
2. Monthly Active NLA Allowance
3. Monthly Production Bonus
4. Monthly Advisor Activation Allowance
5. Indirect Team QPB for SAL/GAL (Indirect Team L1 & L2 - Quarterly)
6. Self-Sourced business payout

CANDIDATE SIGNATURE

பள்ளி, கல்லூரிகள்

- தனியார் வேலைவாய்ப்பு முகாம்: சவுராஷ்டிரா கல்லூரி, பசுமலை, மதுரை, ஏற்பாடு: ஜெயஸ்ரீ ஸ்பன் பான்ட் நிறுவனம், காலை 10:00 மணி.

மாணவர்களுக்கு வேலைவாய்ப்பு

திருப்பரங்குன்றம்,
ஜன.24-

மதுரை சவுராஷ்டிரா
கல்லூரி மாணவர்களுக்கு
ஜெயஸ்ரீ ஸ்பன் பாண்ட்ஸ்
நிறுவனம் சார்பில் வேலை
வாய்ப்பு முகாம் நடந்தது.
கல்லூரி செயலாளர்
குமரேஷ் துவக்கினார்.

முதல்வர் சரவணன்,
உடற்கல்வி இயக்குனர்
ரவீந்திரன் முன்னிலை
வகித்தனர். கல்லூரி
வேலை வாய்ப்பு அலுவ
லர் ஜெயந்தி வரவேற்றார்.
120 மாணவர்களில் 25
பேர் தேர்வாகினர். அவர்
களுக்கு பணி நியமன
உத்தரவை பாண்ட்ஸ் நிறு
வனத்தின் ராம் பிலால் பாபு,
ராம் கிஷோரி பாபு வழங்கி
னர். பேராசிரியர் செந்தில்
குமார் நன்றி கூறினார்.





GPS Map Camera

Madurai, Tamil Nadu, India
W33F+586, Sourashtra college, Kala Malai, Pasumalai,
Tamil Nadu 625004, India
05/01/22 12:33 PM



REDMI NOTE 9 PRO
AI QUAD CAMERA

UGC-A6/16-17/176

Date: 30-Nov-2021

APPOINTMENT LETTER

Date of Joining – 30-Nov-2021

SUDHAKAR p

Dear SUDHAKAR,

Welcome aboard!

With reference to our Interview and discussions, we are pleased to appoint you as **FL IV** in **ML OFFICER** in our **MICRO LOANS** division of the Company. Your date of joining is **30-Nov-2021**. The following terms and conditions will be applicable to you:

1. PLACE OF POSTING:

Your posting will be presently at **Vilangudi**. However, during employment of the Company, you may be posted / transferred to any of the offices / projects / divisions / departments / units / subsidiaries / sister concerns of the Company, existing or to be set up at any other location in India or abroad, without any additional remuneration, in the interest of the Company without assigning any reasons.

2. COMPENSATION & BENEFITS:

Your Cost to Company [CTC] per **Rs. 143,830/- (Rupees One Lac Forty Three Thousand Eight Hundred and Thirtyonly)**, which will be inclusive of Basic Salary, Allowances and such other elements as may be applicable from time to time. Compensation and career progression shall be dependent on performance / conduct and in no case shall be construed to be a matter of right.

You will be governed at all times by the policies, procedures and rules of the Company related to the salary, allowances, benefits and perquisites which are applicable to you. Further, the Company, at its sole discretion, may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.

Your compensation review / increments and future prospects in the Company shall entirely depend on your performance and other relevant factors as Company may deem fit and in no case, they shall be automatic and / or a matter of right.

It is agreed between the Company and you that the incentive, payable if any, based on your performance and/or productivity is in lieu of any other bonus payable, including the bonus based on profits payable under any law. It is also expressly/ mutually agreed between the Company and you that the incentive payable if any, based on your performance and/or productivity shall be set off against the bonus payable based on profits under any law to the extent permissible under any law.

3. PROVIDENT FUND SCHEME :

You shall become a member of the Provident Fund immediately on joining and as per the rules in force from time to time. The Company contribution under this scheme is fixed at 12% of your basic with a matching compulsory contribution from you. You will be required to submit necessary forms to the Human Resources Department upon your joining.

**L&T Finance Limited & L&T FinCorp Limited have been merged into Family Credit Limited. The name of Family Credit Limited is changed to L&T Finance Limited.*

L&T Finance Limited
(erstwhile known as Family Credit Ltd.)
Correspondence Address
Brindavan, CST Road, Kalina
Santacruz (East), Mumbai 400 098

Registered Office
7th Floor, Technopolis, A-Wing
Plot No 4, Block-BP, Sector-V
Salt Lake, Kolkata 700 091
CIN: U65910WB1993FLC060810

T +91 22 6212 5000
E customercare@ltps.com

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4. LEAVE :

The Privilege Leave entitlement for the 1st year of service would be 20 days. Thereafter it would be as per the prevailing Company's leave policy.

5. MEDICAL FITNESS :

You will be required to undergo the periodical medical checkup / examination by a doctor appointed by the Company. This appointment letter is valid subject to you being physically fit. Your appointment, continuation and permanency in the employment are also subject to you remaining physically fit.

Your appointment is subject to your declaration of medical fitness to perform the job assigned to you by the Company. The Company, as and when necessary, may require you to be medically examined by Company appointed medical practitioner at any time, during the period of your service. The Company reserves the right to initiate necessary actions, including termination of employment, in any of the following situations:

1. A false declaration of medical fitness by you.
2. Being found medically unfit to continue with the job, by the Company appointed medical practitioner. In such an event, you will be given 30 days time to regain your fitness.
3. Infectious diseases – in case you acquire any infectious diseases which are likely to be a risk to other employees.

6. DUTIES AND RESPONSIBILITIES :

- i) Your duties are entirely managerial in nature and the Company will expect you to work with a high standard of initiative, efficiency and economy and encourage and motivate people under you to achieve optimum output. You will perform, observe and confirm to such duties, directions and instructions assigned or communicated to you by the Company and those in authority over you.
- ii) You will devote your entire time to the work of the Company and will not undertake any direct / indirect business or work, honorary or remuneratory except with the written permission of the Company in each case. Contravention of this will lead to the termination of your service without any notice or any compensation in lieu of such notice.
- iii) You shall not seek membership of any local or public bodies without first obtaining written permission from the Company.
- iv) You shall neither divulge nor give out information to any unauthorized person (including media) during the period of your service or even afterwards by word of mouth or otherwise, particulars or details of our processes, know-how, security arrangements, administrative and / or organizational matters of a confidential / secret nature, which may be your privilege to know by virtue of your being our employee and which shall bring disrepute to the Company or its group companies.
- v) You shall keep confidential all the information and material provided to you by the Company or by its clients concerning their affairs, in order to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination or cancellation of this employment.

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- vi) You will not enter into any commitments or dealings on behalf of the Company for which you have no clear authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.
- vii) You will be responsible for the safe keeping and return in good condition and order of all the properties of the Company, which may be in your use, custody, care or charge. For the loss of any property of the Company in your possession, the Company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

7. TERMINATION OF PERMANENT SERVICE :

- i) You will automatically retire from the service of the Company on attaining the superannuation age of 58 years.
- ii) If you absent yourself without intimation / sanctioned leave or remain absent beyond the period originally granted or subsequently extended, you shall be considered as having voluntarily abandoned your employment without giving any notice unless you resume your duties within 8 days from the commencement of such absence and provide explanation to the satisfaction of the Company for such absence.
- iii) Your services are liable to be terminated without any notice or salary in lieu thereof in case of misconduct, including loss of confidence, arising out of misconduct, disloyalty, commission of an act involving moral turpitude and act of indiscipline or inefficiency.
- iv) During the service, either party to this contract shall be at liberty to terminate the same by giving to the other 30 days notice in writing or compensation (on Basic Salary basis) in lieu thereof. It shall not be necessary for either party to assign any reason for termination of the contract. Provided that, such notice or compensation in lieu of shall not be payable by the Company to you in the event of any contravention or violation by you, of any of the provisions set forth in this appointment letter. Final decision on relieving an employee and determining the notice period or compensation in lieu or in relation thereof, or the decision to waive the notice period vests with the Company. Company reserves the right to relieve the employee with immediate effect and without any kind of compensation whatsoever, if it deems fit in the interests of the Company, or if the Company, in its sole discretion, determines that the employee may pose a threat, immediate or foreseeable, for breach of the conditions of the appointment letter, and in particular the conditions relating to the Company's know-how, security arrangements, administrative and/or organizational matters, or it is deemed that continuation in notice period may possibly be disruptive to the operations of the company. Upon dismissal, the employee shall receive payment only till their last date of service, no compensation or remuneration beyond the date of dismissal shall be due from the Company.. Any unutilized leave, as per the Company's leave policy, may be set-off against the notice period of 30 days, at the discretion of the Company.

8. GENERAL CONDITIONS :

- i) You may be selected and sponsored by the Company for familiarization / training assignments or any other institutions / organizations in India and / or abroad. You will diligently and beneficially take part in the training and such assignments. The cost of such training including the travel fare and related expenses will be borne by the Company subject to agreements to be drawn up and signed by the Company and you specifying minimum

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number of years you will serve the Company after such training and providing for payment of liquidated damages by you to the Company proportionate to the years of service remaining to be rendered, in the event you voluntarily terminate the contract of service or this appointment, as the case may be, prior to the expiry of the agreed period of service referred to herein above.

- ii) You will be required to comply with BYOD Policy (Bring Your Own Device Policy) of the Company and consequently, you will be allowed to bring personally owned devices (adhering to the Company's acceptable use policy) to the workplace and use the said devices to gain access to the application, network & IT resources of the Company. A onetime only advance shall be extended by the Company to you pursuant to the said policy, the amount of which shall be recovered from you prorated basis if your employment is terminated for any reason whatsoever within 728 days of your date of joining.
- iii) You will be covered by the service rules and regulations including conduct, discipline and administrative orders and any such other rules or orders of the Company that may come in force from time to time.
- iv) Your age mentioned in the Matriculation / Higher Secondary Certificate will be deemed to be the conclusive proof of your date of birth.
- v) You will intimate in writing to the Company any change of address within a week from change of the same, failing which, any communication sent on your last recorded address shall be deemed to have been served on you.
- vi) You will hand over the charge of Letter of Authority or Power of Attorney issued to you or any property / material of the Company in your possession at the time of cessation of your employment with the Company.
- vii) The present designation is subject to change depending upon work assignment from time to time.
- viii) You shall abide by the rules and regulations which the Company has at this level and shall undertake to sign such declarations that the Policy may demand from time to time.
- ix) Unless otherwise specified, any reimbursements, in the form of relocation expenses, will be fully recovered if your employment with the Company ceases within two years of joining. Any payment made, in the form of relocation expenses / notice pay or payment of sign-on bonus will be taxed as per income tax rules.
- x) The information and documents provided by you are subject to verification, and upon your acceptance of this appointment grant the Company the right to conduct such verification, including through external agencies. This would include but not be limited to, your employment history, educational / professional credentials, CIBIL & other background checks. You hereby agree, consent and authorize the Company to access, use and share such information provided by you, with internal and external agencies, for the purpose of carrying out verification at any and all points of time, whether during or after your employment with the Company. The Company has the policy of sharing all relevant employee employment information with applicable external agencies
- xi) Your appointment is also liable to termination in the event of the verification of your character, antecedents and testimonials are not found satisfactory. In case particulars

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mentioned in your application are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

- xii) In case you join the Company in the absence of the relieving order from your previous employer, you shall do so at your own risk and undertake to keep the Company indemnified for all loss / damage by your such act.
- xiii) Any dispute or difference or claims arising out of or in connection with this contract shall be resolved by reference to arbitration by a sole arbitrator appointed by L&T Finance Limited, at its sole discretion. The arbitration proceedings shall be governed by the provisions of the Arbitration & Conciliation Act, 1996 and the Rules framed there under and any amendments thereto. The language of arbitration shall be English. The venue of arbitration shall be at Mumbai and courts at Mumbai shall have exclusive jurisdiction. The award of the arbitrator shall be final and binding on the parties. The governing law shall be the laws of India
- xiv) Any Dispute between yourself and the Company concerning with or relating to or arising out of this employment shall be subject to the jurisdiction in Greater Mumbai only.
- xv) Please note that you are required to keep the salary & other perquisites / benefits offered to you strictly confidential and not to share information regarding the same with any one.
- xvi) You shall not be entitled to any salary in the event you leave the Company within 20 working days of your joining.
- xvii) This appointment is subject to the rules, regulations and policies made by the Company and detailed in the HR manual or any other circular/intimation issued by the HR team as in force at present or as may be amended, altered, modified or extended from time to time and shall be binding upon you whether or not you have signed off on such amendment or modification .If acceptable to you, please carry a duplicate copy of this letter duly signed by you in token of your acceptance of offer on your date of joining.
- xviii) The risk management practices and/or policies applicable upon the Company could require the disclosure of information regarding bank account of employees working at employee grades FL I to FL IV in the Micro Loans business of the Company, and consequently you may be required to provide such information and/or declarations regarding the same. Failure or inability to disclose the above information and/or furnishing any incorrect or incomplete declaration shall be a violation of the Company's Code of Conduct. Such information may include information regarding financial transactions, if sought.

You are requested to initial (on all pages) and sign (in the space herein below) and return the enclosed copy in acceptance of the terms and conditions incorporated herein above

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With best wishes for your assignment,

Yours sincerely,

For L&T FINANCE LIMITED.



Nilesh Dange

Chief Human Resources Officer

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood the above terms and conditions and hereby sign in acceptance of the same.

NAME: _____

SIGNATURE: _____

DATE: _____

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Annexure I			
Name	SUDHAKAR p		
Grade	FL IV	Designation	ML OFFICER

Sr. No.	Heads	Per Month (Rs.)	Per Annum (Rs.)
Monthly Components			
A.	Basic	4,794	57,532
	House Rent Allowance	2,877	34,519
	Leave Travel Allowance	3,157	37,885
	Sub-Total (A)	10,828	129,936
Statutory Benefits & Retirals			
B.	Provident Fund (Employer Contribution 12% of Basic)	575	6,904
	ESI (Employer Contribution of 3.25% of monthly gross)	352	4,223
	Gratuity (4.81% of Basic)	231	2,767
	Sub Total (B)	1,158	13,894
Total Fixed Pay (A + B)		11,986	143,830
Rs. One Lac Forty Three Thousand Eight Hundred and Thirty Only			

You are also eligible to participate in the company's incentive schemes, through which you may earn incentive based on your performance. Please note the incentive payable in any accounting year under the scheme, will be inclusive of amount to be paid in lieu of any other bonus payable, including the bonus based on profits payable under any statutory law. Thus, you will be eligible for a minimum amount of 0 per month and your maximum potential to earn incentive would be 5,270 per month. The Company reserves its rights to amend the incentive schemes from time to time.

In addition to the above, you will be covered under the following Group benefits:

1. Group Life Insurance Cover
2. Family Mediclaim Cover
3. Group Personal Accident Cover

For L&T FINANCE LIMITED.



Nilesh Dange
Chief Human Resources Officer

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DATE: 5/24/2022

Name: Hemanathan L S

Date of Joining: April 04th, 2022

Emp ID: 1910

Employment Type: Permanent

Subject: Letter of Offer

Dear Hemanathan L S

We are pleased to inform you that keeping in view of your good performance at your work place and role, the Management has taken a decision to give you a good compensation.

Consequently, your compensation has been enhanced which will be effective from dated 4/26/2022

Please note that your annual CTC w.e.f. date will be Rs. 180016

We are sure that this will motivate you and you will strive to continuously improvement in your performance in future.

Your CTC structure is enclosed herewith as 'Annexure - A'.

Yours faithfully,

For S2M Health Pvt Ltd

Name: Hemavathy B

Designation: HR Manager

Signature:



L. S Hemanathan



S2M Health India Pv Ltd
Prakash Tower, 1st Floor, OMR, Kottivakkam, Chennai - 600041
Email: hr@s2mhealth.com

October 07, 2021

Mr.Anand N
No.2, Pudhu Street
Avaniyapuram
Madurai -12.

Dear Mr.Anand,

Sub: Offer letter as Trainee Executive – Microbiology.

This has reference to the discussions you had with us.

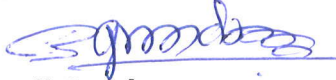
We have the pleasure to offer you the post of **Trainee Executive – Microbiology.**

As per the terms agreed during your interview, you may report to duty on or before **13.10.2021.**
The trainee appointment letter will be issued to you as and when you join our services.

You are hereby advised to carry academic certificates and pre-employment medical examination report at the time of joining.

Kindly sign and return the scanned copy of this letter as a token of you having accepted.

Yours faithfully,
For **Wintac Limited**



Sunil Gundewar
Chief Operating Officer





BUDDI AI



BHUVANESWARI R K
Data Analyst - Trainee

.....

Employee ID : CT-MDU-060

Authorized Signatory

Bangalore.
06-Jun-2022.

To,

Mr. Suryakumar K K,
D No : 23, Prasanna colony 8th street
Avaniyapuram,
Madurai-625012

Ph: 8220027651
suryakumarkk135@gmail.com

Dear Mr. Suryakumar,

We have pleasure in making a job offer to you as “**Trainee Software Engineer**” in our company per the monthly salary structure (cost to company) given below: -

Particulars	Compensation (in Rs.)	
	Monthly	Annual
Remuneration		
Basic Pay	7,500	90,000
House Rent Allowance	3,000	36,000
Conveyance Allowance	1,600	19,200
Medical Allowance	1,250	15,000
Educational Allowance	200	2,400
Special Allowance	10,190	122,280
TOTAL (A)	23,740	284,880
Retirement Benefits		
Employer PF Contribution	900	10,800
Gratuity	360	4,320
TOTAL (B)	1,260	15,120
COST TO COMPANY (A+B)	25,000	300,000



#5th Floor, Novel MSR Park,
18, Varthur Road,
Subbaiah Reddy Colony Extension,
Marathahalli, Bangalore 560037.
Email: info@csgsol.com
www.csgsol.com

This offer is valid subject to your joining duty on or before the agreed upon date (09-Jun-2022) and you signing the company standard employment contract which specifies along with other terms and conditions that you commit to stay with the Company for a minimum period of 2 years (unless your services are terminated by the Company), failing which you will pay a minimum amount of Rs. 2,00,000/- (Two lakh Rupees) in lieu of early disassociation with the company. In case you do not pay this amount and decide to leave then in such case Company shall not issue you Service Certificate, Relieving letter and other such documents and at the same time all your existing dues with the company if any, shall not be cleared by the Company.

Please note that, you will be under probation for a minimum period of six months from the date of joining and later confirmed subject to your satisfactory performance.

If you are agreeable to the above terms and conditions, kindly sign the duplicate copy in acceptance of the same.

Yours truly,

Authorized Signatory

MS S.Krishna Veni
HR Recruiter

SUBJECT: APPOINTMENT TO THE ROLE OF HR RECRUITER

We are pleased to confirm that you are in our employment as HR RECRUITER at a salary of Rs. 12000 per month. Further you are in the service on the following terms and conditions:

1. You will abide by the Service Rules of the Company which are in force for the time being or which may come into force from time to time.
2. On confirmation you will be further entitled to other benefits as may be admissible to other confirmed employees of your category.
3. That it will be the discretion of the Management to assign you any work and regulate the working hours the normal working hours or duties shall be 9 hours with one hour as rest.
5. That if any misconduct is alleged against you, you can be suspended from duty without wages. However, if you are held guilty of all or any of the charges levelled against you, you will be treated absent from duty during the period of suspension.
6. You are requested to sign the duplicate copy of this letter as a token for acceptance as token of acceptance of the above terms and of the duties and responsibility as token of acceptance of the conditions.

I confirm the contents of the letter as correct and accept the Employees Service Rules of the Society.

Authorised Signature

PA.Bala Murugan
HR Manager



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SUPREME COMPUTERS INDIA PVT. LTD.,

A Reliable Landmark

22nd August 2022

Mr. Venkateshan M
No: 284/1, Nethaji street
Jaihindpuram
Madurai - 625011
Mobile: 9894028705

27 AUG 2022

Sub: Offer Letter

Dear Mr. Venkateshan M
We welcome you wholeheartedly to the family of Supreme Computers India Pvt. Ltd.

Subsequent to the interview you had with us, we are pleased to inform you that we intend to offer you for the post of "Customer Relationship Executive "

As accepted by you, you are asked to join us on 29th August 2022.

The CTC will be Rs.18,379/- (Rupees Eighteen Thousand Three Hundred Seventy Nine Only) per month.

As a token of acceptance, please sign the copy of this offer of intent letter and send it to us within a working day from the receipt of this letter.

For Supreme Computers (India) Pvt. Ltd.

Rakesh Jain, A
Director

22 AUG 2022

AUTHORISED BUSINESS PARTNERS

- | | |
|--|---|
| ✦ PC Products (Notebooks / Laptops / Workstations - Branded Options) | ✦ Enterprise Computing (Servers, Workstation & Storage (NAS/SAN) |
| ✦ Printing & Imaging Solutions (Printers, Scanners & Supplies) | ✦ Av Solutions (Projectors, Large Displays, Signage Solutions, Options) |
| ✦ Networking Products (Active & Passive, Copper & Fibre) | ✦ Mobility Products (Mobile Phones, Tablets & Technology Gadgets) |
| ✦ PC Components | ✦ Security & Surveillance (Firewall, IP Cameras) |

Regd. Off : Supreme Computers India (P) Ltd. No. 1B-1B, Majestic Plaza, Narasingapuram Street, Mount Road,
(Near India Silk Houses) Chennai - 600 002, Tamilnadu, INDIA

Corporate Off : No. 46, Prince Plaza 3rd Floor, Pantheon Road, Egmore, Chennai - 600 008, Tamilnadu, INDIA

Phone : 044 4266 8888 / 044 4350 8806 Mobile : 98102 31852 E-mail : hrd@supremecomp.com Website : www.supremecomp.com
GSTIN : 33AAGCS1406H17R PAN : AAGCS1406H GST : 69B280 CIN : U30006TN1999PTC042878

2022-2023



Hi Tech Informatics Pvt Ltd.

HTS/OFFER LETTER/ISO22705

23-Jan-2023

Palani kumar

Address: 1/260,,

post office,

pothumbu, Madurai - 625018 ,

Tamil Nadu, India

Dear **Palani kumar** ,

We take great pleasure in inviting you to be an integral part of **Hi Tech Informatics Pvt Ltd.**

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **Technical Support Engineer** on terms and conditions agreed upon between us, which will be specified in the formal letter of appointment that you have agreed to accept, on the date of joining of our company. The date of joining shall not be later than **24-Jan-2023**.

Your posting will be for the support services on **Hi Tech Informatics Pvt Ltd** .

You will be deputed at **CMA CGM - Chennai**.

Your salaries and other terms of employment are explained to you in detail however the same is printed in the annexure sheets. (See Annexure).

You are requested to report to **Himanshu Tyagi**

As a part of the joining process, you are requested to send us the following documents within the specified period.

Photocopies of

- SSLC / Degree / Diploma / Highest qualification certificate
- Relieving letter from previous organization or Accepted Resignation letter Experience letter
- Permanent Address Proof – Aadhar Card/Passport
- Pan Card
- 1 Passport size photograph

We look forward to your joining the project and wish you all success.

Yours sincerely,

For Hi Tech Informatics Pvt Ltd,



Angelina Rose.R

Senior HR Executive



Plot No. AP-398, 17th Street, I Block, Anna Nagar West, Chennai - 600 040.

Phone : 044 - 4345 3700, E-mail : m_shivadas@hitechinformatics.com, www.hitechinformatics.com



Hi Tech Informatics Pvt Ltd.

Salary Offered

SALARY STRUCTURE		
	Monthly	Annual
Basic Pay	10748/-	128976/-
HRA	5374/-	64488/-
CCA	0/-	0/-
Medical Reimbursement	0/-	0/-
Special Allowance	896/-	10752/-
Travel allowance	0/-	0/-
Mobile Allowance	0/-	0/-
Monthly Bonus	895/-	10740/-
Other Earnings	0/-	0/-
GROSS PAY (A)	17913/-	214956/-
DEDUCTION		
PF (Employee Contribution)	1505/-	18060/-
ESI	134/-	1608/-
TDS	0/-	0/-
LWF	0/-	0/-
PT	208/-	2496/-
Other Deductions	0 /-	0 /-
Total deduction(B)	1847/-	22164/-
NET PAY	16066/-	192792/-
COST TO COMPANY		
Gross Pay	17913/-	214956/-
PF Contribution from the company	1505/-	18060/-
ESI	582/-	6984/-
Accident Insurance	0/-	0/-
Gratuity	0/-	0/-
TOTAL BENEFIT	RS 20000/-	RS 240000/-

Note: The statutory deductions like TDS, Prof. Tax, ESI, Provident Funds Etc. will be applicable as per the law time to time.





Hi Tech Informatics Pvt Ltd.

This offer is valid till **24-Jan-2023**. only if:

- a) Hi Tech Informatics, receives your resignation letter duly acknowledged by your current Employer and all the essential documents as mentioned above for On Boarding on or before **29-Jan-2023**
- b) Positive reports are received from your references and verification are completed satisfactorily by Hi Tech Informatics

For Administrative details : E-mail ID : angel@hitechinformatics.com

For Salary details : E-mail ID : gayatri@hitechinformatics.com





Hi Tech Informatics Pvt Ltd.

HTS/APPOINTMENT LETTER/HTI13337

23-Jan-2023

Palani kumar

Address: 1/260,,

post office, ,

pothumbu, Madurai - 625018

Tamil Nadu, India

Dear Palani kumar,

We take great pleasure in appointing you in our Company as **Technical Support Engineer at CMA CGM - Chennai**. Please note that the employment terms contained in this letter are as per the company policies, subject to undergo Changes.

APPOINTMENT

1. Employment

- a) Your date of appointment is effective from the date of joining. You are required to join on or before **24-Jan-2023**
- b) Your posting at the site as explained is purely performance based. You may be transferred to any projects, as and when required by the company. You shall observe 6 working days per week or as applicable to the project site assigned to you.
- c) You will not take up any other assignment other than those assigned by Hi Tech Informatics from time to time. During the course of your assignment you will not accept/negotiate any other employment offer.
- d) In event of leaving the organization, a notice period of minimum of 60 days needs to be provided. In the event of resignation without proper notice period and handover/take over, you would be deprived of the Full and Final settlement.
- e) After joining, you will be on probation for a period of three(3) months. You will be eligible to PF, ESI from the date of joining.
- f) The probation period may be extended by a further period of up to three(3) months at the sole discretion of the company.
- g) During the probation period, in case of any performance issues or on grounds of disciplinary reasons, company can terminate this agreement by giving a notice of one month.
- h) On completion of your probation period, your employment with the company will be deemed confirmed and you will continue to be governed by the terms of your employment agreement. In case of extension of the probation period the company will issue a formal letter to notify the period of extension.



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Phone : 044 - 4345 3700, E-mail : m_shivadas@hitechinformatics.com, www.hitechinformatics.com



2. TERMINATION

a) Termination for Breach of Code of Conduct

The company may terminate this agreement at any time for breach of code of conduct with immediate effect, without giving any notice of termination to you, and without paying you any severance. The code of conduct shall be deemed as having been breached by any or all of the following:

1. Conviction by, or entry of a plea of guilty in a court of competent and final jurisdiction for any crime involving moral turpitude or punishable by imprisonment;
2. Commission of an act of fraud, whether prior to or subsequent to the date of employment;
3. Continuing, repeated or willful failure or refusal to perform agreed duties in the company;
4. Gross negligence, insubordination or violation of any duty of loyalty to the company.
5. Commission of any act which is detrimental to the company's business or goodwill or in breach of the company's ethical code of conduct;
6. Violation of any other provision of this agreement or company policies;
7. Providing false information on your application for employment or to the company at any time during the hiring process;
8. Failure to meet the expectation of the job as demonstrated by poor performance or absenteeism;
9. Failure to appear for work for three(3) consecutive days without obtaining the company's approval
10. Omission or failure to highlight any information relative to prior employment, which would form part of the evolution by the company, to confirm your employment here; and
11. Failure to submit the requisite certificates and documentations as prescribed in the checklist within the pre-defined timelines. See Annexure – II

b) Termination at the Company's discretion

The Company may terminate this Agreement at its sole discretion by providing you Thirty (30) days prior notice. In lieu of prior notice, the Company shall only be required to pay you a maximum severance payment equal to One (1) month of Net Salary as mentioned in the Offer letter or the Increment letter whichever is latest.

3. NON LIABILITY OF THE COMPANY

If this Agreement is terminated by you or the company for any reason whatsoever, you shall not be entitled to any action or claim against the company before any court or arbitrator, on the grounds of wrongful termination of employment, or any other grounds whatsoever.

4. COMPANY PROPERTY

The Company will provide you with infrastructure and tools as deemed necessary and in the management's sole and absolute discretion, for carrying out your duties. All such tools provided by the company will be the property of the Company and the Company will be responsible for regular maintenance, unless specified otherwise.

All such property of the company that is given to you, shall be returned to the designated person in the company, upon the termination of this Agreement and prior to the effective last date of your employment in the company.





Hi Tech Informatics Pvt Ltd.

5. LEAVE

- Leave, holidays and working hours are as applicable to your category of employees and the location of posting. See Annexure I.
- Absenteeism without prior intimation or permission is considered as misconduct, which might reflect on your appraisals and promotions.

6. RESPONSIBILITIES

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

DECLARATION BY

I have carefully read and understood the terms of this Agreement and accept the same unconditionally. I agree to be bound by rules and regulations of the Company as may be amended from time to time.

Employee: PalaniKumar

Signature:

By: PalaniKumar

Date: 23-Jan-2023

For Hi Tech Informatics Pvt Ltd,

Signature:

By: Angelin Rose.R

Title: Senior HR Executive

Date: 23-Jan-2023





Hi Tech Informatics Pvt Ltd.

Annexure-I LEAVE

AND PERMISSION

Casual Leave(CL): Employees are entitled for 4 CLs in a year. Casual leave is entitled to all employees. CL has to be availed with prior approval of manager on mail only. CL cannot be accumulated/carried forward or encashed and will lapse at the end of the calendar year.

Sick Leave(SL): Employees are entitled for 8 SLs in a year. Sick leave is entitled to all employees. If an employee has taken sick leave for more than 2 days, then it is mandatory to submit a medical certificate from a registered medical practitioner to HR. Absence of such certificate is treated as leave without salary. SL has to be availed with approval of manager on mail only. SL cannot be accumulated/carried forward or encashed and will lapse at the end of the calendar year.

Privilege leave(PL): Employees are entitled for 18 PLs in a year (1.5 PL is credited to employee per month) Privilege leave is entitled to all employees except those under probation period. PL has to be availed with prior approval of manager on mail only. Employees can accumulate up to 30 days PL at any point of time; PL accumulated up to 30 days is encashable during Full & Final settlement (For those employees only who have completed 2 years from the date of joining).

Maternity Leave (ML): All women employees who have worked continuously for a period of at least 80 days during the 12 months immediately preceding the date of her expected delivery, are entitled to receive maternity benefit of a total of 26 weeks of paid leave (for maximum of 2 live births), whether taken before or after childbirth. However, she cannot take more than eight weeks before her expected delivery.

In an event of a miscarriage or medical termination during ML, an employee will be entitled to leave with pay, for a period of 6 weeks immediately following the day of her miscarriage or medical termination of pregnancy and any maternity leave (if applied) will be cancelled. Medical termination of the pregnancy should be one that is advised by the doctor/medical practitioner. Benefits will not apply if it is a voluntary termination. In case of leave taken due to miscarriage or medical termination of pregnancy, medical reports and medical certificate from a registered doctor/gynecologist/hospital must be obtained and submitted to the HR department.

Late coming & permission: Every three permissions, taken in a month will be considered as ½ day leave. Late coming for more than 3 days in a week will be considered as ½ day leave.

Note:

- Employee cannot take more than 15 days leaves at a stretch. If taken, it has to be approved by Manager & Head HR.
- Every leave (CL/SL/PL/ML) has to be approved by manager via proper approval process. No approval via SMS or Whats App messages will be accepted.
- Work From Home Option applicable only as advised by the client or reporting manager.
- The leave is calculated as per the Calendar Year starting from 1st January





Annexure – II

CHECKLIST OF DOCUMENTS TO BE SUBMITTED ON THE DATE OF JOINING

Mandatory documents to be submitted to HR on the date of joining:

- PAN Card
- Aadhar Card
- Passport (If not available, it has to be applied and the acknowledgement to be shared)

Other documents to be shared on the date of joining:

- School & Graduation certificates
- Age Proof - Driving license, Voter Id
- Service Certificates of all previous employers
- Relieving letters of last 3 employers
- Last drawn pay slip
- Passport size photos - 1
- Copies of any other certificates declared by you, while gaining employment with the company.



February 27, 2023

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear DINESH BABU K B,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M.Tech degree from one of the premier engineering institution/university in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

TERMS & CONDITIONS OF SCHOLARSHIP

1. Profile:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to

participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M.Tech degree from one of the premier engineering Institution/university** upon successful completion of the course.

2. Duration:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

3. Appointment Details:

We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.

4. Scholarship/Stipend and Benefits

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium/cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.

- i. A Group Personal Accident Insurance (GPAI) coverage of **INR 12,00,000/-**. You could also choose to get additional coverage for a nominal and highly negotiated premium. More details on the policy are available in My Policies section in myWipro, the HR portal at Wipro.
- ii. Group Life Insurance coverage of **INR 14, 00,000/-**. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). You can also get an extra coverage for a nominal and highly negotiated premium. More details on the policy are available on My Policies Section in myWipro, the HR portal at Wipro.

In addition to the above, you are also eligible for medical insurance cover towards hospitalization.

You are eligible for a floater coverage of **INR 2,00,000/-** per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly scholarship/stipend depending on your marital/family status towards the base sum insured premium. 10% of the claim amount would need to be borne by the employee/scholar trainee.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

If you wish to enhance the coverage, a top up cover option is also available for a highly negotiated premium. More details on the policy are available in myPolicies Section in myWipro, the HR portal at Wipro.

The below table lists down your scholarship details:

Period	Scholarship	ESI	Consolidated Scholarship (INR Per Month)
First Year	15,000	488	15,488/- (*)
Second Year	17,000	553	17,553/- (*)
Third Year	19,000	618	19,618/- (*)
Fourth Year	23,000	0	23,000/- (*)

(*) You shall be responsible for payment of all statutory contributions, taxes, dues and levies as may be required under the relevant laws including contributions under Employees' State Insurance Corporation Act (**at 0.75% of your Scholarship**) as and when applicable to you. Such contributions, taxes, dues and levies where required, shall be deducted from your Scholarship and benefits according to applicable laws and regulations.

Employees with a fixed salary of less than INR 21,000 per month are covered under ESI. ESI is a comprehensive social security program in the event of medical contingencies, such as sickness, maternity, death or disablement due to employment injury and occupational disease. This scheme provides access to medical treatment, medical facilities, cash compensation and other support for insured persons

Your fourth-year scholarship will continue until completion of your M.Tech program. You will be enrolled into the academic program within 12 months from the date of joining.

You shall be eligible to receive a onetime "joining bonus" of **INR 75,000** after you join Wipro along with your first month scholarship. All applicable taxes on the payment of this amount will be borne by you. Please note in the event you leave the organization within 12 months from the date of joining, payment processed under Joining bonus shall be recovered from the Scholar Trainee at the time of exit.

The enhancement of the scholarship at the end of each academic year of study will be at the discretion of the Company and subject to your satisfactory progress of study, acquisition of skills, behavior, regularity and punctuality in attendance. Your continued enrolment in the course, will be at the discretion of the Company, and is subject to satisfactory academic performance and other requirements as prescribed in the WILP portal.

In case your project performance at any stage is not found to be at par with the requirement of WILP, then you would be placed on performance improvement program (PIP). If you fail to successfully complete the PIP, the Company may at its sole discretion discontinue your enrolment in the WILP program.

Book Allowance:

A Book Allowance of **INR 1,250/-** will be provided to you per semester. This allowance will be given every semester except the last semester when you will be engaged in dissertation. The allowance will be paid to you centrally along with your scholarship during the course of each semester. The allowance will be subject to tax. Book allowance is applicable and paid only when you are registered for the semester.

5. Training Agreement:

- i. This letter of enrolment is subject to the execution of a Training Agreement in the prescribed proforma with Wipro Limited, Sarjapur Road, Doddakannelli, Bengaluru-560035 on or before joining the program ("Training Agreement").
- ii. This Training Agreement shall be for a total period of 60 Months where you will be mentored for developing your skills and knowledge. This included technical training, in various formats, both online and offline and practical experience in various projects. The Company invests on your behalf for the cost of these trainings. Should you discontinue the WILP program or your enrolment with WILP is cancelled for any reason whatsoever before the completion of 60 months from the date of joining, the training expenses of **INR 75,000/- (Rupees Seventy five thousand only)** will have to be paid by you as detailed in the Training Agreement.

6. Project Readiness Program (PRP)

Upon enrolment, you will have to undergo a Project Readiness Program (PRP) to prepare you to participate in projects. This is offered by Wipro's - Talent Transformation Department to all campus and off-campus selects. The broad objective of PRP is to equip you with the necessary knowledge and skills that will enable you to start working on real-life project work which is an integral part of the WILP.

7. Regulations of Academic Study:

- i. You will be enrolled for M.Tech program with a renowned institution ("University") that collaborates with Wipro for WILP.
- ii. Course specialization includes but is not limited to Software Systems, Software Engineering, Information Technology, Computing Systems and Infrastructure Management, Data Analytics, IoT, Cloud, Digital & Cyber security, Embedded Systems.
- iii. Your specialization and enrolment would be decided based on prevailing business requirements and decision of the Company is final and binding.

- iv. You will not be able to change Specialization track after enrolment.
- v. Overall program duration is 4 years from date of enrolment of academic program.
- vi. As per the program structure, a WILP Scholar Trainee will register and pursue 4 to 6 courses per semester over 7 semesters.
- vii. You will be required to submit a project work/dissertation in your final semester (8th semester of your program). This will enable you to advance your professional capabilities by applying concepts and techniques in projects.
- viii. Each course has multiple evaluation components. This includes (but not limited to) an assignment component, quiz, mid-semester examination and comprehension examination. All evaluation components are mandatory for securing a pass grade in a course as prescribed by the partnering institution.
- ix. Contact classes are organized as per the handout and calendar prepared and shared by the University at the beginning of each semester. In the normal course, one session of 2 hours duration per course per contact class is organized.
- x. You will be called upon to undergo studies during the hours and days as may be fixed by the Company from time to time. Normally, the study hours would be from 8:30am to 6:00pm. However, this is subjected to change based on business needs.
- xi. The faculty will take attendance/circulate attendance sheets for every session. It is your responsibility to ensure that your attendances are recorded properly.
- xii. WILP Scholar Trainees are expected to be on time for every session. Punctuality is non-negotiable and the faculty reserves the right to deny entry and attendance to late comers.
- xiii. Attending 75% of contact session is mandatory for each course to appear for examinations.
- xiv. Not attending classes for reasons like medical/on the job training/late coming/personal problems and other similar reasons would be treated as absenteeism.
- xv. Scholar Trainees who fail to meet the minimum attendance criteria will not qualify for comprehension exams for any of the registered courses in that semester.
- xvi. For any reason, you are not able to meet the minimum attendance criteria or not complete the mandatory assignments/quiz/examinations in any semester, you are required to repeat the same semester as and when the next batch is organized. In such cases, rules and regulations governing academic programs at that time would be applicable. In addition, additional semesters fees are to be borne by you as prescribed by the University.
- xvii. At the end of each semester, the performance of each Scholar Trainee in a course, is specified as a letter grade which is obtained through a Relative Grading procedure
- xviii. Any Scholar Trainee securing 3 or more cumulative fail grade at any point in time will be expelled from WILP Program.
- xix. The 8th semester of study is fully devoted for dissertation / project work
- xx. If a Scholar Trainee's CGPA is less than 5.5, the Scholar Trainee will not be permitted to register for the dissertation. He/she has to re-appear for exams and secure a CGPA of 5.5 before taking up the dissertation. Also, a Scholar Trainee with an E grade in any course will not be permitted to register for the Dissertation
- xxi. Project/Dissertation work has to be carried out by each individual separately. Teamwork is not permitted.
- xxii. The dissertation has to be completed strictly as per the guidelines that are outlined by collaborating institution.
- xxiii. Study regulations mentioned in section v to xxii are subjected to change as per the norms of the participating University and the decision of the University/WILP Team/Wipro is final and binding.
- xxiv. WILP Scholar Trainees are expected to maintain decorum and discipline in line with Wipro's professional work culture and environment.

- xxv. In cases where a Scholar trainee deviates from the expected behaviour as prescribed by the WILP and partnering institution from time to time, strict action will be taken and the decision of the WILP Team/ faculty/University would be final and binding.
- xxvi. Breach of integrity will be dealt with sternly. Such Scholar Trainees will be asked to discontinue their studies and also expelled from WILP program.
- xxvii. On successful completion of the study, you will be eligible to receive the M.Tech degree from the collaborating University, in recognition of your successfully completing the course.
- xxviii. All Scholar trainees of the WILP will be given testimonials at the end of the successful completion of the M.Tech degree program. The testimonial contains the timeline in the WILP and the kind of project works carried during this opportunity.

Mode of contact session, examination pattern and other academic program norms are subject to change based on the prevailing situation/university norms declared from time to time. Decision of the University would be final and binding.

8. Conflict of Interest:

- i. During your enrolment period with the WILP, you will focus exclusively on the requirements of the program. In addition to your study and academic requirements, you are required to engage yourself exclusively in the work assigned by Wipro 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 Head/Manager of WILP Academy
- ii. 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 Wipro.
- iii. The Conflict of Interest Policy also refers to the need on your part, during your enrolment and for a period of one year from the cessation of your enrolment with WILP (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - a. Any student/scholar trainee of the WILP to abandon/withdraw their enrolment with the program or to accept enrolment and/or employment with any competitor, supplier or any customer with whom you have a connection.
 - b. Any employee of Wipro to terminate their employment with Wipro or to accept employment with any competitor, supplier or any customer with whom you have a connection.
 - c. Any customer or vendor of Wipro to move their existing business with Wipro to a third party or to terminate their business relationship with Wipro.
 - d. Any existing employee and/or student of WILP to become associated with, or perform services of any type for any third party.
- iv. In case of any conflict or doubt, please discuss the matter with Head/Manager of WILP, to understand Wipro's position on this and resolve the conflict.

9. Obligation and Responsibilities:

- i. During the study period you will be governed by the WILP regulations and instructions as may be modified, from time to time, in relation to conduct, discipline and other matters.
- ii. During your study as part of WILP, Company expects you to undergo study in the area in which you are placed, with a high standard of initiative and efficiency. This is critical and Company has zero tolerance towards any deviations.
- iii. You would not be allowed to seek membership of any local or public body without the written approval from the Head/Manager of WILP.
- iv. During the study period and thereafter, you would not be allowed to give out to anyone in writing or by word of mouth or otherwise, particulars or details of work - process, technical know-how, research carried out, security arrangements, or administrative and/or organizational matters of confidential or secret nature which you may come across during your academic study or become known to you by virtue of your undergoing study under WILP or otherwise.

- v. You are bound by all regulations, instructions and policies of the WILP and Wipro. These are updated/modified on a periodic basis and new policies may be introduced and notified to Scholar Trainees from time to time and you will be bound to comply with the same.
- vi. In consideration of the opportunities, trainings 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 Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by WILP/Wipro and in the course of your association with WILP. This covenant shall endure during your association and beyond the cessation of your association with WILP (irrespective of the circumstances of, or the reasons for, the cessation).
- vii. In connection with your association with Wipro as part of the WILP and during the term of your association upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business or academic session hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

During the period of academic study, if you develop or conceptualize inventions, ideas, concepts, discoveries, techniques and improvements (including without limitation computer software) solely or jointly with others in relation to the operation of the WILP/Wipro, such developments will be fully communicated to the WILP academy and will be the sole intellectual property of Wipro. You agree to cooperate in the execution of documents to facilitate the assignment of such intellectual property when required.

10. Confidentiality:

- i. 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 Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Wipro and in the course of your enrolment. This covenant shall endure during your enrolment and beyond the cessation of your enrolment with Wipro (irrespective of the circumstances of, or the reasons for, the cessation).
- ii. During your training on projects at Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer (if any) or other 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 Wipro.

11. Assignment of Intellectual Property

In connection with your enrolment and during the term of your enrolment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including without limitation legal documents, training materials, computer software 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 Wipro in relation to Intellectual Property.

12. Posting

During the initial study period, initially you would be made familiar with Wipro, but you may if needed be re-assigned or transferred to another division, department, establishment or new location where Wipro, has its office or operation and WILP classes are running in the particular location, in India, without enhancing the scholarship amount. Additionally, during this study period, you may be assigned/allocated to projects (billable/support roles) of any Technology/Client as per Organizational requirement. On placement of this nature, you will also be governed by the disciplinary rules and regulations as applicable in that unit/branch. You may also be placed in any sister company of Wipro, for practical studies.

13. Misconduct:

- i. In case you are charged with any misconduct or disciplinary issue during your study period, your enrolment with WILP may be temporarily placed on suspension without payment of scholarship amount, for such period as Wipro may deem fit. If the charges against you are proved to be true, your enrolment may be immediately cancelled, without any notice or payment of scholarship in lieu of notice notwithstanding any clause of this letter of enrolment. It is clarified that this clause is without prejudice to Wipro's rights to enforce the Training Agreement duly signed by

you even after cancellation of your enrolment for whatever reasons as the case may be.

- ii. Notwithstanding the condition regarding written notice of termination and without prejudice to Wipro's right to enforce the Training Agreement, Wipro shall have the right to terminate your academic study without any notice or payment of scholarship in lieu thereof, if any declaration given or information furnished by you to WILP/ Wipro is found to be false or if you are found to have willfully suppressed any material information.

Please note that at any stage, whether during your selection process or upon enrolment with the WILP, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, Wipro shall withdraw or revoke the enrolment and cancel the same with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

14. Cancellation of Enrolment:

Notwithstanding any of the clauses of this letter of enrolment, Company reserves the right at its sole discretion to cancel this enrolment during the study period without assigning any reason, by giving one months' (30 days) notice or one month's scholarship/stipend in lieu of notice.

15. Study Hours:

- i. As a Scholar Trainee – Work Integrated Learning Program, you will be called upon to undergo studies during the hours and days as may be fixed by WILP from time to time as per the University requirements.
- ii. You would be assigned to any of the locations and any project work as part of your WILP as may be decided by the Company.
- iii. The full day lecture sessions will be held at any of Wipro's other establishments/outsourced venue. You may also be called upon to attend academic study as and when required on holidays and in any shifts during the day, as may be scheduled in accordance with the convenience of the organizing team of the WILP.
- iv. The university will plan contact classes in multiple formats to suit the project work situations and university guidelines such as contact classes in ILT (Instructor Led Training) and/or VILT (Virtual Instructor Led Training) and Self-Directed/Recorded lecture sessions.

16. General:

- i. This letter of enrolment is subject to the condition that you have not provided us with any false declaration or wilfully suppressed any material information. If you have, you will be liable for cancellation of enrolment from the WILP without any prior notice.
- ii. The terms of this letter of enrolment may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- iii. These enrolment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- iv. You warrant that you are not prevented by a court or by any other administrative or judicial order from enrolling 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.
- v. During the period of enrolment you are required to comply with all policies of WILP and Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to the Scholar Trainees from time to time. You agree to comply with all policies as modified from time to time.

17. On Completion/Cancellation of Academic Program:

- i. On Completion of the academic program or cancellation of your enrolment , as the case may be, you will immediately surrender to Wipro/ the Academy all specifications, formulae, documents, literature, drawings or records, etc. belonging to Wipro/the Academy or relating to its business and shall not make or retain any copies of these items.
- ii. You are not eligible to receive testimonial certificate if you do not successfully complete the academic study in accordance with this letter of enrolment and the study scheme formulated by the Academy.

iii. Wipro reserves the right to offer employment at its sole discretion to a Scholar Trainee on successful and satisfactory completion of the academic study.

18. Work Allocation for on the Job Training:

As part of your work responsibilities, you may be assigned to work on certain projects/accounts or other assignments as may be deemed fit by the Company in its sole discretion. Refusal to accept and deliver on such assignments shall be treated as a refusal to work and may result in termination of your enrolment or other disciplinary action.

19. Acceptance of Enrolment Letter:

Upon accepting the above terms and conditions, you are required to return the duplicate of this letter of enrolment, duly signed by you as a token of your acceptance on the day of joining WILP program.

Please confirm that the above terms are acceptable to you and that you accept the enrolment by signing a copy of this letter of enrolment and submit the same on the date of joining.

Yours sincerely,

For **Wipro Limited**,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the enrolment on the terms and conditions herein.

I shall be present for the induction session on

ANNEXURE I

CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)

I DINESH BABU K B, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') being a part of WILP of Wipro for the following purposes:

- a. validating my application form and retaining records on the same for any future reference/verification;
- b. processing my application form including background verification checks;
- c. academic study related actions including record keeping, processing scholarship advance and benefits and any action required in the context of my enrolment with Wipro, being a part of WILP.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE II

I hereby confirm that I shall submit the required academic certificate including but not limited to mark sheet and Provisional or Convocation Degree Certificate within 3 months from my date of joining. I understand that my enrolment is subject to my

aggregate meeting the Wipro eligibility criteria and submission of the above mentioned documents.

I hereby declare that all the particulars mentioned above are true to the best of my knowledge. In the event of my failure to submit the above mentioned documents or in case of any discrepancy, I shall be liable for termination of my enrolment with Wipro.

ANNEXURE – III

INITIAL INDUCTION PROGRAM

The Talent Transformation team at Wipro grooms campus selects to help them face the challenges of the corporate world.

A holistic 360 degree approach to training is adopted and helps them hone their fundamental computer skills followed by insights into Wipro businesses, process, technology and behavioural skills.

To understand and appreciate the mindset of the young Trainees and ensure that the transformation is smooth, the induction program is done by a team of dedicated professionals who have exposure to the academic and corporate sectors alike. Project Readiness Program (PRP) is a training program designed to address the basic learning needs of the Trainees.

Corporate Readiness Program - CRP

The CRP program is focused on making young Trainees comfortable in a corporate environment. This program starts with a corporate induction.

“EMERGE” a behavioural skills building training program ensures that the fresh Trainee start feeling at ease in the “corporate world”. This activity based behavioural intervention informs the new entrants about the corporate work culture and business etiquette.

Technology Readiness Program - TRP

The technology training provides critical technical skills required to work on projects allocated to Trainees and prepare to face the demands of the project world. We begin doing this by familiarizing with Wipro's businesses and work environment.

The methodology of training is “Project Based Learning” (PBL) approach, the entire learning is designed around a series of projects that the recruits are expected to complete individually by learning and applying various topics required to complete the project. Starting with individual projects, the PBL approach ends with recruits working on a team project.

ANNEXURE – IV

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar Trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

TRAVEL, ACCOMMODATION, FOOD & OTHER MISCELLANEOUS EXPENSES

Travel

- i. You would be entitled for INR 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount. **You are not required to raise any claims towards reimbursements of travel expenses post joining as this lump sum amount will be paid in your first month's stipend.**
- ii. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- i. You would be entitled for INR 400 per day for 8 days (total amount of INR 3200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.
- ii. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following: Settlement and

Miscellaneous Expenses: INR 1200 per day for 7 days (total amount of INR 8400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.

iii. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro > myPolicies > Common Policies across Countries > myTravel > Global Relocation Policy.

iv. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

v. You cannot book initial stay accommodation through the Wipro Hospitality team at hospitality.accommodation@wipro.com and reimburse the same.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Skill Preferences 1 : [.NET-FS -MERN](#)

Skill Preferences 2 : [.NET-FS-MEAN](#)

Skill Preferences 3 : [Python App](#)

Location Preferences 1 : [Chennai](#)

Location Preferences 2 : [Coimbatore](#)

Location Preferences 3 : [Bangalore](#)

Accept Decline

Signature [DINESH BABU K B 27/2/2023 9:39 PM](#)

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:

Wipro Limited T :+91 (80) 2844 0011

Doddakannelli F :+91 (80) 2844 0054

Sarjapur Road E :info@wipro.com

Bengaluru 560 035 W :wipro.com

India C :L32102KA1945PLC020800

[26349843](#)

103

143

ROLL NO. 8204016587
KEERTHIKA J H
D/O SH. HARI J S
DISTRICT- MADURAI (TAMILNADU)

Telephone/FAX No. 08028478411

143
Frontier HQrs (Spl Ops)
Odisha at Bangalore
PO: AFS Yelahanka
Bangalore-560 063

No. 836/RA/CT(GD)SSC/FTR BGLR/22/3157-60

Dated, the 22nd Nov' 2022.

ROLL NO. 8204016587
KEERTHIKA J H,
D/O HARI J S
DOOR NO. 116, DURGA NESAVALAR
COLONY KAITHARI NAGAR,
TALUK- THIRUPPARANKUNDRAM,
DISTT- MADURAI,
TAMIL NADU- 625005

**OFFER OF APPOINTMENT FOR THE POST OF CONSTABLE (GD/MAHILA) IN BSF
THROUGH SSC- 2021**

Refer your application for the post of **CONSTABLE (GD/MAHILA)** in Border Security Force and consequent upon qualifying the prescribed recruitment tests for the above post, I am directed to inform that you have been provisionally selected for the post of **CONSTABLE (GD/MAHILA)** in BSF in the Pay Matrix Level-3, Pay Scale of Rs. 21,700-69,100/- of 7th CPC (Revised Structure) and other allowances admissible from time to time.

2. Your appointment to the above post is subject to the following terms and conditions:

- (a) The appointment is 'PROVISIONAL' till receipt of a "no adverse" character and antecedents verification report from the concerned Civil Authorities. In the event of receipt of any adverse report from the Civil Authorities your services will be terminated immediately without any prior notice.
- (b) You will be governed by the provisions of BSF Act-1968 and BSF Rules-1969 as amended from time to time and other Central Government Orders, Rules and Regulations as applicable from time to time.
- (c) Initially you will be on probation for a period of two years, which may be extended by the appointing authority for such further period or periods not exceeding one year, for reasons to be recorded in writing. During the period of probation, if the appointing authority considers that you are not likely to become an efficient member of the Force due to any reason, your services can be terminated without assigning any reasons or without any advance notice.
- (d) The post is temporary but likely to be made permanent in due course. In case the temporarily post is abolished, your services shall be terminated without assigning any reason.
- (e) If you tender resignation from service within a period of 10 years for reasons other than accepting a job under Central or State Government for which cadre clearance has been granted, your resignation may be accepted only after you refund to the Government training cost or 3 months' pay and allowances last drawn by you or if you have not completed three months service, on the basis of pay and allowances to which you are entitled in the month which you tender your resignation, whichever is higher.

Contd...P/2

- (f) In addition to admissible pay allowances, you will be entitled to free Govt accommodation/ HRA, Uniform Allowances (annually) and Ration Money Allowances, etc a per admissibility from time to time.

3. You will be required to produce following **original documents** along with a Photo copy of each duly self-attested at the time of joining in BSF:-

- (a) Character certificate from two Gazetted Officers as per **specimen** attached to this letter.
- (b) Certificate of all education and other technical qualifications.
- (c) Matriculation or equivalent certificate as proof of age.
- (d) Original Domicile Certificate (Preferably Electronic certificate) issued or countersigned by an officer not below Tehsildar or SDO/SDM of the area where you originally reside.
- (e) Original Scheduled Caste (SC), Scheduled Tribe (ST) or Other Backward Classes (OBC) certificate (Preferably Electronic Certificate) issued by notified Competent Authority in the prescribed format.
- (f) 06 copies of recent colour passport size photographs of candidate and 02 copies of joint recent colour photographs with spouse, if married.
- (g) Candidate's copy of PST/PET & Medical documents.
- (h) A Saving Bank account in your name be opened in the State Bank of India located in your locality/District after completion of Know Your Customer (KYC) formalities and should be in possession of ATM Card/Cheque Book and front page of your saving bank account (in SBI) alongwith cancelled cheque while reporting for crediting your salary in the SB account on appointment.
- (k) Copies of PAN Card & Aadhar Card etc.

4. You will not be entitled for any TA/DA on joining your first appointment.

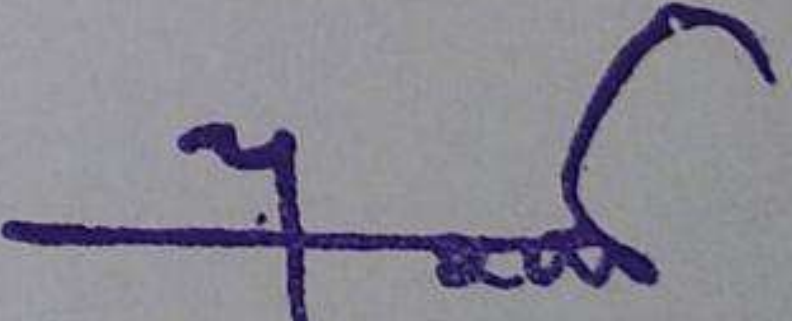
5. The offer of appointment is further subject to: -

- (i) "Provisions of Rules-7 of BSF Rules-1969 which envisages that a person who has entered into or contracted a marriage with a person having spouse living or who having a spouse living has entered into or contracted a marriage with any person shall not be eligible for appointment in the Force".
- (ii) Taking of on oath of allegiance/faithfulness to the constitution of India (or making a solemn affirmation to that effect in the prescribed form).

(In case, any of above conditions are not fulfilled, the Department will not entertain any claim for damages and other losses suffered by you).

6. You will be put through the prescribed Basic Training in a BSF Training Centre. Failure in Basic Training shall render you unfit for further retention in the Force.
7. You shall be liable to serve in any part of India or aboard.
8. The appointment is provisional and subject to conditions mentioned above and your character and antecedents, education and the Caste/Tribe/OBC certificates being verified through proper channel. If the verification reveals that any of your claim/information is false, your services can be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Panel Code/BSF Act or any other law.
9. You will be entitled to the pensionary benefits as per new restructured **DEFINED CONTRIBUTORY PENSION SYSTEM** applicable for the entrants to be Central Government Service from Jan '2004. Therefore, you would make monthly contribution @ 10% of the Basic Pay and DA towards the new pension system from the date of appointment.
10. If you accept this offer of appointment, you may report at **FTR HQ (Spl Ops) BSF Bangalore campus near Air Force Station, Yelahanka, Bangalore, State – Karnataka, PIN - 560063 on 21st Dec' 2022 repeat 21st Dec 2022** for completion of appointment formalities and further duties failing which this offer of appointment would automatically lapse.
11. **Adm/Joining Instructions: -**
 - (a) You must be in possession of sufficient money to meet your day to day expenditure as getting of initial salary may take one or two months.
 - (b) You must carry seasonal clothing as well as civies, day-to-day personal use items and light bedding.
 - (c) The nearest Railway Station of **FTR HQ (Spl Ops) BSF Bangalore is KSR Bangalore, from KSR Bangalore Railway Station to FTR BSF Campus,** by road.
 - (d) Help line number of Help line number of **Ftr HQ (Spl Ops) BSF Odisha at Bangalore is 080-28478411.**




Recruiting Officer
For IG Ftr HQ (Spl Ops)
BSF Odisha at Bangalore

Copy to: -

- 1) FHQ (Pers Dte – Rectt Sec) - for information please.
- 2) GD FTR HQ (Spl Ops) BSF Bangalore - for info
- 3) Dossier of the indvl
- 4) File

CERTIFICATE OF CHARACTER

Certificate that I have known Mr./Mrs. _____
S/O / D/O / W/O Mr. _____
for _____ years _____ months and that to the best
of my knowledge and belief he/she bears reputation character and has no
antecedents which render him/her unsuitable for Government Employment.

2. Mr./Mrs. _____ is not related to me.

Place : _____

Signature

Date : _____

Designation

I am satisfied about the reliability of the person who has given the above
certificate of character.

Place : _____

Signature

Date : _____

District Magistrate or
Sub – Divisional Magistrate
or their Superior Officers



75
Azadi Ka
Amrit Mahotsav

रोजगार मेला Rozgar Mela

10 लाख युवाओं को सरकारी
नौकरी

प्रधानमंत्री श्री नरेन्द्र मोदी द्वारा
71 हजार युवाओं को नियुक्ति पत्र
का वितरण

Bangalore.
06-Jun-2022.

To,

Mr. Suryakumar K K,
D No : 23, Prasanna colony 8th street
Avaniyapuram,
Madurai-625012

Ph: 8220027651
suryakumarkk135@gmail.com

Dear Mr. Suryakumar,

We have pleasure in making a job offer to you as “**Trainee Software Engineer**” in our company per the monthly salary structure (cost to company) given below: -

Particulars	Compensation (in Rs.)	
	Monthly	Annual
Remuneration		
Basic Pay	7,500	90,000
House Rent Allowance	3,000	36,000
Conveyance Allowance	1,600	19,200
Medical Allowance	1,250	15,000
Educational Allowance	200	2,400
Special Allowance	10,190	122,280
TOTAL (A)	23,740	284,880
Retirement Benefits		
Employer PF Contribution	900	10,800
Gratuity	360	4,320
TOTAL (B)	1,260	15,120
COST TO COMPANY (A+B)	25,000	300,000



#5th Floor, Novel MSR Park,
18, Varthur Road,
Subbaiah Reddy Colony Extension,
Marathahalli, Bangalore 560037.
Email: info@csgsol.com
www.csgsol.com

This offer is valid subject to your joining duty on or before the agreed upon date (09-Jun-2022) and you signing the company standard employment contract which specifies along with other terms and conditions that you commit to stay with the Company for a minimum period of 2 years (unless your services are terminated by the Company), failing which you will pay a minimum amount of Rs. 2,00,000/- (Two lakh Rupees) in lieu of early disassociation with the company. In case you do not pay this amount and decide to leave then in such case Company shall not issue you Service Certificate, Relieving letter and other such documents and at the same time all your existing dues with the company if any, shall not be cleared by the Company.

Please note that, you will be under probation for a minimum period of six months from the date of joining and later confirmed subject to your satisfactory performance.

If you are agreeable to the above terms and conditions, kindly sign the duplicate copy in acceptance of the same.

Yours truly,

Authorized Signatory

Bangalore.
06-Jun-2022.

To,

Mr. Kishore S B,
D No : 15/64, 4th Street,
Krishnapuram Colony,
Madurai-625014.

Ph: 9566695748
sbkishore2002@gmail.com

Dear Mr. Kishore,

We have pleasure in making a job offer to you as “**Trainee Software Engineer**” in our company per the monthly salary structure (cost to company) given below: -

Particulars	Compensation (in Rs.)	
	Monthly	Annual
Remuneration		
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House Rent Allowance	3,000	36,000
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Yours truly,

Authorized Signatory

Bangalore.
06-Jun-2022.

To,

Mr. Kishore S B,
D No : 15/64, 4th Street,
Krishnapuram Colony,
Madurai-625014.

Ph: 9566695748
sbkishore2002@gmail.com

Dear Mr. Kishore,

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Please note that, you will be under probation for a minimum period of six months from the date of joining and later confirmed subject to your satisfactory performance.

If you are agreeable to the above terms and conditions, kindly sign the duplicate copy in acceptance of the same.

Yours truly,

Authorized Signatory

Bangalore.
06-Jun-2022.

To,

Mr. Vignesh Babu S S,
Plot No : 3227 TNHB Colony,
Mela Anuppanadi,
Madurai-625009

Ph: 9994539140

vickypersonalguide@gmail.com

Dear Mr. Vignesh Babu,

We have pleasure in making a job offer to you as “**Trainee Software Engineer**” in our company per the monthly salary structure (cost to company) given below: -

Particulars	Compensation (in Rs.)	
	Monthly	Annual
Remuneration		
Basic Pay	7,500	90,000
House Rent Allowance	3,000	36,000
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Yours truly,

Authorized Signatory



THIRUPPUVANAM NADARS' URAVINMURAI EDUCATIONAL-HOSPITAL WELFARE TRUST

No. 5, Nadar Middle Street, THIRUPPUVANAM - 630 611. Sivagangai Dt. ☎ 04574-265242

KAMARAJAR MATRIC. HR. SEC. SCHOOL

Recognized by Govt. of Tamilnadu

Mahathma Gandhi Nagar, Nainarpettai Road, THIRUPPUVANAM - 630 611. Sivagangai Dt.

☎ 04574-265055



Appointment Order

Date : 09.06.2023

This is to inform that Mr. R.Prasath M.A., B.Ed.,
S/o. C.Rajendran, 22/103B, Keelaratha Veethi, Kottai, Thiruppuvanam
Sivagangai District has been appointed as Middle Class Teacher in
Kamarajar Matriculation Hr. Sec. School, Thiruppuvanam, Sivagangai
Dist. with effect from 10.06.2023.

Correspondent
CORRESPONDENT
KAMARAJAR MATRIC HR. SEC. SCHOOL
MAHATHMA GANDHI NAGAR
THIRUPPUVANAM - 630 611
Sivagangal Dist.

Reg.No.231/95



C.E.O.A

9442283612
8300724272

Matriculation Higher Secondary School

(Run by C.E.O.A Educational Society, Madurai)

24.06.2023

Date :

Ref :

PROCEEDINGS OF THE CHAIRMAN
PRESENT : DR. M. RAJA CLIMAX
ORDER NO : KA12/2023-24

SUB: Appointment Order Issued

ORDER:

We are pleased to appoint you as **Teacher** in our school at **Kariapatti** from **26.06.2023**.

This appointment is purely temporary and will cease on expiry of two months ie. on 26.08.2023. However based on your satisfactory performance school ensures its right to employ you further.

Herewith you can find an enclosed copy of terms and conditions. Sign both the copies.

To:

Ms. V. Jerolin Annam, M.A.,
Madurai

M. Raja Climax
24/6/23
CHAIRMAN
C.E.O.A. MATRIC HR. SEC. SCHOOL
SRIRAM NAGAR
KALAI NAGAR EXTN
A.KOSAKULAM, MADURAI - 625 017.

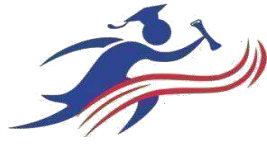
Copy to

1. The Principal / Headmistress, CEOA MHSS, Kariapatti
2. Accounts Officer, CEOA MHSS, Kosakulam

Encl: 1. Leave Rules 2. Rules for resignation & relief from duty

Dr. M. Raja Climax
24/6/23

Sriram Nagar, Kulamangalam Main Road, A.Kosakulam, Madurai - 625 017.



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✉ contact@dexteracademy.in



www.dexteracademy.in



7305 533 533

OFFERLETTER & APPOINTMENT ORDER

Date:15.03.2023

Dear Ms.M.LAVANYA,

We are pleased to offer you a position as **CONTENT WRITER** in our company. We are sure that **examsdaily** can provide you with a very satisfying and challenging work environment along with a very successful growth plan.

Your starting Annual CTC including all benefits will be **Rs.120000**. Annexure-1 provides a breakup of the compensation package.

Your first day employment would be on or before **MAR20TH2023**. Offer not accepted within 7 days of receipt is liable to last at the discretion of the Company.

You will be on probation for a period of 6 months. The company may waive, reduce or extend your probation period at its discretion. You are deemed to have successfully completed your probation period only after the company has informed you in writing. Besides, you shall be covered under the Group Mediciam Policy & Personal Accident Policy Clusters for which you can get details from the Human Resources Department.

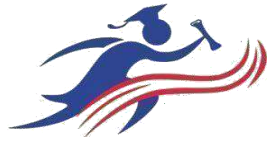
One month prior notice is needed for reliving or truncation from the service. We look forward to a long and successful association together towards success.

For Mathy Examsdaily Private Limited,

Malarkodi P

Head - Human Resources

Agreed and Accepted: I accept your offer as outlined in this letter, including any sub sequentre visions and I will be available to begin work at Examsdaily. I understand that this offer is contingent upon successful completion of reference checks and a background check if required.



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ANNEXURE-1(Compensationdetails)

Name : M.LAVANYA

Designation: CONTENT WRITER

Date of joining: 15.03.2023

Location :MADURAI

Remuneration:

Details	Yearly	Grand Totals	Monthly	
Gross Salary	156000		10,000	
Basic	78,000		6,500	
HRA	12,000		1,000	
City Compensatory All	6,000		500	
Conveyance	6,000		500	
Medical	6,000		500	
Educational	6,000		500	
LTC	6,000		500	
	CTC	1,20,000	Gross PM	10,000
	CTC [PM]	10,000		

NOTE:

- It is expected that an individual compensation package would not be shared with other employees.
- Our monthly payroll cycle is from 21st to 20th of every month
- The above compensation structure is subject to change without affecting emoluments adversely.
- Applicable tax would be borne by the employees
- *Tenure Bonus (as applicable to tax) will be released upon completing 1 year, from your date of joining
If any employee resigns during his/her on-going tenure, then tenure bonus will not be applicable as per policy.

Signature& Date.....



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Annexure 2: List of document copies you need to produce on Day 1

1. Current Resume
2. Class X Mark Sheet & Certificate
3. Class XII Mark Sheet & Certificate
4. UG, PG, Other: Mark Sheets & Certificates
5. Professional Qualification: Certificate
6. Relieving Letter or Experience Certificate
7. Salary Slip from the Last Organization
8. 4 Passport Size Photographs on white background
9. Salary Certificate from the Last Organization
10. PAN Card Photocopy
11. Address Proof (Voters ID/ Driving License/ Aadhar Card, etc.)
12. Signed Copy of the Offer Letter

Signature, Date.....

Annexure A

 HDB FINANCIAL SERVICES		Compensation Breakup	
Salutation		Mr.	
Name		BHARATHKUMAR T D	
Role		SENIOR TELECALLING OFFICER	
Location		CHENNAI	
Reporting to		CENTRE HR MANAGER	
Date of Offer		13-Jun-2023	
Annual Compensation Break up			HDBFS Monthly
Basic	66,000		5,500
HRA	26,400		2,200
Other Allowance	47,568		3,964
Provident Fund (Employer's contribution)	13,632		1,136
Gross Salary (A)	1,53,600		12,800
ESIC (Employer's contribution)----(B)	4,548		
Gratuity----- (C)	3,180		
Total Fixed Compensation (D=A+B+C)	1,61,328		13,444
Note:			
This Offer is subject to positive reference checks & Credit Bureau check. Your consent for candidature of the Company will be considered as consent for accessing your Credit report.			
Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively			
You will be entitled to Performance Incentive Plan as per Company Policy			
Gratuity is as per "The Payment of Gratuity Act".			
Insurance as per Company Policy.			
I accept the terms and conditions as mentioned in the Appointment letter.			
Bharathkumar T D		Ref:HDBFS/23-24/HRIC569180/Appt/335591	
			

Cipla

K. G. Jeevakumar

Therapy Manager

M +91 8883644050 | E k.jeevakumar@cipla.com

Cipla Ltd.

289, Bellasis Road, Mumbai Central East,

Mumbai, Maharashtra 400 008.

www.cipla.com | E-Mail contactus@cipla.com



/Cipla



05th September 2022

To

Mr. **BALAKRISHNAN G.G.**
1/820 Vivekanantha Puram,
Kaithari Nagar,
Nilaiyur, Madurai – 625 005.
Mob.: 85260 34957

JOB OFFER LETTER

Dear Mr. **BALAKRISHNAN G.G.**

Subsequent interview we had with you, we are confirming your **MARKETING EXECUTIVE** Designation based at **MADURAI HQ**, your consolidated salary and other details given below :

Monthly Consolidated Salary is **Rs.12,000/-**

DAILY WORKING ALLOWANCE :

- | | | |
|----|------------------|--|
| a) | Head Quarter | ... Rs. 150.00 |
| b) | Ex. Head Quarter | ... Rs. 200.00 |
| c) | Outstation | ... Rs. 200.00 + Room Rent Rs. 500.00/night |
| d) | Travel Fare | ... Rs. 2.75 / km. (Applicable only for Ex. Station & Outstations)
and Rs.250/- month mobile & net charges. |

We wish successful career with LICO LIFE SCIENCES

for **LICO LIFE SCIENCES,**

MANAGING PARTNER

This is computer generated letter, So, no need signature.



HDB FINANCIAL
SERVICES

REIMAGINING OPPORTUNITIES



Manibharathi M

Emp Code : HF148054

Branch : ANNANAGAR

Emergency ☎ : 9600525558

Authorised Signatory

KVB

Karur Vysya Bank

Smart way to bank



AJITHKUMAR S K .

Code : 019980

Designation : Branch Sales&Service Executive

D.O.B : 04-06-1998

Blood Group : A-


Date of Issue : 16-03-2023

S. A. [Signature]

Staff Signature

[Signature]

Issuing Authority

chima  **TATA**

Sri Chima Cars Private Limited
H-14, SIDCO Industrial Estate,
Kappalur (Near Dinamalar) Madurai-625008.

IDENTITY CARD

TATA MOTORS



R.R.Manikandan
Accounts



Authorised Signatory



JC & CO

Records / Documents
Arrangement of

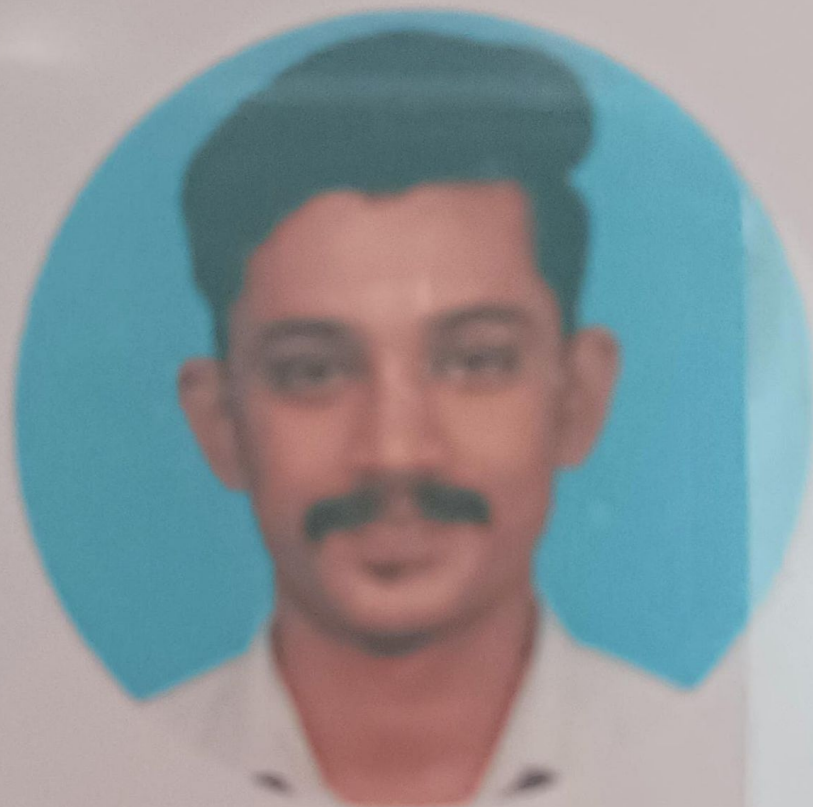
SBI Branches



Muthusivagami .N
Associate Member

Number : 64 , Second Floor
Kamarajar Salai , Madurai - 625 009.
Phone : 0452 4378317

Dr.Reddy's



Arunkumar T G

Employee ID 89520

Blood Group AB+ve



19-Sep-2022

Nandhakumar LK
Applicant ID : A8377129

Dear **Nandhakumar**,

We refer to the discussions you had with us and are pleased to offer you a position in **Flextronics Technologies India Private Limited (hereinafter referred to as "Company")** as **Associate Financial Analyst - Cost Accounting Solutions in Grade 23**. You will be working in **Night Shift** and the Company in its sole discretion can change the shift as per business requirement. Your base location would be **Chennai**, subject to change as deemed by the company. We look forward to having you on board on **26-Sep-2022** at our **Chennai** office. The address is:

Flextronics Technologies India Pvt. Ltd
Global Business Services, 6th Floor,
Campus 5, RMZ Millennia Business Park,
No. 143, Dr. MGR Road,
Kandanchavadi, Chennai – 96

Your Total Target Cash will be **INR 400,000/- per annum**. The enclosed annexure 1 would give you the breakup of your TTC.

Please note that this offer shall be valid subject to your clearing the Background verification check as per the Company's policies. As discussed, you will be issued a detailed appointment letter when you join us. Your employment will be governed by the terms of the appointment letter issued to you.

You would be reporting to **Viswanathan Srinivasan** on the date of joining; reporting is subject to change post joining, if required.

Please bring along the original & 2 copies of the below documents with you on your date of joining:

- 1-Aadhaar Card Copy (Onboarding subject to submission of this document)
- 2-Print out of this Offer letter.
- 3-Three passport size photographs (Formal Attire in White Background)
- 4-ID Proofs (Voter ID, Driving License, Passport, etc.)
- 5-PAN card details (Mandatory). If you have applied for a New PAN card, kindly provide copy of acknowledgement receipt that it has been applied.

We would appreciate your returning the duplicate copy of this offer letter with the annexure duly signed by you as a token of your acceptance. We look forward to having you on board with us at the earliest.



ANNEXURE 1

Name: Nandhakumar LK

Designation: Associate Financial Analyst - Cost Accounting Solutions

Grade: 23

Compensation Structure:

Component Annual (INR)

A Basic	----- 111,408 (Taxable Component)
House Rent Allowance	-----55,704 (40% of Basic for Non-Metro, 50% of Basic for Metro)
Medical Reimbursement	-----15,000 (Taxable Component)
Education Allowance	-----2,400
Conveyance	-----19,200 (Taxable Component)
Special Allowance*	-----31,992 (Taxable Component)
Other Allowance*	-----114,666 (Taxable Component)
Cash Pay	----- 350,370

Retirals

B P.F.*	-----21,600 (Employer Contribution)
C Gratuity	----- (As per legislation)
CTC (per annum)	----- 371,970
D Target Bonus**(per annum)	-----28,030
Total Target Cash (per annum)	----- 400,000

ESIC and Gratuity would apply as per Government rules and laws. Employer contribution is over and above your TTC.

Flexible Benefits Plan:

Component	Maximum eligibility per annum
Gifts Card	Rs. 4,500/-
Meal Card	Rs. 26,400/-

(*) – Please note that the above is not an additional component, it will be deducted from Special Allowance / Other Allowance. If cards are availed, then the cash portion of your salary will reduce to extent of card chosen and PF contribution may change as per government regulations.

()** – You will be eligible to participate in the Flex Global Bonus Plan according to the relevant policies of Flex. Your target bonus is a percentage of your gross salary. The terms and conditions, performance metrics, payment schedule and bonus payout under this Global Bonus Plan are subject to change, time to time, by Flex in its sole discretion.



The employee shall guarantee that his/her employment with Flextronics will not breach or infringe any contracts, agreement, arrangements he/she have entered with any third party before this employment, including but not limited any non-compete obligation he/she may have, otherwise, he/she will be liable for any liabilities incurred, indemnify and keep Flextronics harmless from any claims, liabilities, losses, damages incurred.

In addition, there is a:

1. Hospitalization coverage for self and dependents up to Rs.5,00,000/- per annum. (with 10% co-pay for dependent parents limiting up to Rs.2.5 lakhs)
2. Employees eligible for ESIC would not be covered under the above Medical Insurance provided by Flex through Third party.
3. Personal Insurance Cover of Rs.10,00,000/-
4. Subject to feasibility, Transport facility is provided for all shifts, at the option of the employee. Transport deduction is applicable as per grade for day shift employees only who log in at 7.00 AM, 8.00 AM & 11.00 AM. Change in services is subject to management discretion.
5. Employees, who work in the night shifts, on working days, i.e. finish work between 12:00 Midnight and 7:30 AM, are eligible for night shift allowance for every working night.
 - a. Grade 21 to Grade 25 – Rs. 300
 - b. Grade 26 to Grade 28 – Rs. 500
6. Employees, who logs in the early morning shifts, on working days, i.e. start work between 4:00 AM to 6:00 AM, are eligible for early Morning Shift Allowance.
 - a. Grade 21 to Grade 28 – Rs. 150



Data Privacy & Protection

Flex has in place Binding Corporate Rules throughout its Global Footprint as an organization. These rules are seen by Regulators as the highest Standard of Data Protection available to any company. With these BCR's in place Flex meets the necessary criteria to hold and manage Personal data include the transfer of personal data transnationally within the Flex Organization.

Personal data (including sensitive data) relating to you which has been or is in the future obtained by the Company may be held and processed by the Company or any associated company either by computer or manually for any purpose relating to the administration, management and operation of your employment, (including payment of wages and maintenance of attendance, performance and conduct records) or in relation to the Company's legal obligations or business needs.

It has been brought to our notice recently that some unscrupulous individuals have been approaching candidates posing as Flex HR employees and promising them jobs with Flex in exchange for monetary / other favors.

Please be informed that Flex does not endorse any such activities and in case you are approached by someone with similar offers/ promises over phone or in person please report the same to hrcompliance@flex.com.

Thanking you,

Yours faithfully,

For Flextronics Technologies (I) Pvt. Ltd.

Global Business Services

A handwritten signature in blue ink that reads "K. P. Karthick".

Karthick K P

Human Resources

Sep 28, 2022

Nandhakumar LK
8 Ramakrishna colony, Kaitharinagar,
Nilaiyur.
Madurai - 625005
India

LETTER OF EMPLOYMENT

Dear **Nandhakumar**,

We are pleased to offer you the position **Associate Financial Analyst - Cost Accounting Solutions - Finance** Department in **Grade 23** on payroll of Flextronics Technologies (India) Pvt. Ltd., based at Chennai, effective **Sep 26, 2022** on the following terms and conditions:

1. Compensation

Your Target Compensation will be **Rs 400000.01** per annum. This is inclusive of the Variable Bonus component. Actual payout level of this Bonus component is dependent upon company performance and in accordance with the bonus plan for your organization. The appropriate Income tax will be deducted from your remuneration and paid to the Government of India.

2. Other Allowances/Perquisites and Benefits etc.

Other monthly/annual allowances, reimbursements, benefits and perquisites applicable to you are included in the Compensation herein above.

3. Probation and Confirmation

You will be on probation for a period of **6 months** from the date of appointment and will continue to be on probation until your services are confirmed, in writing by the Company. You will be confirmed at the end of the period of probation if your conduct and performance in the appointed position are found satisfactory during the period of probation. Unless explicitly informed about extension of the Probation period, you shall be deemed confirmed.

4. Performance Review

To ensure the success of each Flex employee, periodic progress reviews are conducted by the employee's supervisor.

5. Transfer

Depending upon exigencies of business, your services can be transferred by the company in any capacity as the Company may desire from time to time, from

- a) one location to another
- b) one department to another
- c) one project to another

It is a condition of employment that you can be transferred by the company anywhere in India or abroad to any of the parent Company's Subsidiary Companies, Joint Ventures, Associates, Sister Companies etc., as per needs. Such transfers will not create for you any right to ask for revision in your salary or other terms and conditions of your services.

Consequent to such transfers, you will be governed by the terms and conditions of service as applicable to your category of employees in the new place.

6. Working Hours, Holidays and Leave

You will observe the working hours, holidays and leave rules as per the service rules applicable to your category of employees.

7. Health Examination

You will be examined at any time by a doctor of Company's choice for your medical fitness to continue to work for the Company and opinion of the Company's Doctor in this regard shall be final and binding on you.

You hereby declare that on the date of signing this Agreement, you are physically able to perform your assigned duties. At any time during the course of your employment, if you incur medical limitations or medical issues that restrict you from performing your assigned duties, the Company will work with you to try and provide a reasonable accommodation based on your medical needs, if we are unable to do so, the Company, at its sole discretion may terminate your employment.

8. Maternity Benefit

All female employees will be granted twenty-six weeks of maternity leave for the birth of their first two children. Mothers will be given twelve weeks for the birth of additional children beyond their first two. Women who adopt or are "commissioning mothers" are entitled to twelve weeks' maternity benefit from the date the child (below the age of 3 months) is brought into the family.

9. Addendum of Creche

Effective 1st July 2017, women whose work qualifies under the provisions of the amended Maternity Benefit Act, may be eligible to work from home based on the mutual agreement between the employee and the employer.

10. Proof of Age

You will be required to produce satisfactory proof of age at the time of joining. The same may be evidenced from the School Leaving certificate or from the birth registration certificate. Once such proof of age is accepted and recorded on the company's register, you will not be permitted to seek a change of date of birth.

11. Past Record

If any declaration given or information/document furnished by you to the Company before/at the time of/after the issue of this letter proves to be false or if you are found to have willfully suppressed / misrepresented any material, information, you will be liable to removal from services without any notice or compensation whatsoever. This also applies for all documents submitted in-hand (hard copies) or uploaded on the online portal (soft copies).

12. Secrecy

You will not at any time disclose to a third party any of the company's confidential technical information or any information concerning the business of the Company and its parent and affiliated Companies, which you may come to know during your service with the Company.

13. Code of Conduct

Flex prides itself as a company with the highest order of ethical conduct in its dealings with customers, suppliers, agents and governments. As part of your employment agreement with the company, it is important that you fully understand this philosophy and the policies governing it. The Flex Code of Conduct form an integral part of this employment letter. You confirm that a copy of the Flex Code of Conduct for employment has been shared with you and you have agreed to abide by its contents.

14. Notice

Prior confirmation, the notice period for relinquishing your services from the company would be 30 days or 30 days salary in lieu of the notice period, subject to the discretion of Human Resources Department. Post confirmation, the notice period for relinquishing your services from the Company would be three months or three month's salary in lieu of the notice period, subject to the discretion of Human Resources Department. For reasons other than breach of contract or industrial misconduct (where termination may be without notice), the Company will give you three month's or 30 days' notice, depending on status of confirmation, in writing if it intends to terminate your services from the Company.

15. Health Insurance Benefit

Employees whose Monthly Fixed Gross Income is less than/equal to INR 21,000/- per month would be covered under the ESIC Health Insurance Benefit and not covered as part of the Group Medical Insurance offered by the Company. The contribution payable to the Corporation in respect of an employee shall comprise of employer's contribution and employee's contribution. The employee's contribution rate is 0.75% of the wages and that of employer's is 3.25% of the wages. Note that the employer contribution is over and above your TTC

Following benefits can be availed under this scheme:

- Sickness Benefit
- Disablement Benefit
- Dependents' Benefit
- Maternity Benefit
- Medical Benefit
- Funeral Benefit

16. On Separation

On termination of employment and/or your resignation during the period of your probation or thereafter, you will immediately give the Company all the tools, accessories, formulae, documents, specifications, books etc. of whatsoever nature in your custody, care of charge and obtain clearance certificate from the relevant person/office/dept., on production of which alone your dues, if any, will be settled by the Company.

17. Retirement

Your age of retirement from the services will be on completion of sixty years. However, you may be retired at any age before sixty years during your services in the establishment if you are unable to continue in service satisfactorily due to any form of physical or mental infirmity or not able to perform given work.

The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls.

18. Other Terms & Conditions

Your work in the Company will be subject to the rules and regulations of the Company, as promulgated and modified from time to time in relation to your conduct, discipline and other matters. You shall during your services with us, devote your whole time and attention to the Company's business entrusted to you and you shall not engage yourself directly or indirectly in any business or service other than the Company's business or service except with Company's prior approval obtained in writing. Whenever there is a change in your personal information, you shall notify the Company in writing within three days.

In addition to the above, all such other rules and regulations as may be in operation at the time of your accepting the appointment with the Company and as may be amended or altered from time to time at the discretion of the Company will also apply to you.

Flex has in place Binding Corporate Rules throughout its Global Footprint as an organisation. These rules are seen by Regulators as the highest Standard of Data Protection available to any company. With these BCR's in place Flex meets the necessary criteria to hold and manage Personal data include the transfer of personal data transnationally within the Flex Organisation.

Personal data (including sensitive data) relating to you which has been or is in the future obtained by the Company may be held and processed by the Company or any associated company either by computer or manually for any purpose relating to the administration, management and operation of your employment, (including payment of wages and maintenance of attendance, performance and conduct records) or in relation to the Company's legal obligations or business needs.

Please note that your employment with Flex is subject to background verification.

Please confirm that the above terms and conditions of this employment agreement are acceptable to you and that you accept the employment by signing the duplicate copy of this letter as a token of your acceptance and return it to us immediately.

We look forward to working together to build a successful business.

Yours faithfully,

For and on behalf of **FLEXTRONICS TECHNOLOGIES (INDIA) PRIVATE LIMITED**
GLOBAL BUSINESS SERVICES

K. P. Karthick

Karthick K P
Human Resources

I agree to accept the employment on the above-mentioned terms and conditions.

Date:

Signature:

Sep 28, 2022



Premkumar C G

Emp No: 4987



AMBIT Finvest

Pragati ke partner

05, August 2023

To,
Premkumar C G
3/130 Sourashtrapuram 5Th Street ,
Vandiyur ,Madurai ,Tamil Nadu ,625020 ,India

Dear Premkumar,

Congratulations and welcome to the Ambit family! It is a pleasure to extend to you a formal offer of employment as per the following:

1. We offer you a position as **Branch Operations Executive** in our **SME Lending** business with **Ambit Finvest Private Limited**. Your date of joining will be **07, August 2023** and you will be based in our **Theni** office.
2. You will join us on an annual fixed compensation package of **Rs. 265,000/- (Rupees Two Lakhs Sixty Five Thousand Only)** per annum covering Basic Salary, HRA and all other allowances including the Company's contribution towards Provident Fund, if applicable or any other allowances as may be introduced by the Company from time to time. Please note that this offer of employment, and your continued employment with the Company, is subject to successful completion of background verification by a third party.
3. You will be on probation for a period of six months. At the end of six months you would go through a confirmation review and be confirmed as a permanent employee upon successful completion of your probation. The period of probation can be extended for a further period of six months or part thereof if found necessary. During the probationary period, either party may terminate service upon serving 90 days' notice or salary in lieu thereof without assigning any reason.
4. After confirmation of your probation, either side may terminate the employment by issuing a notice of 90 days or on payment of salary in lieu thereof. However, you may be allowed to pay salary in lieu of the notice period only at the discretion of the Company.
5. Your services shall be transferable and utilized anywhere within the Company or at any of the Company's associates, branches, offices situated in India or outside India whether in existence today or established hereafter and due to this transfer your service conditions will not be affected.
6. The age of superannuating from the Company's service will be upon your reaching the age of 60. For the purpose of determining this, the age recorded by you with the Company at the time of appointment shall be considered as final and conclusive

C. G. Ambit
07/08/23

Compensation

Your compensation is subject to applicable tax deductions at source as per applicable law including the Income Tax Act, 1961, any other tax and the rules and regulations as may be framed/amended from time to time. You shall be solely responsible for filing your own tax returns as required under Indian Law.

Other Conditions

- You will at all times during your employment devote your whole time and attention to the business of the Company or any of its associates, branches, offices within the territory to which you may be posted by the Management.
- In view of your position and office, you must efficiently and sincerely perform to the best of your ability all responsibilities and ensure the achievement of results. In this connection, you are required not to engage in activities that have or will have an adverse impact on the reputation /image and business of the Company and any of its affiliates or associate companies, whether directly or indirectly.
- Any change in your residential address or material change in any information provided to the company should be notified promptly in writing to the Company.
- All conditions regarding leave, other staff benefits or any other privileges are governed by the rules and policies of the Company, as may be amended from time to time, which forms an integral part of the terms of your appointment and you are required to comply with the same.

Termination for Misconduct:

Your employment with the Company shall be terminated for misconduct. 'Misconduct' shall include:

- The continued and gross failure to substantially perform your duties to the Company (other than any such failure resulting from retirement, death or permanent disability or voluntary retirement);
- If you in willfully, recklessly or grossly negligent conduct which is determined by the Company to be detrimental to the interests of the Company or any of its affiliates or associate companies, monetarily or otherwise;
- Your pleading guilty to or conviction for a felony/crime;
- Fraud, misfeasance, breach of trust committed by you, or disclosure by you to any third party, of any confidential information relating to the Company or any of its affiliates or associate companies;
- Your employment in any other organization or provision of services by you for any other organization whilst in the employment of the Company without the previous written consent of the Company;
- You being declared bankrupt; or
- You violate non-compete covenants, if any, signed or agreed by you as part of your employment terms with the Company; or
- Providing any false, inaccurate information or wrong declaration
- Violation of Company's Code of Conduct
- Violation of Prevention of Insider Trading


C.G. [Signature]
07/08/23

Code of Business Conduct

Your appointment is also subject to your agreement to abide by the Ambit Code of Business Conduct and other internal policies of Ambit. A copy is provided to you with this letter and you are required to indicate acceptance after reviewing it.

Non-Disclosure of Company's Confidential Information:

- During the continuance of your employment and thereafter, you will not divulge to any person your salary increments and emoluments and all other secrets or confidential information concerning the Company's or any of its affiliates or associate companies business or affairs, their customers/clients or suppliers, etc.
- Upon termination of your employment, you will return to the Company all papers and documents which may be at that time in your possession (in paper and/or electronic form) relating to the business or affairs of the Company or any of its affiliates or associate companies and you will not retain any copies or extracts there from in any form.
- All information, notes, memoranda, etc. received, produced or otherwise made available to you during or in connection with your appointment and which has not been made available to the public by the Company shall be maintained in the utmost confidence by you and shall not be released or disclosed to any other person without the prior written authorization of the Company and in furtherance of the Company's business or as required by law. If you disclose any of the Company's or its affiliates or associate companies confidential information and documents without prior written authorization, you will render yourself liable to instant dismissal and/or legal action at your cost and consequence.
- You hereby agree and assure the Company that during the term of your employment, you shall disclose and assign promptly to the Company all intellectual property, including but not limited to copyrights, design rights, trade marks in or to any innovations on processes, methodologies, software applications or products developed during the course of your services with the Company obtained/disclosed by you individually or jointly with any other person or on behalf of the Company in relation to the work carried on, discovered, invented designed and/or authored by you (hereinafter referred to as "Intellectual Property") during your appointment. Such Intellectual Property shall constitute the absolute property of the Company and you will treat such Intellectual Property as confidential and proprietary and will use such information solely for the benefit of the Company and not lay claim on any such Intellectual Property during your services or after expiry or sooner termination of the same. You agree and undertake that you will provide all necessary assistance to the Company to perfect any assignment or title of such Intellectual Property Rights.

C.G. 
07/08/2027

General

You shall not at any time during the term of your employment and for a period of two years after the termination, either on your own behalf or on behalf of any third person (directly or indirectly), (i) solicit, employ or retain, or have or cause any other person or entity to solicit, employ or retain, any person who has been working for or dealing with the Company or its affiliates or associate companies; (ii) encourage any such person not to devote his or her full business time to the Company or its affiliates or associate companies; or (iii) agree to hire or employ any such person.

You shall not for a period of two years after the termination of your employment, either on your own behalf or on behalf of any third person (directly or indirectly), canvass, solicit or entice away from the Company or its affiliates or associate companies, any business or deal or persuade/influence the client(s) of the Company or its affiliates or associate companies, to follow your new employer or otherwise.

Conflict of Interest

You are required to engage yourself exclusively in the employment of the Company and perform the work of the Company and shall not take up any other assignments or duties (whether the same is independent or otherwise, and whether the same is part time or full time, in an advisory capacity or otherwise) which are directly or indirectly in conflict with the interests of the Company without the expressed written consent of the Company.

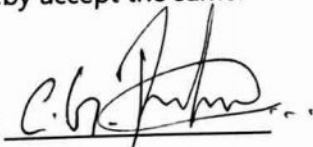
The terms and conditions mentioned above are not exhaustive. Where applicable, the Staff Handbook / Policy Manual subject to revision from time to time and the applicable laws of India will also form part of this contract.

We look forward to welcoming you to our Company and your association with us.
For: **Ambit Finvest Private Limited**



Tulika Dass
Group Head – Human Resources

I have carefully read and fully understood the above letter and the terms and conditions set forth therein and I hereby accept the same.

Signature: 

Dated: 07/08/2023.

Name: **Premkumar C G**

CTC Breakup			
		Annual CTC	Monthly CTC
		265000	22083
Salary Head		Annually	Monthly
Basic	35% on Annual CTC	92750	7729
Conveyance Allowance	Fixed	36000	3000
House Rent Allowance	5% on Basic	4638	387
Telephone Mobile expenses Allowance	Fixed	4500	375
STATUTORY BONUS	Fixed	9996	833
Special Allowance	Balance Amt	95516	7960
Earning Gross		243400	20284
Employer PF	Max. PF 21600	21600	1800
Total CTC		265000	22084
Profession Tax			200
PF			1800
Net			18284

PF flat 1800

Note - PT, ESIC and Income Tax will be deducted as per applicability. (As per PT, ESIC and Income Tax rules.)

01-Jul-2022

Dear **Aravindh S,**

SUB.:Offer Letter

Congratulations! With reference to your interview, we are pleased to offer you the position as Service Delivery Executive, Payroll at our Madurai office.

Breakup of your compensation package is provided herewith. We would like you to join our company on 11-Jul-2022 at 10:30 AM unless otherwise agreed to in writing or else the offer will be null and void. Your gross emoluments will be Rs. 160000 per annum (CTC). You will be issued a detailed appointment letter on your joining with us.

	Per Month	Per Annum
General Components		
Basic	6667.0	80000.0
House Rent Allowance	3333.0	40000.0
Special Allowance	1132.0	13580.0
Total Gross Salary	11132.0	133580.0
Employer Contribution		
Provident Fund	936.0	11230.0
Gratuity*	321.0	3848.0
ESI	362.0	4342
Total Employer Contributions	1618.0	19420.0
Annuals		
Fixed Bonus		7000.0
Cost to Company (CTC)		160000
Employee Deductions		
Provident Fund	936.0	11230.0
ESI	84.0	1002
Total Net Salary**		10112.0

Note 1:

* Gratuity is payable to employee on completion of 5 years' service as per Payment of Gratuity Act, 1972
** Excluding taxes (Professional Tax, Income Tax, etc.)

Note 2:

Our monthly payroll cycle is from 1st to the last day of every month.

You are asked to report for duty at the following address: *Neeeyamo Enterprise Solutions Pvt Ltd, 2nd floor, Elcot IT/ITES SEZ, Madurai Ring Road, Near Pandy Koil, Madurai Taluk, Ilandhikulam Village, Madurai- 625020*

Please indicate your acceptance of this offer under the terms described above by returning a signed copy of this letter no later than 03-Jul-2022 , post which the offer stands null and void.

We count on you to take Neeeyamo to greater heights. Wish you the very best!

Warm Regards
For **Neeeyamo Enterprise Solutions Pvt. Ltd.**



Rupinder Kaur
Director, Human Capital Management | Neeeyamo Enterprise Solutions

Annexure

Annexure 1: List of document copies you need to produce on Day 1

1. Current Resume
2. Class X Mark Sheet & Certificate
3. Class XII Mark Sheet & Certificate
4. UG, PG, Other : Mark Sheets & Certificates
5. Professional Qualification: Certificate
6. Relieving Letter or Experience Certificate
7. Salary Slip from the Last Organization
8. 4 Passport Size Photographs on white background
9. Form 16/ Salary Certificate from the Last Organization
10. Passport Photocopy
11. PAN Card Photocopy
12. Address Proof (Voters ID/ Driving Liscence/ Aadhar Card, etc.)
13. Signed Copy of the Offer Letter
14. Recent VISA (for NRI employee only)

03/08/2022

Mr.Simson Edwin Samuvel
Rajajinagar
Bangalore

Sub: Appointment letter

Dear Mr.Simson Edwin Samuvel

This has reference to your interview and as discussed, we are pleased to appointment you as "Senior Lab Technician" on the following terms and conditions:

1. Your appointment will be effective from 02.08.2022. You will be on probation for a period of six months from the date of joining the Company. Confirmation of your services after the probation period shall be subject to your satisfactory performance, which shall be assessed at the end of the probation period.
2. You will be governed by the rules, regulations & code of ethics of the company applicable from time to time during the course of your employment. The service rules of the company may require the employees to enter into an agreement with the company in respect of confidentiality and discharge of responsibility.
3. Your services are transferable or can be seconded or deputed by to any of its unit or associate organizations in India or abroad as per company requirement.
4. Your continuation in the services of the Company during the service period is also subject to your medical fitness. The age of Superannuation is fixed at 58 years.
5. During your employment with us you shall not engage yourself in any business / occupation.
6. During the period of probation, you will be liable and shall accept transfer to any of the company's sister concern / branch, from one department to another or any of the company's units wherever be the interests of the company in Karnataka.
7. You should attend punctually and regularly confirming to the working hours of the company. The working hours fixed from time to time is duly informed.

8. You shall not at any time during your probation period or after disclosing to any one any information, know-how, knowledge, secrets, methods, plans etc., of the company.
9. If for a period of 6 consecutive days you absent yourself without permission or overstay leave, you shall be deemed to have abandoned employment voluntarily terminating your services thereby. You will be governed by rules and regulations regarding service conditions of our company in force and as may be modified from time to time.
10. Being a member of management cadre you are expected not to directly or indirectly be connected with any union of the workmen.
11. You will be responsible for the work, lab machinery, tools and other items materials entrusted to you from time to time. If, through negligence or willful act any loss is caused to the organization or damaged to its property, the management will have the power to appropriate out of salary or other emoluments or dues to the extent of such loss or damage and hold you liable for the balance still due from you, if any.
12. The working hours will be 8 hours a day and timings shall be updated from time to time as per duty roster. You are expected to report to work promptly at the scheduled time each day. This is for ensuring smooth conduct of work.
13. The terms of this offer are strictly confidential between you and the Company and any breach of this confidence will be viewed as violation of code of conduct.



Job Description:

Senior Laboratory Technician Responsibility:

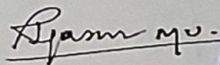
- Responsible for receiving, checking the particulars of specimen, requisition and Processing.
- Conducting the investigations as per requisition.
- Daily Maintenance, Operation and maintenance of equipments.
- Indenting & Maintaining Stock.
- Operating the instruments and carrying out the tests as per procedure.
- To ensure that all the reports are ready at specified time using specified protocols of quality assurance.
- Entering the results in LIS (laboratory information system) and put up for verification by the HODs.
- Supervise the dispatch of the reports.
- To dispose waste generated in laboratory as per instructions.

Duties & Responsibilities

1. To meet the targets as specified by the management.
2. Should be good in communicating goals and needs and systems of the company.
3. Shall put your efforts towards standardization, simplification and value analysis.
4. Accountable for any intentional lapses which may incur loss to the company.

We wish you the very best on your assignment with us and look forward to your valuable contribution in making this endeavor a grand success. Kindly return a copy of this letter duly countersigned in all sheets by you in acceptance of the terms and conditions set out herein.

For Genematrix Molecular Diagnostics & Research

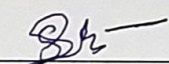

(Dr. Thejaswini.M.)

Managing Partner



Acceptance

Name : Edwin Samuel . S

Signature : 

Date : 03/08/2022

Copy to: HR/Personal File

APPOINTMENT LETTER

Date: February, 14, 2023

To: Ramji Ragupathi Venkatraman Radhakrishnan
No :10 Thennolai Kara 2Nd Street
Madurai
Tamilnadu
Pin code: 625001
Emp Id: ESPL13363

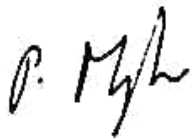
Dear Ramji Ragupathi Venkatraman Radhakrishnan,

Sub: Appointment Letter with respect to the transfer of employment from Epi Source India Private Limited to Optum Health & Technology (India) Private Limited.

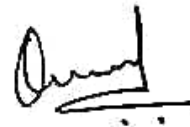
We, Epi Source India Private Limited ("Epi Source") and Optum Health & Technology (India) Private Limited ("Optum"), refer to the tripartite agreement dated January 13, 2023 ("TTA") executed between you, Epi Source and Optum. We are writing to inform you that the 'Effective Date' as mentioned under the TTA shall be deemed to be February, 14, 2023, and accordingly your appointment with Optum will commence at 1:30 PM Indian Standard Time on February, 14, 2023. The terms of your employment with Optum will be in accordance with your offer letter.

Epi Source takes this opportunity to thank you for the support and co-operation you have extended all along and wishes you continued success and prosperity with Optum.

Yours sincerely,



.....
Manjulaa Palanisamy
Vice President - Human Resources
Epi Source India Private Limited



.....
Orville D'souza
Vice President – India Operations
Optum Health & Technology (India)
Private Limited



DATE: 03rd February, 2023

Name: Kannan G

Date of Joining: 11/15/2022

Emp ID: 2562

Employment Type: Permanent

Subject: Letter of Offer

Dear **Kannan G,**

Congratulations on your selection in our organization, it gives us great pleasure to welcome you to the **S2M Health Family.**

We are pleased to offer you the Post of **Junior Medical Coder** with a monthly CTC of **Rs. 15000**

As confirmed by you, we request you to join us on or before **11/15/2022 9.00 AM**, post which this offer will not be valid.

Your probation period will be for **6 months** starting from the **date of your joining**

We assure you of an innovative environment where challenging and interesting work is part of daily life. S2M looks for someone like you with not only experience, but also high achievement orientation and ethics.

If you need any clarifications, please feel free to contact (hr@s2mhealth.com)

Welcome on board...!!!

Your CTC structure is enclosed herewith as '**Annexure - A**'.

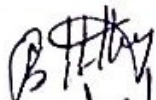
Yours faithfully,

For **S2M Health Pvt Ltd**

Name: Hemavathy B

Designation: HR Manager

Signature:


03/02/23



S2M Health Pvt Ltd
Prakash Towers, 1st Floor, OMR, Perungudi, Chennai – 600041
Email: hr@s2mhealth.com



orchestrateHR
Bringing Technology to HR

Date: December 21, 2022

Ms. S. Aarthi
#32, Alagar Illam, Kambar Street,
Jaihindpuram,
Madurai-625011.

Dear Aarthi,

Sub: Appointment Letter - Employee ID: **222430**

We are pleased to appoint you as “Associate - Vivature Billing” in OrchestrateHR Solutions Private Limited, Madurai subject to the terms and conditions specified below: -

Your **CTC** will be **Rs130000.00** (Rupees One Lakh Thirty Thousand Only).

Pay Structure		
Payable	Monthly	Annual
Fixed		
Basic	4500.00	54000.00
Other Allowance	4500.00	54000.00
Annual Components		
ESI / Health Insurance		3500.00
Provident Fund		9000.00
Gratuity		5500.00
Diwali Bonus		4000.00
Night Shift Allowance		0.00
Total CTC	9000.00	130000.00

Page 1 of 3 Signature



orchestrateHR
Bringing Technology to HR
CIN: U72200TN2006PTC059933

OrchestrateHR Solutions Private Limited

Corporate Office : #16B, Manimegalai Street, Kovalan Nagar, Madurai - 625 003.
Head Office : #5050 Spring Valley Road, Dallas, Texas - 75244-3909 USA.

Tel: + 91 452 2692566
Tel: + 001 469 546 0328

- 2) You will be on Training / Probation for a period of 4 months on successful completion of the training your services will be regularized. However, you will be eligible for Employees Provident Fund and Employees State Insurance Corporation from the date of your joining.
- 3) You will be eligible for annual leave and other leave as per the leave policy of the Company.
- 4) In case of resignation from the Company, you have to serve two months notice period or pay back two-months salary. Both are subject to the discretion of the Management.
- 5) You will be liable to be transferred at any time from one branch/division/section/department shift to another as and when required by the Management.
- 6) (a) Your services can be terminated at any time without assigning any reason by one month notice in writing by either party or payment of one-month salary in lieu thereof on either side.

(b) Your services can be terminated at any time by the Management without any previous notice if the Management is satisfied on medical evidence that you are unfit and are likely to be unfit for a considerable period, by reason of ill health for the discharge of your duties provided always that the decision of the Management that you are likely to continue to be unfit shall be final and shall be conclusively binding on you.

(c) Your services can be terminated at any time by the Management without any previous notice or compensation if you are guilty or misconduct or of any breach of any Rules pertaining to your service.

(d) Your services can be terminated without any previous notice if the Management loses confidence on you and the Management's decision in this behalf shall be final and shall be conclusively binding on you.

(e) Your services can be terminated without any previous notice if your charter and Antecedents are not found to be satisfactory after verification.
- 7) If any declaration given or information furnished by you in connection with your appointment or during the course of your service is false or if you have willfully suppressed any material information, you shall be liable to removal from services forthwith without assignment of any reason thereof, and to such other action as the Management may deem necessary.
- 8) You shall faithfully serve the Company, obey the lawful orders/directions of the Management, keep its secrets, diligently and carefully (learn) and perform such work and business as may be entrusted to you, attend to your work regularly during such hours as may be prescribed and perform such duties as may be assigned by the Management.
- 9) During the tenure of your employment, you shall maintain total confidentiality of all Company related information to which you have access directly or indirectly.
- 10) You shall abide by such Rules, Regulation, Orders, Directions and Instructions as are now in force in the Company or as the Management may frame from time to time governing the terms of employment, conditions of service, pay and allowances etc., and shall eschew all wasteful work practices and obey all such Orders and Directions as you may receive from your Superiors.
- 11) You shall not engage yourself in any work in connection with any association, group, club etc., during working hours.

12) The Management shall lay down and/or assign from time to time your duties and responsibilities and you shall perform all such duties and all duties incidental and ancillary thereto.

13) You shall not engage yourself during working hours in any work other than that entrusted to you.

14) You shall devote your whole time and attention to your duties and shall not carry on or be concerned in carrying any other business or occupation whatsoever with or without remuneration during the period of service.

15) No private practice or part time engagement in any other occupation shall be allowed so long as you are in service to the Company.

16) You shall be responsible for the charge and care of the Company's money, goods and stores and any property entrusted to you or in your hands and shall truly and faithfully account for or pay over or deliver to the proper person all money, goods and stored and property which shall at time come to your hands, or under your charge, on account of the Company.

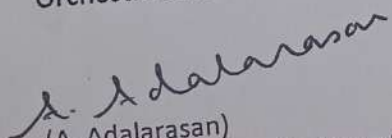
17) The expression "Company" and "Management" in this letter shall mean and include all or any officers of the Company for time being placed in authority, or by virtue of his position having authority over the employees.

18) In respect of any matters for which no provision has been made in this letter, the provisions in the Rules or Orders issued by the Management from time to time shall apply and the decision of the Management as to their applicability shall be final and fully binding on you.

19) This letter of Confirmation and the acceptance thereof together with the terms and conditions of service shall form the basis of contract of service between **OrchestratedHR Solutions Private Limited** and yourself

Thanks

for and on behalf of
OrchestratedHR Solutions Private Limited,


(A. Adalarasan)
Vice President – India Operations

Received the original
I agree to the above terms and Conditions

Signature of Candidate :

Name of the Candidate :

Date of Signature :

To:

Mr. GOWSALYA K

EMP ID: 23654

**3/29, SOUTH STREET, SUNGURAMPATTI, THIRUMANGALAM(T.K), VIDATHAKKULAM
POST, MADURAI-625 706.**

08-09-2022

APPOINTMENT LETTER

DEAR Mr. GOWSALYA K,

Collman Services is delighted to appoint you as **“TELECALLER”** with effect from **08-09-2022**.

Your appointment with Collman Services shall be subject to the following terms and conditions:

Your base location will be “MADURAI” but you will need to travel as per your work requirements.

1. You shall be paid a consolidated salary of **Rs.10000.00 (TEN THOUSAND) per month.**
2. You will need to punch in the biometric attendance every-day to record your in-time and out-time. There will be a deduction in salary, for deviation of not punching in the biometric attendance, late entry or early exit. On specific circumstances approval from your Unit Head must be sent to HR before the salary process.
3. You should be reachable over phone at all times. In case you are going to a place where you will not be reachable you should provide us with an alternate contact number and give prior information to the company.
4. During your employment you may be needed to work for extended hours, weekends, or holidays, as per the work requirement and no additional pay or compensation will be provided for that.
5. During your employment with Collman, you are liable to be transferred from one job profile to another, one portfolio to another, one department to another or one location to another or to any other division/branch as per company's requirement and you must be ready to accept the shift.
6. During your employment, you are eligible for one day of paid leave per month, starting from your second month of employment. This leave is based on the dates of the salary cycle and cannot be carried forward to the next month. This leave will lapse on the last date of the month's salary cycle.
7. Absence from work has to be definitely intimated to your reporting manager. If you are availing a planned leave you will need to intimate about your leave, well in advance before availing the leave. In case you are availing an emergency leave due to any unforeseen circumstances, then you will need to inform your reporting manager over phone or email, before the commencement of the office working hours.
8. In case you are availing a long leave for some medical reasons, you will need to produce medical certificate and test reports as proof of recovery from the illness you were suffering from.
9. In case you are absent for three or more days without information and if the company is unable to reach you or any of the emergency contact members that you have provided to us, you will be treated as absconding and your employment with Collman Services will be terminated with immediate effect and you will not be eligible for any salary or incentive.
10. Any employee who **“ABSCONDS”** will not be eligible for salary or any incentives earned during

his/her tenure of work.

11. As per the company policy you are required to sign the Employment Agreement along with your joining formalities. By signing the employment contract you are consenting with your full conscious to strictly abide by the terms and conditions mentioned in that agreement. Violation of any clause of that agreement will lead to disciplinary actions or termination as decided by the management.
12. Any employee who is “TERMINATED because of Violation or Breach of the Terms and Conditions of Employment Agreement” will not be eligible for any salary or any incentives earned during his/her tenure of work from the company .
13. If the company is terminating your employment because of any disciplinary issues, behavioral issues or any unethical act, your services will be terminated with immediate effect and you will not be eligible for any compensation, salary or incentives or any other benefits from the company.
14. If the company wishes to terminate your employment due to your performance related issues, you will be eligible for the salary/incentives earned during the period that you have worked for, provided you have completed 3 months of employment in the company. If you are terminated for performance related issues before the completion of 3 months of service you will be not eligible for any salary or incentives for the period that you have worked, from the company.
15. The company shall hold the right to terminate an employee from the services of Collman without any compensation, if you are found guilty at any point of time during your employment, for breach of contract or violation the non-disclosure agreement, guilty of usage of alcohol or drugs during work hours, or for any integrity/fidelity issues. If you are Terminated in such circumstances, you will not be eligible any salary, incentives or compensation for the period that you have worked for, form the company.
16. The company shall hold the right to terminate you from the services of Collman without any salary, or incentives or any compensation, if you are found legally guilty on account of any court charges /any criminal charges against you at any point of time during your employment, and appropriate action as decided by the management including termination will be initiated against you.
17. If the information given by you at the time of interview or in the joining procedures or during the reference checks is found to be incorrect, necessary action as decided by the management will be initiated against you and in such cases you will not be eligible for any salary, incentives or compensation from the company.
18. During your employment you are not eligible to be hired by any other organization on any fulltime/part-time/contractual/weekend jobs and you cannot take up any sort of employment directly/indirectly outside Collman, and also you are not entitled to be partner/shareholder/own any business. If any violation of this clause if found, necessary actions as decided by the management, even leading to termination of your employment without any notice period or compensation will be initiated by the management. In such circumstances you will not be eligible for any salary, incentives or compensation from the company.
19. If you wish to quit the company, you are required to give one month’s notice or pay one month’s salary in lieu of your notice period. Experience letter and relieving letter will be issued from the company only if you resign following the Exit policies of the company by giving sufficient notice period and handover to your successor. In case you are quitting without giving one month’s notice period, you will not be eligible for any salary or incentives from the company.
20. If you resign within 3 months of your joining you will not be eligible for any salary or incentives earned during your period of employment in the company. All the company provided benefits will lapse on the date you are relieved from the services of the company.
21. All the company provided benefits will lapse on the date you are relieved from the services of the company. **If you are agreeable to the aforesaid terms and conditions, please sign the Company Reference copy of this letter signifying your acceptance of the terms and conditions of your employment and return the copy to HR before collecting your copy of the appointment letter.** We are pleased to have you in our organization and we sincerely hope that your association with our company will be beneficial to both. We hope you will have a longstanding and enjoyable career with us.

APPOINTMENT LETTER

Date: February, 14, 2023

To: Suriya Kumar Musuvathin Sowndarrajan
No :1/836 Meenatchi Colony Kaitharinagar Nilaiyur
Madurai
Tamilnadu
Pin code: 625005
Emp Id: ESPL14600

Dear Suriya Kumar Musuvathin Sowndarrajan,

Sub: Appointment Letter with respect to the transfer of employment from Epi Source India Private Limited to Optum Health & Technology (India) Private Limited.

We, Epi Source India Private Limited ("Epi Source") and Optum Health & Technology (India) Private Limited ("Optum"), refer to the tripartite agreement dated January 13, 2023 ("TTA") executed between you, Epi Source and Optum. We are writing to inform you that the 'Effective Date' as mentioned under the TTA shall be deemed to be February, 14, 2023, and accordingly your appointment with Optum will commence at 1:30 PM Indian Standard Time on February, 14, 2023. The terms of your employment with Optum will be in accordance with your offer letter.

Epi Source takes this opportunity to thank you for the support and co-operation you have extended all along and wishes you continued success and prosperity with Optum.

Yours sincerely,



.....
Manjulaa Palanisamy
Vice President - Human Resources
Epi Source India Private Limited



.....
Orville D'souza
Vice President – India Operations
Optum Health & Technology (India)
Private Limited

Ref. No. : APT / Enteron / 879162 / 2023-24

Date : 14/03/2023

LETTER OF APPOINTMENT

"Form A"

(See Rule 22 (1) of The Sales Promotion Employees (Condition of Services) Act 1976 with Sales Promotion Employees (Condition of Services) Rules 1976)

Name of the Establishment : Alembic Pharmaceuticals Ltd
Address : Alembic Road,Vadodara-390003
Name of the employer : Alembic Pharmaceuticals Ltd
Name & address of the Sales Promotion Employee : **Mr. Dhinakaran K M**
2/910, Sourashtrapuram,1st Street, Vandiyur
Madurai, Tamil Nadu-625020

With reference to your application and subsequent interview you had with us, We are pleased to put you as **Probationary Medical Representative**,for our **Enteron** division based at **Madurai - 1** as your Head Quarter with effect from **14th March,2023** on the following terms & conditions:

1. You will draw salary and allowances as stated in the Annexure A.
2. You will be on probation for a period of 6 months from the date of your joining the Company. On successful completion of Probation Period, you will be confirmed in writing in the services of the Company. However, the period of Probation maybe extended or curtailed based on your performance. Your performance shall be evaluated at regular intervals and in case you do not reach the expected levels of performance, the Company reserves the right to terminate your services.
3. You will be entitled to the working allowance and travelling fare as per the Company's policy applicable to your cadre. Please note that the allowances do not form part of the salary.
4. Your services may be transferred from one Headquarter, Region and division to snother based on exigencies of business at the discretion of management. You are also liable to be transferred to any department / division / establishment of the company at any location in india without payment of any additional compensation, to meet with any exigencies of business at the sole discretion of Management.
5. You will be retired or superannuated from the services of the division on completion of 58 years of age. The date of birth as declared by you verified at the time of your employment will be reckoned final for this purpose.
6. You will discharge your duties as per the instruction and guidance given by your superiors and Management from time to time.

7. Your appointment shall be subject to Company rules and regulations in force now and that may come into force from time to time and such acts or laws and regulations as are applicable and are in force now and/or any such modifications or enactments that may come into force from time to time.

8. You shall inform of your monthly tour plan well in advance to your Superior and shall intimate immediately in writing to your superior about any changes in the same with reasons. You will inform your Superior whenever you leave/return to your headquarters. You shall submit daily reports, account of samples and its distribution in appropriate forms available for the same.

9. Your hours of work are not fixed, but you shall work in the manner and as per timings followed generally by all probationary medical representatives. Further, you will be required to travel extensively on Company's business which may extend to several weeks continuously.

10. During the continuance of your employment, you will not accept any part-time or full-time employment in any Organization whether with or without remuneration. You will also not pursue any educational/vocational courses part time or full time without prior permission of the Company.

11. You will be entitled to leave with pay in accordance with the Sales Promotion Employees Act, 1976 and the rules or any amendments thereto and the rules framed by the Company that may be in force from time to time. The granting of leave will depend upon the exigencies of work and will be at the sole discretion of the Company. If you remain absent without prior permission or intimation for a consecutive period of ten days or more your services shall be liable for termination without notice or appropriate disciplinary procedure will be initiated accordingly.

12. You will inform in writing the Management of any change in your residential address and family status at the earliest. On failing to do so, all communications intended to be served on you would be sent to your last address as per our records and this shall be deemed to have been served on you.

13. You shall conduct yourself soberly and carry out diligently and faithfully all the instructions given to you by your superiors in connection with the Company's business and to the best of your skills and ability to improve and further the business and interest of the Company.

14. You shall not either during the continuance of your services or thereafter disclose, divulge, or make public or use any information / knowledge which you may acquire during the period of your services in any way about any of the affairs or secrets of the Division, Company or any processes, accounts, transactions and dealings of the Division, Company to any person, firm or Division, Company to the prejudice of organization.

15. You are required to devote your full time attention and efforts to the furtherance of the business of the Division of the Company and to continually develop your professional skills in your own and Division's mutual interests. You shall not during your services with the Division directly or indirectly engage yourself in or devote attention to any full time, part time training or business or monetary position other than that of the Division. You shall be true and faithful to the Division in all dealings and transactions relating to the Division's business.

16. You shall not accept or take any presents, commissions, or any kind of gratification in cash or kind from any person, party, firm or concern having dealings with the Company and if you are offered any, you should immediately report the same to the Company in writing. You shall not lend money to or borrow money from customers and suppliers of the Company.

ALEMBIC PHARMACEUTICALS LIMITED

17. You will be responsible for the safe keeping and return in good condition Company's articles and property which may be in your custody, care or charge. The Company shall have the right to deduct the money value of such Company property from your dues and take such other actions deemed proper in the event of your failure to account for such property to the satisfaction of the Management.

18. In case you are absent from your assigned duties for more than ten days at a stretch without prior written approval of your Superior, appropriate action will be initiated accordingly. Absence from your assigned duties for the purposes of this clause would also include not following the rules and procedures of our Company for submission of the daily, monthly or other prescribed reports.

19. Any instance of misconduct, breach of any of the clauses, rules and regulations governing your engagement, neglect of your duties, insubordination, riotous behavior, insolence, absence from duty without prior sanction, dishonesty, embezzlement and accepting any commission or discount from any merchant or outsiders or such behavior in contravention of traditional/ common during your services or if you are tried and/or convicted for any criminal offence, you shall be dealt with appropriately.

20. In the event of your being indulging in any acts or commission constituting misconduct, including unwelcome physical contact and advances and / or a demand or request for sexual favour and /or sexually colored remarks/jokes, and /or showing pornography and / or any other physical, verbal or non-verbal conduct of a sexual nature, which will tantamount to an act of moral turpitude, you shall be dealt with appropriately.

21. Your appointment is subject to your medical fitness and retaining reasonable medical fitness during the tenure of your employment with the Company and as certified by the Doctor appointed by the Division for this purpose. The Division may require you to undergo medical checkup as and when required at the Division's cost by any Doctor/Doctor's nominated by the Division. If after such examination, the Division is of the opinion that continuance of your services is medically not advisable or that you are incapable of discharging your duties, the Division may discontinue your services forthwith without any notice.

22. In case of any dispute or difference arises out of or in connection with your engagement, including any further terms and conditions that may be laid down from time to time, it shall be subject to the exclusive jurisdiction of the appropriate Courts, Tribunals and/ or Authorities in the city of Vadodara.

23. Your services may be terminated without assigning any reason whatsoever, by giving you one month notice in writing or compensation in lieu thereof during the probationary period as well as after confirmation by either side. In case of adequate notice is not given by an employee, appropriate deductions shall be made from his dues to cover notice period.

ALEMBIC PHARMACEUTICALS LIMITED

ALEMBIC ROAD, VADODARA - 390 003 • TEL. : (0265) 2280550, 2280880 • FAX : (0265) 2282506
Website : www.alembicpharmaceuticals.com • E-mail : alembic@alembic.co.in
CIN - L24230GJ2010PLC061123

24. You shall submit your reports and required information regularly to your superiors as per the Rules and Policy of the Company in such prescribed format from time to time. You shall undertake to adhere to such schemes/procedures like Cell Phone Reporting or such other method of reporting as the Company decides as per the requirements and as per the exigencies of the business.

25. In case you fail to join at your assigned Headquarter within 7 days of issuance of this appointment letter, it will be assumed that you are no more interested in this position and joining the Company. Subsequently, the said appointment letter will be deemed withdrawn.

We welcome you in our Organisation and look forward to your long and fruitful association with us.

For Alembic Pharmaceuticals Ltd ,



Arvind Tripathi
Associate Vice President – Human Resources

I have read and understood all the terms and conditions of appointment and I shall abide by them in toto.

Place :

Date :

(Signature)

ALEMBIC PHARMACEUTICALS LIMITED

ALEMBIC ROAD, VADODARA - 390 003 • TEL. : (0265) 2280550, 2280880 • FAX : (0265) 2282506
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CIN - L24230GJ2010PLC061123

ANNEXURE-A

14/03/2023

ALEMBIC PHARMACEUTICALS LTD

NON-METRO

ANNEXURE (Compensation Details)

Candidate Name : Mr. Dhinakaran K M
Division : Enteron
HQ : Madurai - 1
Designation : Probationary Medical Representative
DOJ : 14th March,2023

Sr. No.	Salary Head	Amount(Rs.)	Frequency
1	Basic	15125	Monthly
2	HRA	6050	Monthly
3	Hospitalization Premium	781	Monthly
4	Kit Allowance	2252	Monthly
5	PF (Company)	1815	Monthly
6	Bonus	9000	Yearly
7	Gratuity	8724	Yearly
Annual CTC		330000	Yearly
Amount In Words: Rupees Three Lac Thirty Thousand Only.			



Arvind Tripathi
Associate Vice President – Human Resources

Notes :

1. Gratuity will be payable as per The Payment of Gratuity Act, 1972 and employee will be eligible for gratuity only after rendering 5 years of continuous service in organization.
 2. Payment of Bonus will be made as per The Payment of Bonus Act, 1965.
 3. There will be variation up to Rs. 12/- per annual in CTC due to rounding-off the monthly amount.
- Please sign duplicate copy of this appointment letter and send back to the authorized signatory as a token of your acceptance of the appointment on the terms and conditions mentions here in above.

Place :

Date :

(Signature)

ALEMBIC PHARMACEUTICALS LIMITED

ALEMBIC ROAD, VADODARA - 390 003 • TEL. : (0265) 2280550, 2280880 • FAX : (0265) 2282506
Website : www.alembicpharmaceuticals.com • E-mail : alembic@alembic.co.in
CIN - L24230GJ2010PLC061123

Date: 12-Sep-2023

Dear **PADMASRI S K**

Congratulations! We take great pleasure in inviting you to be an integral part of Omega Healthcare Management Services Private Limited.

We are pleased to make you an offer of employment as **PROCESS EXECUTIVE - AR** full time and your place of posting will be **Chennai-I** with an Annual CTC Compensation of **Rs. 2,84,236.00 (Two Lakhs Eighty Four Thousand Two Hundred Thirty Six Rupees Only)**. In addition, upon successful completion of Probationary period you are eligible for **Performance Based Quarterly Merit Increase (PBQMI)** and **Quarterly Tenure Bonus Plan (QTB)** as indicated in **Annexure D**.

Your date of joining will be on or before **14-Sep-2023**, beyond which this offer stands revoked.

We are an international organization with people capabilities across India, Philippines, and the USA. You will discover with us 'passion, energy and commitment' to be the best in class and take pride in doing things differently. As we refine and continuously improve on our people process, we count on your support in making Omega Healthcare one of the Best Place to Work.

Combining the largest medical coding staff in the world, with proprietary technology, analytics and automation capabilities, Omega Healthcare helps thousands of providers eliminate administrative burdens, accelerate cash flow and reduce health management costs. The company streamlines medical billing, coding and collections processes, and offers telephone and message-triage services to provide the most comprehensive and scalable outsourced revenue cycle management solutions in the industry.

Most of us here are ordinary people, but constantly seeking to do extraordinary things. We are not perfect, but we are open to feedback, learning and change. While we have our own individuality, we also share a common vision and complement each working as a team.

What differentiates us from other places to work is our passion and commitment towards superior customer service. You will find strong core values and brand promise that we live up that is hallmark amongst all our Service offerings.

We firmly believe in employee engagement and our evolving people processes. We assure you enrichment, growth and fulfillment at the end of each working day. Discover Camaraderie, Harmony and Accomplishment with us.

We look forward to a long and fruitful association with you and confident of making Omega Healthcare a truly world class and an aspirational MNC to work for.

All our new employees have been asked to report to office as part of employment starting Apr'2022 and By accepting this offer, you agree to abide by this clause that this offer of employment entails Working from Office (WFO) effective your 14-Sep-2023

With this arrangement we look forward in extending our Best Welcome, Induction and Training in making you successful and experience our culture and team spirit.

In the event of work assignment that stipulates remote working, you agree to have access to Broad-band Internet connection for effective discharge of your duties and the same would be reimbursed to the tune of Rs.800/month.

Your offer and subsequent appointment will be governed by the terms and conditions of employment presented in the enclosed Annexure A. You will also be governed by rules and regulations in vogue that may change from time to time.

At the time of your joining, the following documents need to be submitted:

- Signed Copy of the Offer/Appointment Letter
- Photocopy of your educational HSC/Degree/Diploma valid certificates and marks cards in support of your educational qualifications.
- Reliving letter/Service certificate/ Resignation acceptance letter from your previous employer
- Photocopy of your Birth Certificate/ DOB Proof
- Copy of PAN Card /Acknowledgement copy of PAN Application
- Copy of AADHAR Card / Acknowledgement copy of AADHAR
- Self ID Proof - 2 Copies (Passport/ Driving License/Voter's ID/ Ration Card/ PAN Card/ Aadhaar/College ID)
- 2 References for professional / character reference checks
- Last 3 months pay slips or latest copy of Form 16(applicable to experienced candidates)
- Residence Proof - 2 copies Permanent & Temporary (Passport /Driving License/ Voter's ID / Ration Card/ Aadhaar / Mobile Bill or Telephone Bill / LIC Policy / BANK Passbook/ Electricity Bill/Gas Bill/Water Bill/Rental Agreement- (Letter from owner or Self Declaration letter required if it's not in your name)
- Passport size photographs - 6 Nos.
- Post card Size photographs - 2 Nos. (for ESI Employees)
- Parents DOB details. (Documents not required. Only date is required to fill in nominee forms)
- Physical standard (Blood Group, Height, Weight - details only required for filling the application form. Proof not required)

While at Office, we attire Formally on Mondays and Smart Business Casuals on the Rest of the Days.

Please do not hesitate to contact us, should you need any assistance or information regarding your onboarding. You are required to sign the duplicate of this Offer Letter and the Annexure as your acceptance and submit the same to us.

We look forward having you as a vibrant family member of Omega Healthcare!

Sincerely,

For Omega Healthcare Management Services Pvt. Limited.



Guruvayurappan P V
Chief Human Resource Officer

Annexure A (PROCESS EXECUTIVE - AR)

Terms and Conditions of Employment

You shall be governed by the following terms and conditions of service during your employment with **Omega Healthcare Management Services Private Limited** (hereafter referred to as the “company”), and those that may be amended from time to time.

Statement of Facts

- a. The company has made the offer of employment on the basis of the bonafide statements and facts provided by you in your application form and Resume for employment. At the time of employment or during employment if the company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you.
- b. Subsequent to your appointment, if there were to be any negative feedback from your previous employment, you would be liable to be removed from services without any notice.

Duties

- a. During working hours, you shall use your best energies and abilities to serve the company faithfully. You shall comply with the rules, regulations and procedures as notified by the company in the letter and spirit,
- b. During working hours, you shall entirely devote your time, attention and abilities to the business of the company.
- c. You shall not, without company's prior written consent, be in any way directly or indirectly concerned with any other business or employment during or outside your hours of work in the company. You shall however, undertake honorary, social or charitable nature, library, and artistic or scientific character only with the express written permission from the competent authority.
- d. During your employment, you shall not directly or indirectly engage in any conduct averse to the best interest of the company. Also, you shall not divulge any confidential information or violate any agreement with your prior employers or their clients.

Place of Work

You will be in employment at the company's office or other work locations as required. The company reserves the right to transfer you on a temporary or permanent basis to other job functions, departments or locations within the company, when necessary.

Hours of Work

- a. The working day shall comprise of 9.00 working hours inclusive of 30 minutes of Lunch break and 30 minutes for 2 Tea breaks. You may be required to work on shift as assigned. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time on which your reporting officer will notify you in advance.
- b. Omega Healthcare observes national and festival holidays as per policy which will be notified during induction. The festival holidays may vary every year and across region/Service line.

Leave and Vacation

- a. From the date of joining, you will be entitled to and 1 day of Sick/ Casual Leave Per month as per Leave policy applicable to your grade from subsequent month of joining.
- b. On a prorata basis, you would also be entitled for 1 day of Privileged Leave Per month of as per our policy. You can refer Leave policy for further information on leave policies and its applicability.

Conduct

- a. You shall at times, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.
- b. You shall, honor and comply with all Rules and Regulations of the Company and statutory requirements, in letter and spirit.

Confidentiality

- a. You shall maintain utmost secrecy with regard to confidential and proprietary information relating to the company. This information includes and is not limited to trade secrets, technical processes, finances, and dealings with information relating to suppliers, employees, agents, distributors and customers.
- b. You shall not, during your employment and at all times thereafter directly or indirectly use or disclose confidential information except for the sole benefit of the Company. This restriction shall cease to apply when it may come into the public domain otherwise than through unauthorized disclosure by you or such information which you shall be obliged to disclose by law.
- c. You shall not take copies of confidential documents or information for your own purposes and forth with upon termination, you shall return to the Company all documents, records and accounts in any form (including electronic, mechanical, photographic, and optic recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not during your employment and at all times thereafter do or say anything that may injure directly or indirectly damage the business of the Company
- e. You shall maintain utmost confidentiality with regard to your compensation and benefits. You shall not discuss your compensation and benefits with anyone, but with Manager you report to.
- f. You may have to sign
 - The Non-Disclosure Agreement and Non Compete Agreement (as applicable)
 - The Code of Business Conduct and Ethics
 - Prohibition or Disclosure or Use of Inside Information (as applicable)

Separation from the company

- a. The retirement age of the company is **58** years. At the time formally resigning from service, you shall serve the notice period of as appended below:

Notice Period Clause/Bands	Band 1 - Trainees	Band 1 - Laterals	Band 2	Band 3	Band 4	Band 5	Band 6
During Probation	30	60	60	60	60	90	90
After confirmation	60	60	60	60	60	90	90

- b. When you resign formally from the service of the Company, the Company may solely at its discretion, Permit you to pay up for the notice period in lieu for the un-served notice period.
- c. You will not be entitled to such notice period, If the Company terminates your services due to misdemeanor, unsatisfactory performance or any other disciplinary matter.
- d. In the event of your separation (whether voluntary or involuntary) from the company within 24 months of appointment, you will pay back in full all Performance Based Quarterly Merit Increase (PBQMI) and Quarterly Tenure Bonus (Annexure D) paid to you in order to be formally relived in accordance to the Terms of the Service Performance Agreement.

I accept the terms and conditions of the Company mentioned above and the following Annexures.

Signature

Name:PADMASRI S K

Date:12-Sep-2023

Annexure B

Offer of Employment under Special Module

- We take pride in being an Employer of Choice. It is all about the internal workings of our company, about our people, and the way we treat them. We are a Fantastic Place to work where people are involved and enjoy performing, adopt a role as Brand Ambassador, are highly satisfied and closely involved in the organization. We are a Great Place for building a bright future.
- Omega Healthcare has a strong basic core: breaking down barriers, inspiring and connecting. This is applied to personal development, business and society. A career with us is an opportunity to find purpose in your passion. It is a chance to grow and develop into an ace at what you do. We have grown many of our People over the years into positions of Leadership and Innovation who have made meaningful impact.
- At Omega Healthcare, our Values of Customer Service, Respect, Transparency, Equal Opportunity and Collaboration guide our actions and decisions each day. You will Discover Camaraderie, Harmony and Accomplishment with us.
- You are being made an **Offer of Employment under Special Module** that accords opportunity to earn higher starting salary (as outlined in Annexure C) than what is normally offered for New Hire Freshers. Through this Special Module, you will receive Training and Mentoring aimed at upskilling you for future Leadership opportunities within the Organization.
- You acknowledge that through this Special Module of Tenure Based Performance Bonus Pay and Training, this employment offer entails you to serve the organization for 24 (Twenty-Four) months as minimum service tenure failing which you become liable to pay any Performance Based Quarterly Merit Increase (PBQMI) and Quarterly Tenure Bonus paid to you by the Organization. **You also undertake to sign 'Service Performance Guarantee Agreement' as part of your appointment letter upon your joining.**

Annexure - C
SALARY STRUCTURE

Pay Component	Monthly Amount	Annual Amount
CTC		
Fixed Cash (Gross)	21100	253200
Basic	10600	127200
HRA	5300	63600
Special Allowance	4140	49680
Advanced Statutory Bonus	1060	12720
Benefit	2586	31036
PF	1769	21225
Medical Insurance Premium	208	2496
Group Term Life Insurance	100	1200
Gratuity	509	6115
Total CTC	23686	284236
Total CTC	23686	284236

Variable Pay - You will also be eligible for performance based variable pay of Rs. **0.00/-** per annum (i.e. Rs. **0.00**/per month) which is payable as per company policy on achievement of agreed upon targets.

Authorized by



Guruvayurappan P V
Chief Human Resource Officer



Annexure - D

Performance Based Quarterly Merit Increase (PBQMI) and Quarterly Tenure Bonus Plan–Indicative Earning Potential

Month	Gross Salary (X)			Quarterly Tenure Bonus (Y)		
	Performance Exceeds Expectations (EE)	Performance is Above Expectations (AE)	Performance Completely Meets Expectations (CME)	Performance Exceeds Expectations (EE)	Performance is Above Expectations (AE)	Performance Completely Meets Expectations (CME)
1	21100	21100	21100	0	0	0
2	21100	21100	21100	0	0	0
3	21100	21100	21100	0	0	0
4	22600	22600	22600	0	0	0
5	22600	22600	22600	0	0	0
6	22600	22600	22600	0	0	0
7	23800	23500	23200	10500	9000	7500
8	23800	23500	23200	0	0	0
9	23800	23500	23200	0	0	0
10	25000	24400	23800	12000	10500	9000
11	25000	24400	23800	0	0	0
12	25000	24400	23800	0	0	0
13	26200	25300	24400	13500	12000	10500
14	26200	25300	24400	0	0	0
15	26200	25300	24400	0	0	0
16	27400	26200	25000	15000	13500	12000
17	27400	26200	25000	0	0	0
18	27400	26200	25000	0	0	0
19	28600	27100	25600	16500	15000	13500
20	28600	27100	25600	0	0	0
21	28600	27100	25600	0	0	0
22	29800	28000	26200	18000	16500	15000
23	29800	28000	26200	0	0	0
24	29800	28000	26200	0	0	0
25	31000	28900	26800	19500	18000	16500

	644500	623500	602500	105000	94500	84000
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Total 25 (Twenty-Five) Months Earning Potential is as appended below:

Total Earning Potential (Performance Exceed Expectations) = $644500(X) + 105000(Y) = \text{Rs.}7,49,500(Z)$

Total Earning Potential (Performance Above Expectations) = $623500(X) + 94500(Y) = \text{Rs.}7,18,000(Z)$

Total Earning Potential (Performance Completely Meets Expectations) = $602500(X) + 84000(Y) = \text{Rs.}6,86,500(Z)$



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Roll No: 1ST NAR 10010010010010
Name: TIRUPADHUR
City: CHITTOOR
Village: A TRICHTYAPATTI
Tehsil: PERAIYUR
Post: TRICHTYAPATTI
District: MADURAI
State: TAMILNADU
Pin: 625704

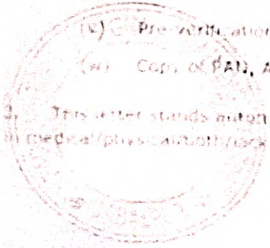
CALL LETTER FOR DESPATCH : CEE 10-09-2023

Dear Candidate,

1. Congratulations. You have provisionally been selected for recruitment in **AGNIVEER (GENERAL DUTY)** on the basis of the merit of CEE held on **10-09-2023**. Your candidature will be final only after clearing the 'Medical Examination' detailed checking/verification of complete documents and fulfilment of all the following documents in original, for equipment formalities and subsequent despatch to training center.

- (a) Call up Notice (this letter).
- (b) Admit card and Identity Photograph.
- (c) Ten copies of fresh passport size photographs.
- (d) All educational certificates and Marks Sheets in original.
- (e) Gazette or Cross List (Y List) if passed as private candidate/holding hand written/duplicate education certificate duly signed by Principal and countersigned by District Education Officer (DEO).
- (f) Domicile certificate issued by DM/SDM, as applicable.
- (g) Caste Certificate issued by Tehsildar/Gram Pradhan/Sarpanch (duly mentioned the particular caste).
- (h) Character Certificate duly signed by Gram Pradhan/Sarpanch.
- (i) Unmarried/married certificate duly signed by Gram Pradhan/Sarpanch.
- (j) Two copies of joint photograph (individual along with his wife duly verified and attested by Village Sarpanch/Tehsildar (For married candidates only).
- (k) Character/Pre-verification certificates as per specimen attached duly completed in all respects (i.e. affix a copy of group photo of the family and authenticate signed by the competent authority).
- (l) Affidavit for variation in self name/father's name or any other variation in any certificate be produced duly signed by 1st Class magistrate (DM/SDM).
- (m) Two photocopies of all certificates/documents (i.e. educational, domicile, caste, character, unmarried/married, pre-verification and affidavits etc).
- (n) Verification of the following be completed from concerned Record Office, if these particulars are not available in the Discharge Book Ex Servicemen/War Widows:-
 - (o) Relation Certificate issued by Records Office concerned only.
 - (p) An 'Affidavit' duly sworn by the candidate in before the Executive Magistrate/Sub Divisional Magistrate of the concerned Tehsil with 'Round Stamp' (Sample copy att).
 - (r) Photo copy of Pay Book/Discharge Book of your father/brother or Pension Book of Mother in case of son of widow duly attested.
 - (s) Death certificate issued by MH/Registrar of Birth and Death in case Father/Brother is deceased.
 - (t) For candidates between 17 % and 18 years of age, Affidavit on Rs. 10/- Non Judicial Stamp Paper in English from parents and Notary.
 - (u) NCC Sports Certificate from the concerned authorities if any.
 - (v) Pre-verification of Police.
 - (w) Copy of PAN, AADHAAR and VOTER Cards.

3. This letter stands automatically nullified/cancelled at the time of despatch, if any discrepancy is found in medical/physical/both/look of production of documents/finding of facts.



ends As above

(SA KHARE)
Col
OIC RTG CELL
HQ 1STC



TEMPLE CITY TECHNOLOGIES (P) LTD.,

Premium Software Development, BPO & Consulting Company

No 13, Pankajam Colony, 1st Cross Street, First Floor,
Kamarajar Salai, Madurai - 625009, Tamilnadu, India.

since 1995

smkd

Date: 21/6/2022

APPOINTMENT ORDER

Dear Mr. PRASANNA J S

1. Further to the interview, we are pleased to inform you that you are appointed in our company as a **Software Programming Developer**.
2. Your Monthly gross salary will be of Rs. 8,000/ which includes allowances, statutory & other deductions are applicable shall be deducted from the salary.
3. **You will be subject to the rules & regulations & orders of TCT as are in force at present or as may be introduced or amended or extended or rescinded from time to time.**
4. You are appointed on the basis of statements made by you in your application. If and when the information furnished by you in your application regarding your qualification, previous experience, employment etc., are found to be incorrect or false, you will be liable for termination or such other action the management deems fit. We will have the liberty to terminate your service without assigning any reason thereof.
5. You shall at all time during the period of service, whether or not during the stipulated working hours, be prepared & ready if required to carry out, any reasonable & lawful order & duties required for you, by your superiors even if it involves working beyond and outside your normal hours of work.
6. Company's leave policy shall apply to your employment & may be modified by Company at any time, in its sole discretion upon notice to you.
7. You shall not leave the company within 24 months from the date of appointment. After this period of service can be rescinded by either of the parties by giving 3 (three) months notice or three months pay in lieu of notice. However in case of resignation during the course of any projects undergoing, (after 36 months) the management reserves the right to retain your service till the project is over as per company norms.
8. During the period of your employment with us you are prohibited from working on any other software related works outside the campus.
9. You are required to maintain utmost secrecy in respect of Project Documents, Designs, Documents, Data, Project Cost & Estimation, Technology and Company's Policies.
10. We would like you to devote your full attention to the service of our company and not engage yourself in any outside work, full time or part time, either honorary or remuneratory, over and above your legitimate work in the Company.
11. We have received the Xerox certificates from you.
12. We have received the 10th SSLC Mark Sheet original from you.

We wish you a fruitful and purposeful career in our company.

Prasanna

Employee

S. Karthik Pandian

Management

saravanan@templecitytech.com | karthikpandian@templecitytech.com
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www.templecitytech.com