



Narasu's Sarathy Institute of Technology

Approved by AICTE | Accredited By NAAC | Affiliated to Anna University

Salem Bengaluru Highway NH - 7, Poosaripatty, Kadayampatty Taluk, Salem - 636305.

Admin Office: 93449-72274, Admission Cell: 93449-72275, 73977-56003,
admin@nsit.edu.in, www.nsit.edu.in

CRITERIA-V STUDENT SUPPORT AND PROGRESSION

5.2 STUDENT PROGRESSION

5.2.1 AVERAGE PERCENTAGE OF PLACEMENT OF OUTGOING STUDENTS DURING THE YEAR (2020-2021)

INDEX SHEET

S.No	DESCRIPTION	PAGE No.
1.	Appointment Order	03



Narasu's Sarathy Institute of Technology

Approved by AICTE | Accredited By NAAC | Affiliated to Anna University

Salem Bengaluru Highway NH - 7, Poosaripatty, Kadayampatty Taluk, Salem - 636305.

Admin Office: 93449-72274, Admission Cell: 93449-72275, 73977-56003,
admin@nsit.edu.in, www.nsit.edu.in

APPOINTMENT ORDER

Date: 3/11/2020

Trainee ID:N96393

Vijay P
S/o Palanivel
No 3/125
Mathan kottai (vill),
Naicken kottai (po)
Dharmapuri-
636502,

Dear Vijay P

NEEM Trainee Contract Letter

We are pleased to engage you as **NEEM Trainee** subject to the following terms and conditions:

1. The period of training shall be **Thirty Six** months with start date **3/11/2020** and end date **2/11/2023**.
2. It shall not be obligatory on our part or of the Establishment / Company wherein you will undergo the on the job training to offer any employment to you during or on successful completion of your training period. As a NEEM Trainee undergoing training in the establishment, you shall be a trainee and not a workman / employee and as such, the provisions of any labour legislations shall not apply to you or in relation to you and your on the job training shall be solely governed by the provisions of All India Council for Technical Educational [National Employability Enhancement Mission (NEEM)] Regulations 2017.
3. You shall be given on the job training with **Sundaram Fastners Limited, Velappanchavadi** for the above mentioned period. You will be imparted training in shifts according to normal hours of work of the establishment to which you are attached for training.
4. During the tenure of your training, you shall abide by the rules and regulations from time to time as intimated to you by us and / or the Establishment wherein you will undergo on the job training including but not limited to all matters of conduct, discipline and safety and carry out all lawful orders of the establishment.
5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. As NEEM Trainee you shall maintain a record of your Training during the period of the NEEM TRAINING in the proforma given by TVS Educational Society.
7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to TVS Educational Society as cost of training such amount as may be determined by TVS Educational Society. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).

...2

Jayalakshmi Estate, 29, Haddows Road, Chennai - 600 076, Karaimadu Phone : 044 - 42466613

Attested
D.V. MUNIRAM
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, Salem - 636 595.

TVS Educational Society

8. Either party may terminate this contract by issuing 30 Days' Notice in writing or payment thereof.
9. The Contract of Training can be terminated without compensation payment to you:
 - a. If you secure gainful employment (on production of copy of the appointment letter); and
 - b. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/surgeon attached to any Government Hospital).
10. During the period of Training, you shall be entitled to a Consolidated Stipend of **Rs.12,500/-** per month. You hereby authorize TVS Educational Society to make all payment required to be made to you either by way of cheque or by directly crediting the amount to your bank account.
11. You can also earn Attendance Incentive of Rs.500/- per month if you attend for On the Job training on all the scheduled training days during a month.
12. You will not be entitled to any other emoluments or payments during the period of training.
13. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.
14. TVS Educational Society will formulate a "Training Program" for training the NEEM Trainees and shall make suitable arrangements for facilitating the same.
15. The Stipend for a particular month shall be paid on or before 10th of the following month.
16. Any disagreement or dispute between TVS Educational Society and the NEEM Trainee arising out of the terms and conditions of this Contract or incidental or ancillary thereto, shall be referred to and Governed by the provisions of the terms laid under the All India Council for Technical Education [National Employability Enhancement Mission (NEEM)] Regulations 2017.

ENDORSEMENT

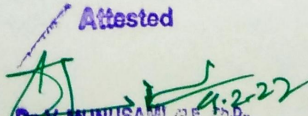
I hereby confirm the acceptance of the above NEEM Contract letter, on the terms and conditions stipulated therein. I understand and agree that my signing this contract does not constitute employment by TVS Educational Society or any guarantee of employment. Also, I confirm that I am accepting this contract letter after understanding the clauses mentioned above and it will be conclusive proof of my acceptance to this letter.

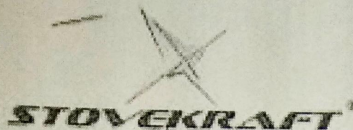
For TVS Educational Society

Accepted and Agreed

Authorised Signatory

Signature & Date
(Vijay P)

Attested

Narasu's Sarathy
 Poosaripatty, **Technology**



06th September 2021

Suryaprakash Selvam
S/o Selvam
D No 4/333, Poyar Street
Theevattipatti, Omalur Taluk
Deevattipatti, Salem, Tamil Nadu-636351

Dear Suryaprakash,

With reference to your discussions with us, we are pleased to offer you the position of "Graduate Engineer Trainee" at Stove Kraft Ltd on Training period for 1 year, during which you shall be paid a stipend of Rs. 1,80,000/- (Rupees One Lakh Eighty Thousand Only) per annum subject to applicable taxes. On successful completion of your training period, you shall be evaluated by your reporting manager, further recommended for confirmation. Upon confirmation, your CTC would be revised to Rs. 3,00,000/- (Rupees Three Lakhs Only) per annum subject to applicable taxes.

1. Your appointment will be with effect from 06th September 2021.
2. The position will be based at Harnahalli.
3. Your CTC is as per Annexure - A, which reads the breakup of your remuneration and deductions.
4. Your employment with us shall be governed by the specific terms and conditions referred in Annexure-B and any amendments made thereof or any other terms and conditions as may be communicated to you during your employment with us.
5. This offer is contingent upon your ability to provide us the copies of the documents as per Annexure-C.
6. You shall be required to execute and be bound by the Confidentiality and Non-Disclosure Agreement.
7. Please sign the duplicate copy of this appointment letter on all sheets (Right Corner) & Return to Human Resource at the address mentioned below or via on email sharing the signed scanned copy of the appointment letter, as token of acceptance. Please do communicate and take approval for your new date of joining in case if any changes. In case of further clarifications, please communicate with Human Resource Team.

We welcome you to Stove Kraft Ltd and look forward to a long and mutually beneficial association.

For Stove Kraft Ltd.,

Venkitesh N
Head - Corporate Planning

Attested

Kaushik Nag
Head - Human Resources

Read and Accepted:

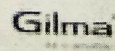
Dr. V. MUNUSAMI
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 355.

Encl: Annexure - A (Salary Structure) + Annexure - B (Terms & Conditions of Employment)

Stove Kraft Limited

#81/1 Medamaranahalli Village, Harnahalli Hobli, Harnahalli Industrial Area,
Kanakapura Taluk, Ramanagara District, Bengaluru, India- 562 112

+91 80 28016222 | +91 80 2801 6209 | info@stovekraft.com



CIN: U29303KA1999PLC025387

NextOnTop HI-Tech SoftSolution Private Limited
Reg: 67, Govindhacheety Street, Agaram, Road, Kaveripattinam
Krishnagiri (dt) - 635112

Date: 22 - 07 - 2021

Gowtham S,

We are pleased to forward our offer letter and would like to formally welcome you to join the growing family at NextOnTop HI-Tech SoftSolution Pvt.Ltd.

We are sure that you have had opportunities to understand in detail your job profile, Roles & responsibilities & the organization. We would be glad to provide further clarification if any.

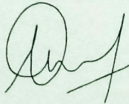
You are required to report for duty at our Bangalore office.

We are in the process of building an organization, where professionals would find full satisfaction of a challenging job and an interesting working environment.

Kindly return the duplicate copy of the offer letter, duly signed an acknowledgment of your acceptance of the same.

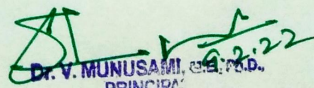
We look forward to a mutually beneficial long association with you.

For NextOnTop HI-Tech SoftSolution Pvt.Ltd.



Naveen,
Founder & CEO.

Attested


Dr. V. MUNUSAMI, B.A., M.B.
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.

Mr/Ms. Gowtham S,

We have the pleasure to inform you the Compensation and Benefits and the terms and conditions applicable to you.

1. Designation:

Your designation will be "Associate Software Engineer Trainee"

2. Compensation & Benefits:

The Compensation & Benefits applicable to you is personal and should be treated with utmost confidence. This is not to be discussed or divulged to anybody else other than for statutory purposes

Your Fixed cost to the company will be **10,000 INR for the first three months and after three months salary will be revised based on the performance.**

3. Effective Date of joining:

You are requested to report for duty on **1st Aug 2021**. Your appointment will come into effect from your date of joining. You will be on Probation for the first 6 months from date of joining and your services will be confirmed based on your performance and a confirmation letter will be issued to you to support the same.

4. Notice Period:

The contract of employment is terminable by either party by giving thirty days notice in writing. Either party is not bound to give any reason thereof.

The Company reserves the right to pay or recover salary in lieu of notice period or to relieve you before the expiry of the notice period.

This appointment is made on the understanding that the information given by you in the application is correct, true and complete in all respects. If it is discovered at any time before acceptance of this offer or after you accept this offer and commence employment with the company that the information is not correct, untrue or false in any material respect or if it is discovered that any material particulars or information has been deliberately suppressed, this letter of appointment shall stand withdrawn. If you have already commenced employment, your services may be terminated immediately without any benefits that may have accrued to you had such determination of services been voluntary and in accordance with normal established procedures.


In addition to the above conditions, you will be governed by the Rules and Regulations of the company presently in force and as may be modified from time to time. You are also governed by your performance in the company. In the event, you are found to be in breach of the Rules and Regulations of the company or if your performance is not up to the minimum expectations as set by the organization, your services shall be liable to be terminated forthwith without notice or salary in lieu of notice

5. Separation:

On separation, you will immediately give up to the Company before you are relieved all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects or records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items. You will also return to the Company all the assets given to you for official and/or personal use as per the various policies/schemes applicable to you as a part of

2

Attested

 **9.2.22**
Dr. V. MUNUSAMI, M.E., Ph.D.,
PRINCIPAL

Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.

your Compensation & Benefits. This would not apply to those assets or items, which are obligatory for you to buy under the concerned schemes.

6. Retirement:

You will retire in the normal course from the services of the company on attaining the age of superannuation, which is on the end of the month following your 58th birthday.

7. Service Conditions:

Your services will be governed by additional terms and conditions as explained in the Service Conditions attached herewith. These additional Service Conditions are applicable to all employees of your category.

The terms and conditions are subject to statutory requirements and Company Policy.

Please confirm that the above terms and conditions as also the additional Service Conditions are acceptable to you by signing a copy of this letter and the other documents attached hereto.

Encl.:

1. Service Conditions
2. Confidential Agreement

SERVICE CONDITIONS

The following additional terms and conditions will be applicable to all employees of NextOnTop HI-Tech SoftSolution Pvt.Ltd.

1. Full-Time Work:

Your position is a whole time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will not take any other work for remuneration [part-time or otherwise] or work on advisory capacity or be interested directly or indirectly [except as share or debenture holder] in any other trade or business during the employment with the Company.

The authorized person should approve, in writing, any honorary professional engagement outside the work with the company.

2. Re - designation:

The Company reserves the right to Re - designate the employees and allocate suitable responsibilities from time to time. The Company is not bound to give any reason thereof.

3. Transfer:


Your services are liable to be transferred in such capacity as the Company may from time to time determine or to any other location, department, establishment or branch of the Company. In such case, you will be governed by the terms and conditions of service as applicable to the new assignment. Such transfer could be to any location in India or any other country.

4. Salary Review:

Your salary will be reviewed as per the policy of the Company. The Company believes in rewarding performers and hence increase in Compensation will be subject to and on the basis of effective performance and results during the period.

Attested

3


Dr. V. MUNUSAMI, M.E., Ph.D.
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 646 406.

5. Responsibilities:

You are expected to perform effectively to ensure results and you will be expected to work extra hours to achieve this whenever the job so requires.

6. Travel:

You will be required to undertake travel on Company work and you will be reimbursed travel expenses as per the Company Policy.

7. Confidentiality:

The Company has evolved a Confidentiality Agreement to protect the rights of the employee and also that of the Company while dealing with confidential information, documents, etc. The said Confidentiality Agreement forms part of the Service Conditions applicable to employees of your category. You are required to read, understand and sign the enclosed Confidentiality Agreement in acknowledgment of your acceptance of the conditions therein.

8. Protection of Interest:

If you conceive of / invent/discover / improve on any new or advanced or current methods of improving processes/formulae / systems in relation to the operation of the Company or its affiliates or customers, such developments, discoveries or inventions will be fully communicated to the Company and remain the sole right/property of the Company.

9. Conflict of Interest:

If any transaction with the Company involves conflict between your personal interest and the interest of the Company in dealings with suppliers, customers, and any other organization or individuals doing or seeking to do business with the Company, you are required to inform the Company in writing about the nature of such conflict of interest so that the Company could protect its right and address the transaction suitably.

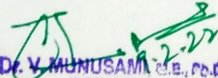
10. Past Record:

If any declaration given or information furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information in such case your services will be liable to be terminated without any notice.

11. Referral Policy:

Upon separation from the company, you will not refer existing / previous employees/clients/ client information of NextOnTop HI-Tech SoftSolution Pvt.Ltd. to others outside of NextOnTop HI-Tech SoftSolution Pvt.Ltd. under any circumstances.

Attested


Dr. V. MUNUSAMI, M.B., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.

CONFIDENTIALITY AGREEMENT

During the course of carrying out business activities at NextOnTop HI-Tech SoftSolution Pvt.Ltd. employees will be exposed to Intellectual Property and Confidential Information of NextOnTop HI-Tech SoftSolution Pvt.Ltd. Its partners and those of former employers. It is only ethical to hold all such information with the highest level of confidentiality. This agreement binds employees to hold in strict confidence any information that they have gathered during their course of employment with the company and will not divulge to any person or persons including any organization(s) without the prior written approval of the company.

In the event an employee needing a discussion with an outside person, this agreement shall be implemented in letter and spirit.

Confidential Information.

1. Company Information : I agree at all times during the term of my employment and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, or to disclose to any person, firm or corporation without written authorization of the Board of Directors of the Company, any Confidential Information of the Company. I understand that "Confidential Information" means any Company proprietary information, technical data, trade secrets or know-how, including, but not limited to, research, product plans, products, services, customer lists and customers (including, but not limited to, customers of the Company on whom I called or with whom I became acquainted during the term of my employment), markets, software, developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances or other business information disclosed to me by the Company either directly or indirectly in writing, orally or by drawings or observation of parts or equipment. I further understand that Confidential Information does not include any of the foregoing items, which is already in the public domain, or is made public by the Company, or comes into the public domain otherwise than by reason of the default of the employees, or is required to be disclosed by the employees pursuant to any law or judicial pronouncement, or is received by the employee from third party having the right to disclose the same.

2. Former Employer Information: I agree that I will not, during my employment with the Company, improperly use or disclose any proprietary information or trade secrets of any former or concurrent employer or other person or entity and that I will not bring onto the premises of the Company any unpublished document or proprietary information belonging to any such employer, person or entity unless consented to in writing by such employer, person or entity.

3. Third Party Information: I recognize that the Company has received and in the future will receive from third parties their confidential or proprietary information subject to a duty on the Company's part to maintain the confidentiality of such information and to use it only for certain limited purposes. I agree to hold all such confidential or proprietary information in the strictest confidence and not to disclose it to any person, firm or corporation or to use it except as necessary in carrying out my work for the Company consistent with the Company's agreement with such third party.

4. On Separation: I will return to NextOnTop HI-Tech SoftSolution Pvt.Ltd. after termination of my employment, all confidential information and materials of whatever nature in my possession, arising from my employment with NextOnTop HI-Tech SoftSolution Pvt.Ltd.

I understand and agree that my obligations under this agreement shall extend beyond the date of termination of my employment with NextOnTop HI-Tech SoftSolution Pvt.Ltd. and shall be binding upon

my heirs assigns and legal representatives. This agreement super cedes and replaces any existing agreements of the same or nature between NextOnTop HI-Tech SoftSolution Pvt.Ltd. and me.

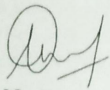
I, **Gowtham S**, have read, understood and agree to abide by the above-mentioned Service Conditions applicable to employees of my category. I hereby affix my signature below in confirmation of the acceptance of all the terms and conditions of my employment including the above Service Conditions & Confidential Agreement.

Name: **Gowtham S**

Signature:

Date:

For NextOnTop HI-Tech SoftSolution Pvt.Ltd.

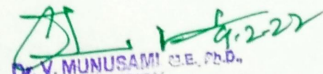


Naveen,
Founder & CEO.

Signature :

Date : 22/07/2021

Attested



Dr. V. MUNUSAMI B.E., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 405.

(expleo)

Ref: EXP/GET/21-22/OFF/403
03-September-2021

Offer Letter

Abhishaek
23/10
appavu nagar
salem-636005

Dear Abhishaek,

We thank you for your interest in our company and for participating in the interview process. Further to the discussions we have had, we are happy to make you an offer for joining Expleo Solutions Limited as **Graduate Engineer Trainee**.

Offer Details

Your Monthly Gross Pay will be ₹ 10,000 (Rupees Ten Thousand Only) inclusive of all allowances subject to applicable statutory deductions

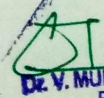
You are also eligible for the following statutory benefits,

- ESI on Gross Pay of ₹ 10,000 (0.75% of Employee contribution and 3.25% of Employer contribution)
- PF on Basic Pay ₹ 7,000 (12% of Employee contribution and 12% of Employer contribution)
- Bonus at applicable rate as per act.

The above offer is subject to the following terms and conditions:

- You being found medically fit at all times.
- You submitting true copies of all your scholastic/academic and extra-curricular attainments along with proof of your age and of last drawn salary. The documents that need to be submitted at the time of joining will be communicated in due course.
- Please note that as a standard organization procedure we carry out stringent background verification check. The process for the same will be initiated along with the acceptance of this offer. Your joining & the subsequent appointment for undergoing training shall be contingent upon successful completion of the background check process. You are concurring to the above said clause by accepting this offer.
- You will abide by the Business Conduct Guidelines of the company in letter and spirit.
- Your base location on joining will be Chennai. This offer of appointment for undergoing training is based primarily on your willingness to undergo training irrespective of the location in which you are posted due to the exigencies of business. Your refusal to accept transfer to a particular place or to undergo on the job training in a particular shift to which you are assigned, would potentially disrupt the company's planning and operations. Such refusal on your part would be considered as a material breach of your terms and conditions and invite disciplinary action against you.

Attested


Dr. V. MUNUSAMI, B.E., Ph.D.
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, Salem - 636 005.

Expleo Solutions Ltd
6A, Sixth Floor, Prince InfoCity II, No. 283/3 & 283/4, Rajiv Gandhi Salai (OMR)
Kandanchavadi, Chennai 600096 • India • T. +91 44 4392 3200
CIN: L64202TN1988PLC066604 • GST No: 33AABCT0976G1ZG

(expleo)

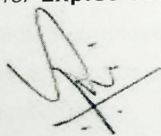
6. This offer is subject to affirmative recommendations from 2 **qualified references** to be furnished by you. The details of references need to be furnished by the **04-September-21**
7. This offer & subsequent appointment is also subject to your successful completion of graduation and you are required to submit your educational credential on the Date of Joining.
8. You would be under training with continuous evaluation process of 3 months and post successful completion of the training, you will be an employee of Expleo. We would be issuing an offer of 3 Lakhs per annum as cost to the company while joining as regular employee.
9. The Company would be providing you extensive training in Technology, which will include classroom training and on the job training. The company is making this investment with the assumption that you satisfy all the terms and conditions of this offer and would serve the company for a minimum of 24 Months in addition to the graduate training period of 3 months. In lieu of costs being incurred due to such training as well as costs incurred in the recruitment and selection process, you are required to sign an agreement for a sum of ₹ 3,00,000/- (Rupees Three Lakh Only) in the event of failure to serve the Company for a minimum period of 27 months from the Date of joining of training and appointment as regular employee.
10. You will be required to sign a separate agreement on your violation to enforce clause 9 supra.

This offer is valid till **04-September-2021** before which you are required to confirm your acceptance.

Kindly sign the duplicate copy of this letter to signify your acceptance and confirmation of the above terms and conditions.

We wish you a very rewarding and successful career with Expleo Solutions Limited.


Yours Sincerely,
for **Expleo Solutions Ltd**



Manjunathan C
Director - People Services

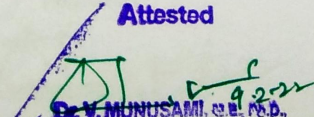
Acknowledgement

I accept the above Terms and Conditions and will report for work on _____.

Signature: 

Date: 04/09/2021

Attested


Dr. V. MUNUSAMI, M.B.B.S.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 905.

(expleo)

MEMORANDUM OF AGREEMENT

THIS AGREEMENT is made and entered into this **04th** day of **September** 2021 **BY AND BETWEEN**, M/s EXPLEO SOLUTIONS LIMIED a Company having its Registered office at Prince Infocity II, 6A, 6th Floor, No. 283/3 & 283/4, Rajiv Gandhi Salai (OMR) Kandanchavadi, Chennai – 600096, hereinafter referred to as the COMPANY which expression shall unless excluded by or repugnant to the context be deemed to include its successors and assigns) and

Mr. **Abhishaek S/o Guruvayurappan**, aged **22** yrs, and residing at **23/10 appavu nagar salem-636005** hereinafter referred to as "Graduate Engineer Trainee". which term shall wherever the context mean and include their heirs, executors, administrators, legal representatives, successors and assigns.

WITNESSETH.

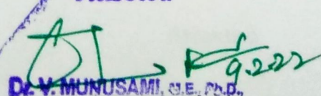
Whereas Graduate Engineer Trainee has been selected by the Company for undergoing Training.

Whereas imparting of training in cutting-edge technologies involves significant and substantial training costs. On successful completion of the training the Graduate Engineer Trainee will be offered employment by the Company.

Whereas Graduate Engineer Trainee acknowledge and accept that in order to recoup at least partially the resources invested in the training in cutting-edge technologies, the company requires from Graduate Engineer Trainee side a commitment to serve the company as a regular employee for at least a minimum period of two years failing which the company shall be entitled to claim and recover the notional cost of training as per this memorandum of agreement:

NOW THIS AGREEMENT RELATING TO DEPOSIT OF TITLE DEEDS WITNESSETH:

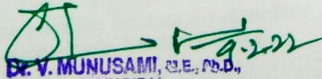
1. Graduate Engineer Trainee voluntarily agrees to undergo training in cutting-edge technologies offered by the Company.

Attested

Dr. V. MUNUSAMI, B.E., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.

(expleo)

2. The company on its part agrees to give Graduate Engineer Trainee employment on the express condition that Graduate Engineer Trainee successfully completes the training imparted by them or their agents in cutting edge technologies
3. Graduate Engineer Trainee agrees and acknowledges that the Company is investing significant and substantial resources to provide necessary and relevant specialized technical training / training on automation tools and others and also make available specialized and sophisticated equipment, computers, software and support facilities to learn and upgrade the Graduate Engineer Trainee's skill set
4. In consideration of the employment offered by the Company, the Graduate Engineer Trainee agrees to serve the company for a minimum period of two years as regular employee after successfully completing the training imparted by the Company to enable the company to recoup at least partially the resources invested in training the Graduate Engineer Trainee in cutting-edge technologies.
5. Graduate Engineer Trainee hereby agrees and accepts to pay liquidated damages as under:
 - I. Failure to complete the training successfully the Graduate Engineer Trainee shall be liable to pay the company an amount of ₹ 3,00,000 (Three Lakhs Only).
 - II. Failure to serve the company as Employee for at least a minimum period of 12 months from the date of completion of training, the Graduate Engineer Trainee shall be liable to pay the company an amount of ₹ 3,00,000 (Three Lakhs Only).
 - III. Failure to serve the company as employee for 27 months from the Date of joining but has served the Company as an employee for more than 15 months including training period, the Graduate Engineer Trainee shall be liable to pay ₹ 2,00,000 (Two Lakhs Only) to the company.
6. In the event of Graduate Engineer Trainee committing any breach of this memorandum of agreement, the Graduate Engineer Trainee hereby binds himself to pay and compensate the Company as mentioned in Clause 5 supra, within 15 days after the receipt of notice or letter of claim from the Company, together with interest at 18 % per annum thereon from the date of breach of contract till realization in the event of Graduate Engineer Trainee committing any such breach of contract.
7. Both parties hereby agree and accept that all questions, differences or disputes whatsoever which may arise between Parties and or their Personnel in connection with the terms and conditions stated in this MOA whether as to construction or

Attested


Dr. V. MUNUSAMI, M.E., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.

Expleo Solutions Ltd.
6A, Sixth Floor, Prince InfoCity II, No. 283/3 & 283/4, Rajiv Gandhi Salai (OMR)
Kandanchavadi, Chennai 600096 • India • T. +91 44 4392 3200
CIN: L64202TN1998PLC066604 • GST No: 33AABCT0876G12G

(expleo)

otherwise, shall be in the first instance tried to be settled thru discussion and conciliation. On the failure of efforts at conciliation either party may refer the matter to arbitration by a Sole Arbitrator to be appointed by the Company. The said proceeding shall be conducted in accordance with the provisions of the Arbitration & Conciliation Act, 1996 or any re-enactment or statutory modification thereof for the time being in force whose decision shall be final and binding on the parties to the Agreement. The venue of Arbitration shall be at Chennai and the language of arbitration shall be English. The arbitration cost shall be borne by the Company.

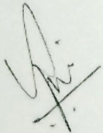
8. Notwithstanding the foregoing the parties shall have the right to bring judicial proceedings to obtain injunctive relief at any time during the pendency of arbitration proceedings u/s 9 of the Arbitration & Conciliation Act, 1996 as amended from time to time.

9. The Courts in Chennai, India will have exclusive jurisdiction.

IN WITNESS WHEREOF, the parties have set their hands and seals on the date first above written.

for Expleo Solutions Limited

Graduate Engineer Trainee



Manjunathan C
Director - People Services



Signature

Acknowledgement

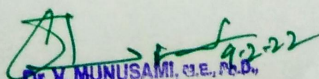
I accept the above Terms and Conditions and will report for work on _____.

Signature:



Date: 04/09/2021

Attested


Dr. V. MUNUSAMI, M.E., M.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 195.

Voksedigital Consultancy Services LLP

17
Sep
2021

Offer Letter

Dear Mr Dharneswar T C,

Further to your discussions with us we are very pleased to offer you a role of **Software Engineer** with VOKSEDIGITAL CONSULTANCY SERVICES LLP (hereafter referred as "VOKSEDIGITAL" or "the company"). Your base location is Pune, you may be deputed anywhere in India or globally for projects.

Date of Joining: 22nd Sep 2021 Base Location: Pune

The terms and conditions of your appointment are as below:

1. Remuneration:

You will be entitled to a fixed monthly remuneration of INR 20,000/-. Your **fixed annual remuneration** totals to **INR 2,40,000/- pa** (Two Lakh Forty Thousand Per Annum Only).

Your fixed monthly remuneration structure is detailed in **Annexure A**. Deductions towards Income Tax, Profession Tax and other dues will be made in accordance with respective applicable statutes and regulations at time of payout.

2. Performance Incentives, Increments and Promotions:


Your growth and increase in the fixed component of the salary will depend solely on your performance and contribution to the company. Salary increases and promotions are normally given on an annual basis in April. The variable performance incentive payout, if applicable to you, is on an annual basis and is paid out in April for the previous financial year.

The payout is at the discretion of the company and its designated partners and is subject to the performance of the company in a financial year (April- March) in terms of company achieving the preset top-line revenue targets in INR and you achieving your individual targets set at the beginning of the financial year.

3. Probation Period


You will be on probation for a period of 6 months. Your confirmation thereafter would be subject to the satisfactory completion of the probation period. The management may at its sole discretion extend the probation for such further period as deemed fit.

During the probation period, either party may terminate this engagement at any time by giving 1 month notice or by payment of 1 month fixed monthly remuneration in lieu of notice.

 **Confidentiality**

WWW.VOKSEDIGITAL.COM | OFFICE NO 309, LUNKAD SKY STATION, VIMANNAGAR, PUNE-411014

vokse digital

Attested

Dr. V. MUNUSAMI, B.E., Ph.D.
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 640 005.

Your association with VOKSEDIGITAL will involve an opportunity to receive important and sensitive information, accordingly, you will be committed not to divulge any secret or valuable information, which is like to damage the interests of the company while in service or thereafter. All intellectual property, document, specifications, reports prepared or compiled will be company's property and you will not be permitted to take those with you either while leaving the Company's services or use those for purposes other than Company's interest during your engagement with the company. Accordingly, you are required to sign a "Consultant Agreement Regarding Intellectual Property, Confidential Information and Non-Competition" on the date of joining.

5. Leaves

There would be only one type of leave, which is the earned leave. You will be entitled to a total of 25 days of earned leave in a fiscal year. The earned leaves are credited in the end of each month on pro-rated basis in the fiscal year. For employees joining in other months, the leaves are credited on a pro-rated basis as per the date of joining. You will also be entitled to carry forward certain number of your unused leaves to the next fiscal as per the rules of the company as framed from time to time and applicable to the employees.

During your probation period you would be eligible for 10 days of earned leave. The balance days from the eligible total of 25 days, will be credited to you at the time of confirmation calculated as per your joining date on pro-rated basis.

6. No Simultaneous Employment

You agree not to undertake employment or profession, whether full time or part time as a Director/Partner/Member/Employee of any other Company engaged in any form of commercial or non-commercial activity without the prior written consent of the company. The consent may be given subject to any terms and conditions that the company may think for and may be withdrawn at any time at the discretion of the company.

7. Code of Conduct

You shall be required to adhere to the company's code of business conduct and standards of ethical behavior that is expected from all employees. You shall effectively discharge your duties to the satisfaction of your superiors and in accordance with the responsibilities assigned to you. You are expected to maintain and display highest ethical and professional standards in your dealings with colleagues and other people, during your employment

8. Past Record

If any declaration given or information furnished by you to the company proves to be false or if you are found to have willfully suppressed any material information, you are liable to be removed from the services of the company without any notice or compensation whatsoever. In

addition, the company may, at its discretion, conduct a background and reference checks to validate the details of education as well as previous employment details furnished by you.

9. Notice Period and Severance

Your appointment on confirmation is terminable by two months' notice or two-month fixed monthly remuneration in lieu of notice subject to the company's discretion. In the event of you having any incomplete or critical assignment, the company will have the discretion to relieve you only at the end of the two-month notice period. The company reserves the right to terminate your services after confirmation by giving 2 months' notice or two month fixed monthly remuneration in lieu thereof. The company also reserves the right to terminate your services without any notice or salary in lieu thereof on grounds of misconduct, disloyalty, negligence, insubordination, commission of any act involving moral turpitude or any acts of indiscipline, or inefficiency or loss of confidence.

Notice pay and any other outstanding, which may be due from you, will be deducted from the dues payable to you on separation and or/ recovered from you.

10. Change in address

Any change in your temporary/permanent address should be communicated in writing to the company within ten days of such change. All communications will be addressed to you at the address notified by you and it will be presumed that you have received such communications.

11. Court of Jurisdiction

In case of any dispute, the Court of Jurisdiction will be Pune.

Kindly acknowledge your acceptance of the terms and conditions as above by signing and returning to me the duplicate copy of this letter and the "Consultant Agreement Regarding Intellectual Property, Confidential Information and Non-Competition".

I welcome you and wish you a very rewarding career.

On Behalf of
Vokse Digital Consultancy Services LLP

Tushar Sharma (Founder & CEO)

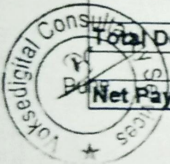
Attested

Dr. V. MUNUSAMI, M.E., Ph.D.
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 306.

Annexure A

Name: Mr Dharmeswar T C Designation: Software Engineer

Particular	Monthly	Yearly
CTC	20000.00	240000.00
BASIC	6000.00	72000.00
HRA	3000.00	36000.00
Medical Transport	3333.00	39996.00
CEA	200.00	2400.00
S Allowance	7467.00	89604.00
Gross Total	20000.00	240000.00
PT	200.00	2500.00
Income Tax*	0.00	0.00
Total Deduction	200.00	2500.00
Net Pay*	19800.00	237500.00

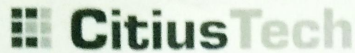


*. Deductions towards Income Tax and other dues will be made in accordance with respective applicable government statutes and regulations at time of payout

Attested

[Signature]
Dr. V. MUNUSAMI, B.E., Ph.D.,
 PRINCIPAL

Narasu's Sarathy Institute of Technology
 Poosaripatty, SALEM - 636 305.



T: +91-22-6153-6000
F: +91-22-6153-6001
E: info@citlustech.com
U: www.citlustech.com

Sep 20, 2021

To,
G. Premkumar
154/31, No.1 Pilliyar Kovil Street, Salem 636001

Dear G.,
Welcome to CitiusTech!

It gives me tremendous pleasure to extend our offer of employment to have you join CitiusTech Healthcare Technology Private Limited (formerly Citius IT Solutions Private Limited) ("CitiusTech") as a **Trainee - Software Engineer - Development** from 27-Sep-2021. I am confident that you will have a fulfilling and rewarding career at CitiusTech.

At CitiusTech, you will be a part of our IT solutions group. This group consists of individuals of the highest caliber / experience / qualification. Members of this group are drawn from the best of educational institutions from India and abroad and leading Indian and global IT services companies. As part of this group, you will continue to have the opportunities to work on cutting edge software technologies, while also developing a broad knowledge of healthcare workflows. In addition, CitiusTech will also present opportunities for personal development through our multi-faceted training programs, interest groups, leadership development programs, and end-client engagement.

As we have discussed, your compensation will be **Rs.3.50 lakhs** per annum - **Rs. 3.50 lakhs** as fixed (payable monthly). The fixed amount includes **Rs.0.24 lakhs** per annum of retention pay, payable monthly. (Retention is part of salary structure for the first two years of employment).

In addition to the above, if the employee resigns from and/or leaves the services of CitiusTech for any reason before the completion of thirty months from the date of Joining, then the employee shall pay CitiusTech a sum of **Rs.1.50 lakhs** in consideration of the training that has been provided by CitiusTech and the remuneration drawn by the employee during the training period. The document for the same will be executed at the time of joining.

Along with the above, we will execute an appointment letter as well as a standard non-disclosure agreement. Copies of these are available for your perusal. Once again, we welcome you to CitiusTech and to the dynamic world of healthcare software and technology. Kindly note that this offer is contingent upon successful completion of a background check, including a check of your employment references.

With best wishes,

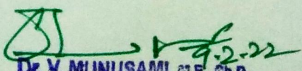
For CitiusTech Healthcare Technology Private Limited
(formerly Citius IT Solutions Private Limited)
Authorized Signatory

Accepted & Confirmed

Date: Sep 20, 2021

CitiusTech Healthcare Technology Private Limited

Attested


Dr. V. MUNUSAMI, M.E., Ph.D.,
PRINCIPAL

Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.

Salary Structure

Name of Employee: G. Premkumar

Effective Date: Sep 27, 2021

A STRUCTURE

Details	Rs per month	Rs per annum
Basic	22000	264000
Company contribution to Provident Fund	2640	31680
Flexi Basket	2485	29820
Retention Pay	2042	24500
Total Fixed Pay	29167	350000
Total cost to Company	29167	3,50,000

B NOTES

1. Retention pay is part of salary structure for the first two years of employment
2. Flexi basket will be made available on the ESS portal post joining of employee
3. Flexi basket components - Conveyance, Medical Allowance, LTA, Food coupons, NPS
4. Balance amount (out of flexi declaration) will be considered as "HRA"

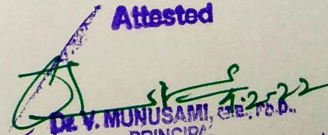
C TAKE HOME PAY

Components	Rs per month	Rs per annum
Basic	22000	264000
Company Contribution to Provident Fund	2640	31680
Flexi Basket	2485	29820
Retention Pay	2042	24500
Gross Earnings (Fixed Pay)	29167	350000
Gross Earnings	29167	3,50,000

Less : Deductions

Professional tax	200	2400
Provident fund- Employees Contribution	2640	31680
Provident fund- Employers Contribution	2640	31680
Total Deductions before TDS	5480	65760

Net earnings before TDS	23687	284240
--------------------------------	--------------	---------------

Attested

Dr. V. MUNUSAMI, M.B.B.S.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.

CitiusTech Healthcare Technology Private Limited
(formerly Citius IT Solutions Private Limited)

Regd. Office : Ground floor, B Block, Teritex Building, Saki Vihar Road, Andheri (E) Mumbai 400 072, MH, India.
SEZ Unit : Mindspace, Serene Properties SEZ, Thane – Belapur Road, Airoli, Navi Mumbai – 400 708, MH, India
CIN: U72100MH2005PTC153862



Fwd: Offer from Mahendra NextWealth

1 message

M. Ramakrishnan - Narasu's Sarathy Institute of Technology <ramakrishnan.m@nsit.edu.in>
To: Ramakrishnan M <ramakrishnansit@gmail.com>

Wed, Feb 2, 2022 at 10:37

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

From: Sony Thomas <sonyleo466@gmail.com>

Date: Mon, Dec 27, 2021, 11:21

Subject: Fwd: Offer from Mahendra NextWealth

To: ramakrishnan.m@nsit.edu.in <ramakrishnan.m@nsit.edu.in>, Placement NSIT <placement@nsit.edu.in>

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

From: Human Resource Mnnw <hr@mnxw.org>

Date: Sun, Oct 3, 2021, 6:50 PM

Subject: Offer from Mahendra NextWealth

To: <sonyleo466@gmail.com>

Offer Letter

16-Sep-21

Name: Mr/Ms. Sony T

Address: 2/101, Kandhasamy Nagar, Sanniyasi Gundu, Salem - 636015

Dear Sony T,

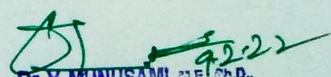
We are pleased to offer you an appointment with us as Trainee - Executive with Salary of: Cost to Company is Rs 11925/- per month (Rs. 143100/-per Annum). The terms and conditions of your employment are:

Below mentioned are policies and procedures of the organization, which you accept to abide by acknowledging this letter. For all other matters not herein specified the company's conditions of service and service rules and amended from time to time shall be applicable and you shall strictly abide by the rules, regulations, office order and instructions issued by Senior Management from time to time.

You will carry out such duties as assigned to you and during such hours including split duty hours as may be directed by Senior Management and your superiors from time to time which in the event of your refusal will amount to gross misconduct.

Your email id as per records is: sonyleo466@gmail.com. This email ID will be used for all official correspondence with you regarding your employment with Mahendra Next Wealth IT India Pvt Ltd. In case of change in your email id, you need to submit a written request to the HR team.

Attested


Dr. V. MONUSAMI, B.E., Ph.D.
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, Salem - 636 005.

You shall be on probation for six (6) months. Thereafter, your performance will be reviewed and if found satisfactory, your services will be confirmed by a letter of confirmation. During probationary period, your employment can be terminated by the company at any point of time without any prior intimation. If you want to leave the organization during the probation period, you are required to give one (1) month notice to the company.

If you are terminating your contract of employment, you are required to give 2 months' notice period or pay the organization an amount equivalent of your two months' salary. Upon receiving resignation request from employee, based on operational requirement, management reserves the right to decide the notice period which can vary from 0 to 60 days. While you are in the service of contract, management has the right to terminate your service at any time by giving you one month notice or equivalent of one-month salary. In case you leave your employment without giving requisite notice, no relieving order will be issued, and settlement of dues will be at the discretion of the Management. The Management reserves the right to deduct, as liquidated damages, an amount equivalent to two months' gross salary from any amount that may be due to you and if the same is not available or is insufficient then, the Management shall have the right to recover such amount as found due from you in any manner deemed fit.

Upon confirmation of your employment, you will be entitled for 12 days medical/casual leave per annum. Your request for medical leave should be duly supported with a medical certificate signed by registered medical practitioner. In addition to this, you will be entitled to earned / privilege leave at the rate of 21 working days per annum after completion of one year. You may avail leave earned with the prior information/permission and approval of senior management.

Based on the project that you are assigned with, you will be required to follow the required compliance regulations which may include restriction of entering the office Operational premises with your mobile phones, storage devices or any other personal belongings. You may be physically frisked before entering the premises. Based on the customer requirement, you may be required to sign customer specific NDAs.

That during your employment with us, you shall not work anywhere else directly or indirectly, part time, or full time, honorary or in any other capacity without written approval of Senior Management and you shall not disclose to anybody any confidential information available to you in the course of your employment with the company.

To bring in professionalism in the working environment, you are required to follow the uniform dress code set by the organization, failing which management reserves the right to collect penalty as applicable.

For staffs deputed to work from the office premises a fixed deduction is applicable as Refreshment Deduction based on the refreshment facilities extended to the employees which is bound to change as per the company policy and management reserves the right to change it time to time based on external cost factors.

In case of staffs utilizing the office transportation, applicable charges will be deducted in salary.

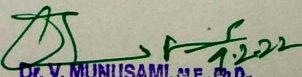
Your appointment shall be subject to your being declared physically fit. Even thereafter, in case it is considered essential, you shall have to undergo periodical or special medical examination from such a doctor as may be nominated by the company for the purpose of determining whether or not you are medically capable of carrying out your duties and if you are found medically unfit your services are liable to be terminated immediately.

In case of process requirement, background verification will be initiated by the internal team or with the support of a third-party organization. If found any information provided to the company is false/misleading or not satisfactory in any of the criminal checks, the offer letter stands null and void.

During employment with the Company, you may be posted or transferred to any of the Offices/Divisions/Departments/Associated Units of the Company or Client locations existing or to be set up at any other location, without any additional remuneration.

Any instance of improper conduct, misconduct, gross negligence, error which are fatal in nature or abandonment of the position to which you have been appointed shall constitute sufficient grounds for immediate dismissal. In such an event, payment of salary and all other payments shall cease as per the date of this dismissal.

Attested


Dr. V. MUNUSAMI, M.E., M.D.,
PRINCIPAL

Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 005.

Statutory deductions (if any), will be made from your salary as per the prevailing law of the country. However, for your income tax you shall be personally responsible for filing returns etc. The company will provide you the tax deductions certificate, if applicable at the end of each financial year.

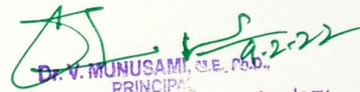
Deduction for Health insurance policy is applicable as per the pay slab and the number of dependents.

Please send an acceptance of the offer in the mail confirming your acceptance of the above terms and conditions of the appointment and return it to us for office records.

Yours sincerely,

Mahendra Next Wealth IT India Pvt. Ltd

Attested


Dr. V. MUNUSAMI, B.E., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, Salem - 636 005.

Annexure:

Name: Sony T

Component	Amount (per month)
Basic Pay:	Rs 5275/-
Dearness Allowance:	Rs 4374/-
House Rent Allowance:	Rs 0/-
Medical Reimbursement:	Rs 0/-
Conveyance Allowance:	Rs 0/-
Meal Allowance:	Rs 0/-
Leave Travel Allowance:	Rs 0/-

Uniform Allowance:	Rs 0/-
Special Allowance:	Rs 0/-
Performance Incentive:	Rs 0/-
Special Incentive:	Rs 0/-
Bonus:	Rs 804/-
PF Employer Contribution:	Rs 1158/-
ESI Employer Contribution:	Rs 314/-
Total Cost to Company (per month):	Rs 11925/-

Attested

Dr. V. MUNUSAMI, M.E., Ph.D.
PRINCIPAL

Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.



Fwd: Offer Letter | TR.CRE - Tharamangalam | Sindhu M

1 message

sindhu madhu <sindhumadhu1999@gmail.com>

To: ramakrishnansit@gmail.com <ramakrishnansit@gmail.com>

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

From: sindhu madhu <sindhumadhu1999@gmail.com>

Date: Wed, 22 Sep 2021, 12:52 pm

Subject: Re: Offer Letter | TR.CRE - Tharamangalam | Sindhu M

To: HR TN <hr.tn@indelmoney.com>

Ok sir

Thank you sir

On Wed, 22 Sep 2021, 10:03 am HR TN, <hr.tn@indelmoney.com> wrote:

Dear Ms.Sindhu M,

Please find the attached Offer letter.

Welcome to Indel family.

--


Thanks & Regards,


Arunkumar M

Manager – Human Resources


Tamil Nadu

Indel Money Limited

cid:image005.png@01D7A96C.03FB9360


cid:image006.png@01D7A96C.03FB9360


cid:image001.png@01D7A96C.03FB9360 8508656444

cid:image002.png@01D7A96C.03FB9360 hr.tn@indelmoney.com

cid:image003.png@01D7A96C.03FB9360 indelmoney.com

No: 1/11-1, 1st Floor, K
S Complex, TVS Nagar,

cid:image004.png@01D7A96C.03FB9360 Thadagam Road,
Edayarpalayam,
Coimbatore,
Tamilnadu – 641025.

cid:image015.png@01D7A96C.03FB9360

From: sindhu madhu [mailto:sindhumadhu1999@gmail.com]

Sent: 21 September 2021 04:11 PM

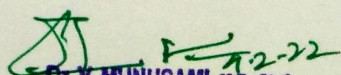
To: HR TN

Cc: CHANDRASEKARAN; SHANMUGAPRIYA; Emil; Mathew

Subject: Re: Offer | TR.CRE - Tharamangalam | Sindhu M

I accept this offer.

Attested


Dr. V. MUNUSAMI, M.E., Ph.D.
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.

I have accept your job I will joining on 27-09-21

On Tue, 21 Sep 2021, 12:23 pm HR TN, <hr.tn@indelmoney.com> wrote:

Dear Ms. Sindhu M,

Greetings!!!

We are glad to inform you that you have been selected for the position of **TR.CRE – Tharamangalam** in Indel Money Limited with effect from the date of joining basis your confirmation.

Please note few **important points** mentioned below, you will have to adhere with the following on joining the Organization;

- o **Background Verification:** Genius Consultants Limited is our approved agency for the employees' Back Ground Verification. Hence it is directed to **cooperate** that an amount of Rupees Thousand will be deducted from the full and final settlement as the BGV Process Service Charge, if you resign on or before 6 months f
- o **Indemnity Bond:** You have to submit an Indemnity Bond (in Stamp Paper worth Rs. 200/- to be brought by yourself) on the Date of Joining. The same needs to be filled & duly sign Date of Joining.
- o **Caution Deposit:** An amount of rupees **seven hundred and fifty** will be deducted from your salary for 12 months as Caution Deposit and the same will be released along with your from the organization.

As discussed, You will be paid a stipend of Rs. 10000/- (Ten Thousand Only) per month;

You are hereby requested to confirm the above mentioned designation proposed, compensation structure, and date of joining within 24 hours from now and also the confirmation to ad release the Offer Letter to you.


In case, you are not responding to our e-mail offer within the defined time limit, Company will assume that you are not interested in joining with us and the offer stands cancelled unless c

Feel free to reach out us for clarifications, if any.

--

Thanks & Regards,


Arunkumar M
Manager – Human Resources


cid:image005.png@01D7A96C.03FB9360


Tamil Nadu

Indel Money Limited


cid:image006.png@01D7A96C.03FB9360


cid:image001.png@01D7A96C.03FB9360 8508656444

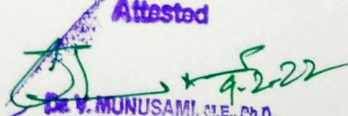
cid:image002.png@01D7A96C.03FB9360 hr.tn@indelmoney.com

cid:image003.png@01D7A96C.03FB9360 indelmoney.com

No: 1/11-1, 1st Floor, K
S Complex, TVS Nagar,

cid:image004.png@01D7A96C.03FB9360 Thadagam Road,
Edayarpalayam,
Coimbatore,
Tamilnadu – 641025.

cid:image015.png@01D7A96C.03FB9360

Attested

Dr. V. MUNUSAMI, M.E., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.

Dhivakar J

Letter of Offer from Codincity

Thank you for your interest in discussing employment opportunities with Codincity Digital Technology Private Limited ("**Codincity**")

Codincity is a cloud services company that is born in the cloud with a huge emphasis on technology. Codincity is poised for hyper growth, and it gives us immense pleasure to welcome you to be part of Codincity.

Further to the discussions and the selection process, we have had in the recent past, we are pleased to offer you for the job level of **Cloud Engineer** in our organisation. This role has 2 stage progression to reach the **Cloud Engineer** designation as explained below.

1. You will undergo Codincity Cloud Foundation Training Program for a duration of 3 months. During the training period, you will be designated as "**Cloud Engineer - Trainee**". You will receive a stipend of INR **10,000** /= per month for this training period.
2. The training program will have internal assessment to evaluate your learning progress at a regular level. You are expected to complete the program successfully within the program duration. Upon successful completion of the training program, you will be designated as "**Associate Cloud Engineer**"
3. You are expected to complete the Codincity Cloud Foundation Training Program at a satisfactory level within 3 months. In case of unsatisfactory level of performance, the company may provide you another 3 months to continue as "**Cloud Engineer - Trainee**". In case of continuous non-performance, company may decide to part ways with your relationship.
4. As "**Associate Cloud Engineer**" you will be given hands on experience on internal or external projects for a duration of 6 months. During this six months you will receive a stipend of INR **18,000** /= per month.
5. Codincity will monitor and measure your performance using pre-defined KRAs/KPIs during this six months. Upon meeting the performance requirements, you will be designated to "**Cloud Engineer**" and you will be confirmed on company roles. Upon confirmation, your salary will be INR **360,000** per annum. This is inclusive of benefits and privileges as more specifically set forth in Annexure A of this offer letter.
6. Upon confirmation, you will be eligible for PF, company insurance, salary revisions, promotions, and other benefits as per company policies.
7. You will be enrolled in to company group medical insurance plan after you get confirmed as "**Cloud Engineer**" by the company.

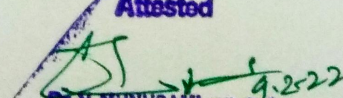
You are requested to join on or before **10-Jan-2022**. In the event of you not joining us on or before the said date, this offer will automatically stand withdrawn.

2. EMPLOYMENT

- 2.1 You will be on probation for a period of 6 (six) months from the Joining Date or as may be extended by the Company (the "Probation Period").
- 2.2 During the probation period, the company or you may terminate the employment by giving a 1 (one) month notice period.



Click to Verify on HireSure.ai

Attested

Dr. V. MUNUSAMI, M.B., M.D.
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poonaripatty, SALEM - 636 305.

CODINCITY
CODING THE FUTURE

Jayaprakash Dhivakar

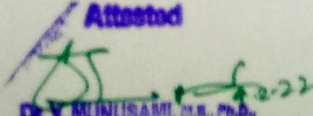
Accepted on Dec 17 2021 14:25:21 (UTC)

- 2.3 Upon completion of the Probation Period, if your services are found to be satisfactory by the Company, your employment with the Company will be deemed to be confirmed, unless you have been informed in writing by the Company otherwise. The Company hereby reserves the right to reduce, dispense with or extend the Probation Period at its absolute discretion.
- 2.4 You will perform and discharge all duties and functions assigned by the Company in a faithful, competent and professional manner.
- 2.5 You shall immediately make full and true disclosure in writing to the Company of:
- 2.5.1 any direct or indirect interest or benefit you have derived or are likely to derive through or in connection with any contractual arrangements, dealings, transactions or affairs of the Company and/or any transactions which are likely to be detrimental to the Company;
 - 2.5.2 any and all business interests that are similar to or in conflict with the business;
 - 2.5.3 any intellectual property developed, created or owned by you and proposed to be used by you during the course of your employment with the Company; and
 - 2.5.4 any outstanding payment such as royalty or fees or any other benefit due to you for any intellectual property mentioned in Clause 2.5.3.
- 2.6 You represent that to the best of your knowledge, you have no commitments to former employers or other entities which would restrict you from joining the Company. You represent and warrant that you have not taken or otherwise misappropriated and do not have in your possession or control any confidential and proprietary information belonging to any of your prior employers or connected with or derived from your services to prior employers. You represent and warrant that you have returned to all prior employers any and all such confidential and proprietary information and shall not use or cause the use of such confidential or proprietary information in any manner whatsoever in connection with your employment with the Company. You shall indemnify and hold harmless the Company from any and all claims arising from any breach of the representations and warranties in this Clause 2.5.

3 Location:

Your base location will be **Coimbatore**. Looking at the prevailing Covid conditions, your current work location will be "work from home" with your current city. If the covid related restrictions are allowing the company to have people in office, the company expects you to be in person for the 3 months of Codincity Cloud Foundation Training program at our Coimbatore office premise.

- 3.1 Company is periodically reviewing the pandemic situation and would change it to "work from office" at our client's location or our office(s) or a hybrid model having a combination of mentioned models (WFH, work from Codincity office, work from client's office) as applicable. Company will comply with the prevailing government guidelines at the time of making those decisions.
- 3.2 Also, your services are transferable, and you may, at the discretion of the Company, be assigned/transferred after reasonable notice to any location in India or abroad where the Company or any one of its associates or

Attested

Dr. V. MUNISAMI, M.B., Ph.D.
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poozaripatty, SALEM - 686 005.

CODINCITY
CODING THE FUTURE
Jayaprakash Dhivakar
Accepted on Dec 17 2021 14:25:21 (UTC)

customers, conducts business. While on transfer, you shall be governed by the rules, regulations and conditions of service of such location.

4 HOURS OF WORK

- 4.1 Your normal working hours are from 9:30 a.m. to 6:30 p.m. each day with an hour's break for lunch and tea. We work from Monday to Friday, every week. The Company reserves the right to alter the working hours as and when necessary, based on client requirement.
- 4.2 If you are required to perform your services at a client site, you shall follow the working hours as applicable at the client site, and all rules and regulations applicable at the said site, as may be indicated by the client while performing such services.
- 4.3 You may also be required to follow the working hours as stipulated by the client while performing your services from Codincity location.

5 ANNUAL LEAVE

- 5.1 In addition to public holidays as intimated by the Company, Codincity leave policy entitles you to take 20 (twenty) days of leave.
- 5.2 The annual leave will be calculated on a pro-rata basis for the year.
- 5.3 The annual leave will be credited to you on quarterly basis equally divided between the quarters. The company leave policy will govern the leave management process which may change from time to time.
- 5.4 A maximum of 30 days can be accumulated as leave balance at any point of time.
- 5.5 Employees are eligible for leave encashment only at the time of separation.

6 UNAUTHORIZED LEAVE

"Unauthorized leave" means, leave taken without the approval of your reporting manager. You agree that if you are on unauthorized leave for a period of 14 (fourteen) calendar days, it shall be deemed as "Absconded" from your service without notice. During this period of 14 days, the Company shall make adequate attempts through phone call, emails and letter via registered post to your address as mentioned in the Company data base to reach out to you. In case of "Absconded" the company reserves the right to take appropriate disciplinary action including but not limited to termination of your service, withholding service experience and relieving letters. The company may withhold all the settlements until you return all the company assets.

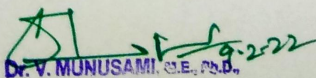
7 TRAINING

Codincity empowers you via enhancing your knowledge. You are expected to undergo the technical and domain-specific training planned for you by the Company. The Company also evaluates and supports relevant training required to enable you to perform your role more successfully. You are responsible for identifying your training needs and seeking an approval on expenditure with your manager and the human resource department of the Company for such training.

8 DUTIES AND RESPONSIBILITIES

- 8.1 During your employment with the Company, you will perform all your duties and obligations in the best interests of the Company. You will be entrusted with duties that may be modified at the discretion of the Company from time to time. You shall be responsible for the propriety and

Attested


Dr. V. MUNUSAMI, M.E., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, Salem - 636 405.

CODINCITY
CODING THE FUTURE
Jayaprakash Dhivakar
Accepted on Dec 17 2021 14:25:21 (UTC)

the discretion of the Company. The Company's right to discharge you from the services of the Company shall be without prejudice to any other rights of the Company, including the right to recover damages from you.

8.13 You agree to abide by the **Global Information Security Policy** of Codincity and accept that securing information, by ensuring confidentiality, integrity and availability is vital to achieving the organization's goal, creating confidence in both internal and external customers and maintaining business continuity. This is reflected in all Codincity global activities by-

8.13.1 Safeguarding confidential information related to its employees, clients services and business associates.

8.13.2 Implementing safety and security measures for personnel and physical environment.

8.13.3 Abiding with applicable Federal, Statutory and regulatory requirements in its operating zones.

8.13.4 Ensuring organization-wide awareness and education of information security requirements.

8.14 You shall furnish to the Company the documents of qualification and represent that all documents furnished to the Company and all facts disclosed are true and accurate. You represent that in addition to the disclosures made by you pursuant to Clause 2.5 hereinabove, you have disclosed all material and relevant information which may either affect your employment with the Company currently or in the future or may be in conflict with the terms of your employment with the Company, either directly or indirectly. If at any time during the course of your employment with the Company, the Company learns that any information provided by you to be false or misleading, the Company reserves the rights to take appropriate disciplinary action against you including but not limited to termination of your services.

8.15 You agree and understand that the Company may, from time to time, during the course of your employment, require information, including information that may be classified as "sensitive personal data or information" under the Information Technology Act, 2000, ("Information") from you. You hereby authorize the Company to collect, store, transmit using computer resources and use any and all Information (unless restricted by applicable law) provided by you to the Company. You further authorize the Company to disclose the Information to group companies or third parties for the purposes of processing or for any other reason that the Company may deem necessary irrespective of whether the location of such group companies or third parties is located in India or any other country. "Sensitive personal data or information" means such information which consists of information relating to -

8.15.1 password;

8.15.2 financial information such as bank account or credit card or debit card or other payment instrument details;

8.15.3 physical, physiological and mental health condition;

8.15.4 sexual orientation;

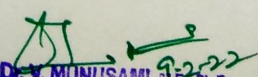
8.15.5 medical records and history;

8.15.6 biometric information;

8.15.7 any detail relating to the above clauses as provided to the Company for providing service; and

8.15.8 any of the information received under above clauses by the Company for processing,

Attested


Dr. V. MONUSAMI, B.E., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 005.

CODINCITY
CODING THE FUTURE

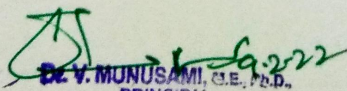
Jayaprakash Dhivakar

Accepted on Dec 17 2021 14:25:21 (UTC)

consequences of your actions. Your conduct, on behalf of the Company, must reflect the highest standards of honesty, integrity and fairness at all times.

- 8.2 You shall to the best of your ability and experience devote your whole working time, attention and energies to the business of the Company as may be necessary and shall use your best endeavours to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and effort by you.
- 8.3 During the course of your employment with the Company, you shall not directly or indirectly engage yourself in any other business, occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and you shall not render any other commercial or professional services or participate in any other commercial activity with any third party. You agree and undertake that upon termination of your services, you shall not disparage the Company, its officers or employees (including but not limited to any related or associated entity or client and their officers and employees).
- 8.4 You shall be positioned at the offices of the Company located at Bangalore. However, you agree that during the course of your employment with the Company, you may be transferred in such capacity as the Company may from time to time determine to any other location, departments, establishment or branch of the Company or subsidiary, associate or affiliate of the Company (including customers/clients site locations of the Company). In such case, you agree to be governed by the terms and conditions of service applicable to such new assignment.
- 8.5 You agree that you will complete all the given tasks / assignments within the stipulated target dates in accordance with the requirements of your employment with the Company.
- 8.6 You shall report to one designated manager, as may be intimated to you from time to time.
- 8.7 You agree to perform the services in an ethical and legal manner and comply with the laws of the countries in which the Company does or seeks to do business.
- 8.8 Any unauthorized possession, distribution, consumption, dispensing of alcoholic beverages and other intoxicants in the office premises, are in violation of Company regulations and is prohibited.
- 8.9 You shall honour and comply with all company policies, codes of conduct, practices, rules and regulations as implemented by the Company from time to time and with all statutory requirements of law, in letter and spirit.
- 8.10 You are expected to familiarize yourself with all the Company policies and systems as applicable at the time. The Company policies are available on the Company's intranet portal or a designated location and are also communicated to the employees from time to time.
- 8.11 You shall not withhold any business information related to the assignment you have been assigned to, and which could lead to better business opportunities, from the Company. Further, you shall not divulge any such information to any other person or persons and company or companies, except the Company.
- 8.12 You may be required to execute a separate non-disclosure or similar agreement for any specific customer, and you agree to execute such documents. In the event of any violation by you of such non-disclosure or similar agreement with the customer, such violation shall be considered a breach of the terms and conditions of this offer letter which may result in termination of your services in accordance with Clause 7.4 herein below at

Attested


Dr. V. MUNUSAMI, M.E., P.D.,
PRINCIPAL

Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.

CODINCITY
CODING THE FUTURE

Jayaprakash Dhivakar

Accepted on Dec 17 2021 14:25:21 (UTC)

- 8.16 You stored or processed under lawful contract or otherwise, shall receive periodic performance reviews/evaluations at the discretion of the Company.

9 GRIEVANCE PROCEDURE

If you have a grievance concerning your employment you should contact your manager to discuss the problem and if necessary, escalate it to the management of the company

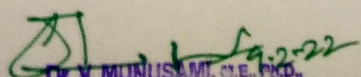
10 TRAVEL

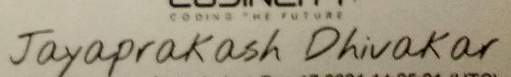
- 10.1 You agree that you shall have no objections to travel within and outside India in accordance with the requirements of your employment with the Company on a short notice.
- 10.2 You will be governed by an overseas travel policy and will be bound by the clauses in the policy as and when required to travel.
- 10.3 The Company shall not be liable for any illegal activities undertaken by you, in the country of assignment and for other such activities, for which you shall be solely and wholly responsible.
- 10.4 You shall abide by the rules and regulations at the customer's worksite during the course of your overseas assignment and duly comply with all the security-related norms and other norms, applicable at the place of assignment and communicated by the client from time to time.
- 10.5 You shall not be entitled to the public holidays as provided in accordance with Clause 4 hereinabove while you are on assignment outside India. However, if you are outside India, it is hereby expressly clarified that the working hours shall be applicable to you and you shall be entitled to holidays as applicable in such country or as may be specified by your reporting manager.

11 TERMINATION OF EMPLOYMENT

- 11.1 Your employment with the Company is terminable by you by providing 3 (three) months (the "Notice Period") prior written notice to the Company. The Company however, may terminate your services by providing you written notice or salary in lieu of the Notice Period by providing 2 (two) months ("Notice Period").
- 11.2 In accordance with Clause 2 of the offer letter, the Company has the right to either (i) terminate an employee's services during the probation period without assigning any reasons; (ii) extend the probation period; or (iii) reduce the probation period. However, if an employee is terminating his/her employment with the Company, either during the probation period or any time thereafter, the employee will have to serve the necessary 3 (three) months' notice period as specified in clause 10.1 above.
- 11.3 During the Notice Period you are required to continue to serve the Company as per the terms and conditions of your employment. The Company shall be liable to pay you Salary and all dues until your last working day in the Company. In the event you wish to resign and do not serve the Notice Period in accordance with Clause 10.1 hereinabove, you are required to pay an amount equivalent to your salary accrued to you during the Notice Period, to the Company. However, the Company reserves the right to make this decision.
- 11.4 In the event you wish to terminate your employment with the Company, the Company reserves the right to either relieve you at the end of the Notice Period or accept your resignation at any time prior to the expiry of the Notice Period. It is hereby clarified that you cannot waive the

Attested


Dr. V. MUNUSAMI, M.E., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.


JAYAPRAKASH DHIVAKAR
Accepted on Dec 17 2021 14:25:21 (UTC)

CODINCITY
CODING THE FUTURE

Notice Period requirement, in the event that you wish to terminate your employment with the Company.

- 11.5 Notwithstanding the other terms and conditions contained in this offer letter, including any rights that may be available under applicable law, your employment with the Company may be terminated by the Company without notice or salary in lieu of the Notice Period and with immediate effect upon the occurrence of any of the following events:

11.5.1 You neglect or fail to perform your duties and obligations or attend to the business of the Company; you violate Company or applicable statutory and regulatory policies, practices, enactments, rules or regulations; you misappropriate any property of the Company; you indulge in moral turpitude; you carry out any dishonest or fraudulent conduct or act or any breach of trust or breach of faith, whether or not the same causes any actual harm or damage or loss to any person including the Company; you are found to be guilty of misconduct while discharging your duties or indulge in any act of commission or omission bringing disrepute or notoriety or adverse publicity to the Company; or you are in any way, or may at any time be, in a position, which the Company believes, prevents or will prevent you from fulfilling your duties or functions or obligations under this Agreement;

11.5.2 You have submitted false and/or forged documents of qualification, made false representations and suppressed any material or relevant information required to be disclosed by you;

11.5.3 You divulge or disclose, either directly or indirectly, any of the Confidential Information (defined hereinafter) either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information (defined hereinafter) or otherwise;

11.5.4 You commit any act of insolvency or are adjudged insolvent or apply to be adjudged an insolvent or make any compromise or arrangement with your creditors.

11.5.5 You are convicted of a criminal offence.

11.5.6 You violate the Company's code of business conduct or the policies or practices, as framed from time to time.

11.5.7 You are in breach of any of the terms, conditions, or stipulations of this offer letter hereof, including but not limited to breach of any of the terms and conditions or stipulations of any agreement or understanding that you may have entered into with the Company in the course of your employment with the Company.


- 11.6 In the event company wish to terminate your employment with the Company for reasons other than mentioned in clause 10.5, the Company may pay you the notice period salary in lieu of the Notice Period under the applicable law.

- 11.7 At the time of separation from the Company, you will ensure that all the assets, documents and intellectual properties of the Company in your custody and/or under your charge, including any power of attorney(s) issued by the Company in your favour are returned intact to the Company.

12 GOVERNING LAW AND JURISDICTION

This offer letter shall be governed by the laws of India. The courts at Bangalore shall have exclusive jurisdiction in all disputes arising out of the terms and conditions contained herein.

Attested


Dr. V. MUNUSAMI, M.E., Ph.D.
PRINCIPAL
Narasu's Sarathy Institute of Technology
Peosaripatty, SALEM - 636 306.

CODINCITY
CODING THE FUTURE

Jayaprakash Dhivakar

Accepted on Dec 17 2021 14:25:21 (UTC)

13 GENERAL

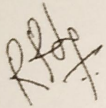
- 13.1 You are requested to provide details of your savings to the Accounts Department to enable us to compute tax liability for the current year. You are also required to provide details of your income from with a duly certified copy of the Form 16 from the previous employer.
- 13.2 All information contained in this offer (including all sub clauses thereto) is strictly confidential and shall be complied by you accordingly.
- 13.3 At the time of joining, you are expected to submit the documents mentioned in Annexure B. You may be asked to submit additional documents If any, to meet compliance requirements

In the event the Company does not receive your acceptance of the terms and conditions contained herein, the Company's offer letter shall stand automatically withdrawn and you agree that you shall have no claims whatsoever against the Company in this regard. During the period of your employment with Codincity, you will be governed by company polices which is subject to change from time to time.

Welcome to our team and we look forward to working with you.

Thanking you,
Yours sincerely

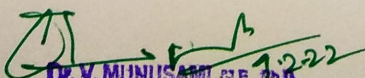
For Codincity Digital Technologies Private Limited.



Pandiya Kumar Rajamony
CEO - Codincity

ACKNOWLEDGEMENT CLAUSE:

Attested



Dr. V. MUNUSAMI, B.E., Ph.D.
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 405.


CODINCITY
CODING THE FUTURE

Jayaprakash Dhivakar
Accepted on Dec 17 2021 14:25:21 (UTC)

I have read and understood the contents of the offer letter dated **17-Dec-2021** issued to me by the Company and hereby agree to the terms and conditions of my employment with the Company set out in this offer letter.

Name: Dhivakar J

Attested


Dr. V. MUNUSAMI, M.E., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.

CODINCITY
CODING THE FUTURE

Jayaprakash Dhivakar
Accepted on Dec 17 2021 14:25:21 (UTC)

Annexure A - Salary Details

	Annual	Monthly
Fixed CTC	360,000	30,000
Total	360,000	30,000
Basic	144,000	12,000
HRA	57,600	4,800
LTA	12,000	1,000
Medical Allowance	6,456	538
Special Allowance	122,664	10,222
Sub Total (A)	342,720	28,560
Deductions		
PF	17,280	1,440
PT	2,400	200
Sub Total (B)	19,680	1,640
Net Pay (A-B)	323,040	26,920
Company Contributions		
Provident Fund	17,280	1,440
Sub Total (C)	17,280	1,440
CTC(A+C)	360,000	30,000

Attested


Dr. V. MONUSAMI, B.E., Ph.D.
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, Salem - 636 005.

CODINCITY
CODING THE FUTURE

Jayaprakash Dhivakar
Accepted on Dec 17 2021 14:25:21 (UTC)

Annexure B - Documents

Please carry the copies of the following credentials with you on the day of joining:

Educational


- 10th marks card
- 12th marks card
- Degree mark sheets and Convocation or provisional certificate
(All mark-sheets and certificates are mandatory)

Employment

- All prior Employment & Service letters
- Relieving letters
- 2 months' pay slips from last company
(All previous employment letters and relieving letters are mandatory)

Other documents

- Present & permanent residential address proof (Govt. authorized doc e.g.: passport, driving license, aadhar card etc.)
- PAN card
- Photo's (please carry 3 passport size photos on the day of joining)
- Passport copy and valid Visa (if any)

Attested

Dr. V. MUNUSAMI, B.E., M.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.



Click to Verify on HireSure.ai

CODINCITY
CODING THE FUTURE

Jayaprakash Dhivakar
Accepted on Dec 17 2021 14:25:21 (UTC)

Sep 20, 2021

To,

Jeevitha G

15/65, Sollaikottai, Kanjanayakkanpatty, Omalur, Salem - 636305

Dear Jeevitha,

Welcome to CitiusTech!

It gives me tremendous pleasure to extend our offer of employment to have you join CitiusTech Healthcare Technology Private Limited (formerly Citius IT Solutions Private Limited) ("CitiusTech") as a **Trainee - Software Engineer - Development from 27-Sep-2021**. I am confident that you will have a fulfilling and rewarding career at CitiusTech.

At CitiusTech, you will be a part of our IT solutions group. This group consists of individuals of the highest caliber / experience / qualification. Members of this group are drawn from the best of educational institutions from India and abroad and leading Indian and global IT services companies. As part of this group, you will continue to have the opportunities to work on cutting edge software technologies, while also developing a broad knowledge of healthcare workflows. In addition, CitiusTech will also present opportunities for personal development through our multi-faceted training programs, interest groups, leadership development programs, and end-client engagement.

As we have discussed, your compensation will be **Rs.3.50 lakhs** per annum - **Rs. 3.50 lakhs** as fixed (payable monthly). The fixed amount includes **Rs.0.24 lakhs** per annum of retention pay, payable monthly. (Retention is part of salary structure for the first two years of employment).

In addition to the above, if the employee resigns from and/or leaves the services of CitiusTech for any reason before the completion of thirty months from the date of Joining, then the employee shall pay CitiusTech a sum of **Rs.1.50 lakhs** in consideration of the training that has been provided by CitiusTech and the remuneration drawn by the employee during the training period. The document for the same will be executed at the time of joining.

Along with the above, we will execute an appointment letter as well as a standard non-disclosure agreement. Copies of these are available for your perusal. Once again, we welcome you to CitiusTech and to the dynamic world of healthcare software and technology. Kindly note that this offer is contingent upon successful completion of a background check, including a check of your employment references.

With best wishes,

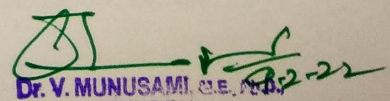
For CitiusTech Healthcare Technology Private Limited
(formerly Citius IT Solutions Private Limited)
Authorized Signatory

Accepted & Confirmed

Date: Sep 20, 2021

CitiusTech Healthcare Technology Private Limited

Attested



Dr. V. MUNUSAMI, B.E., M.Tech

PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636305.

Salary Structure

Name of Employee: Jeevitha G

Effective Date: Sep 27, 2021

A STRUCTURE

Details	Rs per month	Rs per annum
Basic	22000	264000
Company contribution to Provident Fund	2640	31680
Flexi Basket	2485	29820
Retention Pay	2042	24500
Total Fixed Pay	29167	350000
Total cost to Company	29167	3,50,000

B NOTES

1. Retention pay is part of salary structure for the first two years of employment
2. Flexi basket will be made available on the ESS portal post joining of employee
3. Flexi basket components - Conveyance, Medical Allowance, LTA, Food coupons, NPS
4. Balance amount (out of flexi declaration) will be considered as "HRA"

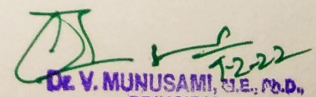
C TAKE HOME PAY

Components	Rs per month	Rs per annum
Basic	22000	264000
Company Contribution to Provident Fund	2640	31680
Flexi Basket	2485	29820
Retention Pay	2042	24500
Gross Earnings (Fixed Pay)	29167	350000
Gross Earnings	29167	3,50,000

Less : Deductions

Professional tax	200	2400
Provident fund- Employees Contribution	2640	31680
Provident fund- Employers Contribution	2640	31680
Total Deductions before TDS	5480	65760
Net earnings before TDS	23687	284240

Attested


Dr. V. MUNUSAMI, B.E., Ph.D.,
PRINCIPAL

Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 306.

CitiusTech Healthcare Technology Private Limited
(formerly Citius IT Solutions Private Limited)

Regd. Office : Ground floor, B Block, Teritex Building, Saki Vihar Road, Andheri (E) Mumbai 400 072, MH, India.
SEZ Unit : Mindspace, Serene Properties SEZ, Thane - Belapur Road, Airoli, Navi Mumbai - 400 708, MH, India
CIN: U72100MH2005PTC153862

December 2020

Mr. Kamalakannan

87/408z, Mullai Nagar

Suramangalam, Junction

Salem-636005

Dear Kamalakannan,

Thank you for your interest in AVA SOFTWARE Pvt. Ltd. Subsequent to our discussion with you, we are delighted to extend you an offer to join AVASOFT. We believe you can play an important role in our rapid growth and success and look forward to welcoming you to the AVASOFT family.

Position

You will be undergoing an internship with AVASOFT for a period of 6 months and you will be designated as Trainee Engineer and will be paid a stipend of Rs.10,000/- per month subject to PF & ESI from the date of joining. After successful completion of your internship you will be designated as Software Engineer and your CTC would be Rs. 3.5/- Lakhs per annum (Rupees Three Lakhs Fifty Thousand only) is inclusive of basic salary, HRA, medical and regular conveyance which is effective from the date of employment.

Probation

You will be on probation from your date of joining for a period of twelve months as Software Engineer. You will continue to do so until the company confirms your services in writing, based on your conduct and performance during this period meeting the standards of the company.

Compensation

Your total cost to AVASOFT will be Rs. 3.5/- Lakhs per annum (Rupees Three Lakhs and fifty thousand only) subject to Tax deduction. Further details are furnished in Annexure-1

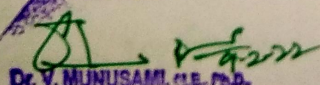
AVA Software Pvt. Ltd.,

Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,

Navalur, Chennai - 600 130

Website: <http://www.avasoft.com>

Attested


Dr. V. MUNUSAMI, M.E., Ph.D.
PRINCIPAL

Narasu's Sarathy, Technology
Poosaripatty, Salem - 636 005.

Confidentiality and Non Disclosure

You are expected to maintain utmost secrecy in regard to the affairs of the company and shall keep confidential all information , instruments, documents, etc relating to the company that may come to your professional knowledge during your assignment With the company.

Conflict of interest Guidelines.

You shall diligently adhere to the following guidelines and policy of the company and to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly , you must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the company

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

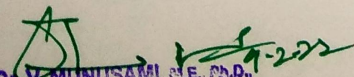
Working Hours

You are expected to comply with the normal working hours(discussed during the interview) as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.

AVA Software Pvt. Ltd.,

Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130

Website: <http://www.avasoft.com>

Attested
Dr. V. MUNUSAMI, B.E., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 006.

Leave Eligibility:

You are entitled to Leave benefits during your employment with the company. Annual Eligibility of Earned Leave will depend on the length of service of the associate. Associates are also entitled to sick leave and any associate shall be entitled to maternity/paternity leave and benefits specific to gender.. Detailed terms and conditions relating to leave eligibility is provided as relevant policies on the intranet. All these policies are subject to change and you shall abide by the updated policies.

Health Insurance

The Company will insure you, your spouse and a maximum of 2 Children as dependents for Hospitalization as per the policy for an amount of Rs.2,00,000/-per annum per individual. Details would be made available on joining.

Termination & Recovery

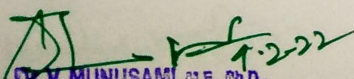
- (i) The Company may terminate this contract and the Employee's employment at any time.
- (ii) Upon termination of employment with the company, the Employee shall forthwith return to the company all the assets and property of the company i.e., documents, files, books paper, memos, or any other property of the company in your possession or under Employee control.
- (iii) The employee shall commit to be in the employment of the company at least for a period of 24 months, considering the substantial expenditure incurred by the Employer Company in India and Overseas towards training/certification on Employee's account. In case if any employee decides to resign any time after the 1st month of internship/training Period without serving the 24 months service with us as a full-term employee after completing 6 months internship, the Employee shall be liable to compensate the Employer a sum of Rs. 1,50,000/- (Rupees One Lakh and Fifty thousand Only) to cover the loss incurred by the Employer in recruiting/training Employee and also for similar expenses to be incurred by the Employer on another person to be inducted as successor in the office and also considering disruption in continuity in the office, failing which will lead to legal action.

AVA Software Pvt. Ltd.,

Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130

Website: <http://www.avasoft.com>

Attested



Dr. V. MUNUSAMI, M.E., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.

(iv) Employee undertakes that he/she will not take up any other employment while he/she is under the contract and further undertakes to obtain prior consent from the Company before taking up any other employment.

(v) In case wherein the employee resigns within a period of 24 months from the date of Joining, the entire amount of expenses reimbursed/buy out cost/Joining Bonus/relocation expense/Certification cost paid to him/her will be recovered as part of the full and final settlement.

Non – Competition

(a) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not hire or attempt to hire any current employees of Company.

(b) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not solicit business from current clients or clients who have retained the Company in the 2 years period immediately preceding the employee's termination.

Notice Period

The employee may terminate the contract of employment by giving 3 months written notice to the Company. The waiver of notice period fully or partially is at the Company's sole discretion. However, Company will also be entitled to terminate the contract of employment without assigning any reasons thereof.

Pre-Employment Screening:


The employment offer is contingent upon the satisfactory outcome of the pre-employment screening activities(including background checks, reference check of former employment/s or such other checks as may be deemed right by the company). Please be advised that company's policy provides that misrepresentation of an individual's qualifications, credentials etc in securing employment at the company may be grounds of dismissal with immediate effect.

AVA Software Pvt. Ltd.,

Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130

Website: <http://www.avasoft.com>

Attested


D. V. MONUSAMI, U.E., M.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 606 305.

Professional Ethics:

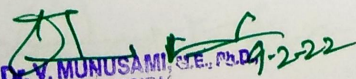
As an organisation which believes in professionalism and performance every employee will be expected to uphold professional ethics when dealing with company's money, material, documents and assets, and violation of the Company's code or leakage of the Company's trade/business secrets that is directly or indirectly attributable to the concerned person. If you are found guilty, at any point of time, of moral turpitude or dishonesty in dealing with the Company's money, material or documents or of theft of misappropriation regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this letter. Also you would be liable to pay the damage quantified by the Company for breach of any terms and conditions mentioned in this letter. You shall not divulge, communicate or pass on any information, secrets which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. Company information on devices, media, social media, e-mail, fax, printout or photos need to be handled with strict confidentiality. You shall not communicate, in any manner, any information regarding your remuneration/terms of employment to any other employee of the company except your immediate superior. Indulgence in such activities or any violation of this norm shall lead to termination of your service immediately and will be taken proper legal actions.

AVA Software Pvt. Ltd.,

Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130

Website: <http://www.avasoft.com>

Attested


Dr. V. MUNUSAMI, M.E., Ph.D.
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 005.

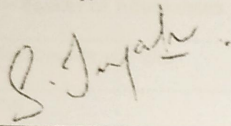
Dispute

Any dispute that arises between parties will be referred to the Sole Arbitrator appointed by the Employer and the same is governed by the Arbitration and conciliation Act 1996. Any dispute between us and employee will be handled in Chennai courts only.

Upon joining you will be expected to follow the 'Employment terms and conditions' document with us which will outline the basic expectations from employees.

Kindly attach your signature as a token of your acceptance and return it to the undersigned on or before 23rd December.

Sincerely,



Jeyasree Sankaran

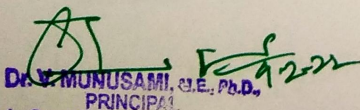
Human Resources

AVA Software Pvt. Ltd.,

Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130

Website: <http://www.avasoft.com>

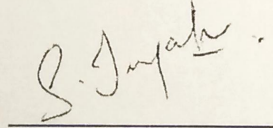
Attested


Dr. V. MUNUSAMI, M.E., Ph.D.,
PRINCIPAL

Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.

Compensation Break Up		
Name	Kamalakannan R S	
Designation	Trainee Engineer	
A – Base Component	Monthly (Rs.)	Annual (Rs.)
Basic	15000	180000
HRA	7500	90000
Total of A	22500	270000
B – Basket of Allowances		
Medical Allowances	1250	15000
LTA	1300	15600
Conveyance	1600	19200
Other Allowance	717	8600
Total of B	4867	58400
C- Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
Total (A+B+C)	29167	350000

For AVA SOFTWARE Pvt. Ltd.,



Jeyasree Sankaran

Human Resources

To AVA SOFTWARE Pvt. Ltd.,

Kamalakaran

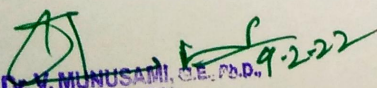
Trainee Engineer

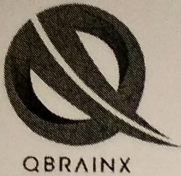
AVA Software Pvt. Ltd.,

 Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
 Navalur, Chennai - 600 130

 Website: <http://www.avasoft.com>

Attested


 Dr. V. MUNUSAMI, C.E., Ph.D.
 PRINCIPAL
 Narasu's Sarathy Institute of Technology
 Poosaripatty, SALEM - 636 305.



OFFER LETTER

Date: 11-06-2021

Ref QBX/Offer/248/2021

To

Kannan K R
77/36-B, 4th Vasagasalai street,
Ponnammapet,
Salem -636001

Dear **Kannan K R,**

We have immense pleasure in welcoming you to **QBrainx India Pvt Ltd.**

Pursuant to our discussion, we are pleased to offer you the position of "**Intern scala Developer**". We wish you the best in this new endeavour and look forward to your joining us on **14/06/2021** at the base location, **Coimbatore.**

The annual compensation will be **INR 1,44,000** /-(Rupees One Lakh Forty Four Thousand Only) .Please refers annexure A for details of the compensation and statutory deductions.

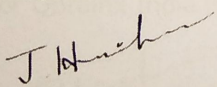
This offer has been made to you, based on the information furnished by you. However, if there is any discrepancy found in the documents provided as proof, the Company reserves the right to terminate your service forthwith.

The terms and conditions, which form the basis of our mutual relationship, which we are confident will be mutually beneficial and long lasting, are detailed in Annexure B. While reporting to duty, you are requested to bring documents listed in annexure C.


Kindly acknowledge the acceptance of the offer by returning a signed copy of this letter latest by **13/06/2021**, failing which the offer shall be withdrawn.

We believe that this opportunity turn out to be challenging and rewarding for you!!

For QBrainx India Pvt Ltd


Hariharan Jayasingh
Head-Operations

Attested


Dr. V. MUNUSAMI, M.E., M.B.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 035.



Annexure A

Date: 11-06-2021

Name : Kannan K R

Designation: Intern Scala Developer

Components	Per Annum(Rs)
Basic	57600
HRA	43200
DA	28800
Statutory Bonus	14400
Gross Salary(A)	144000
Deductions	
Provident Fund (Employee Contribution)	10368
ESI (Employee Contribution)	1080
Professional Tax	2500
Total Deduction(B)	13948
Net Salary (A-B)	130052

Please note that the salary structure may be altered/modified at any time without any prior notice. Further salary, allowances and other benefits will be governed by the company rules as well as statutory provisions from time to time and subjected to deduction of appropriate taxes.

For QBrainx India Pvt Ltd

Hariharan Jayasingh
Head-Operations

Attested

Dr. V. MUNUSAMI, M.E., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.



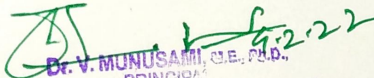
Annexure C

List of documents to be submitted to facilitate joining, pre employment verification

- Educational documents (Highest qualification, Graduation, 12th, 10th certificate)
- Certification documents(if any)
- Permanent/Current Address proof
- Previous employment proofs (Relieving/experience letter & payslips)
- Previous employment PF/UAN (if any)
- Aadhar Copy (Mandatory)
- PAN copy (Mandatory)
- Passport size photographs – 4

All the documents need to be self attested.

Attested


Dr. V. MUNUSAMI, B.E., P.D.
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.



HanudevInfopark Pvt Ltd., D' Block, SF No.559/4, Udaiyampalayam Road, Nava India, Coimbatore – 641 028.

+91 6384907747

+91 6384907747

contact@qbrainx.com

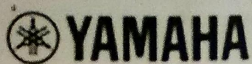
contact@qbrainx.com

QBrainX India Private Ltd

QBrainX India Private Ltd

qbrainx.com

qbrainx.com



Yamaha Music - Campus Drive

Date : Mar 5th 2021

Venue: Yamaha Music- Factory, Chennai

College: Narasu's Sarathy Institute of Technology (NSIT), Salem

Job Position : NEEM Trainee (Earn & Learn Scheme), (While Working in Yamaha Music, take Part time Higher education from TNOU)

Job Tenure: 2 Years(FTE- Fixed Term)

Job Description: Assembly of Portable Keyboard

Production of Acoustics Guitar

Assembly of Professional Audio Speakers

Stipend: Rs.12,000 per month; + Course Fees (Partial fees) for Higher education opted by Trainees from TNOU (Tamil Nadu open University)

Congratulations!!!

We are pleased to announce that the Following students have been shortlisted on One-one Interview.

Further they will have to appear for Medical Check-up for completing the Selection procedure.

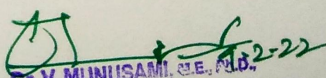
Offer Letter will be provided to students only on the date of joining.

S No	Student Name	Department	Status	Remarks
1	Malleshwari S	BE ECE	Selected	
2	Janani L	BE ECE	Selected	
3	Sowmiya P	BE ECE	Selected	
4	Priyanka S	BE ECE	Selected	
5	Nandhini P	BE ECE	Selected	
6	Mohana Priya K	BE ECE	Selected	
7	Geetha Lakshmi S	BE ECE	Selected	
8	Kowsiya G	BE ECE	Selected	
9	Varsha J	BE ECE	Selected	
10	Sarulatha S	BE ECE	Selected	
11	Yogeswari R	BE ECE	Selected	
12	Sriniti K	BE ECE	Selected	
13	PriyaDharshini P	BE EEE	Selected	
14	Harini Ravi	BE EEE	Selected	

Attested

YAMAHA MUSIC INDIA PRIVATE LIMITED

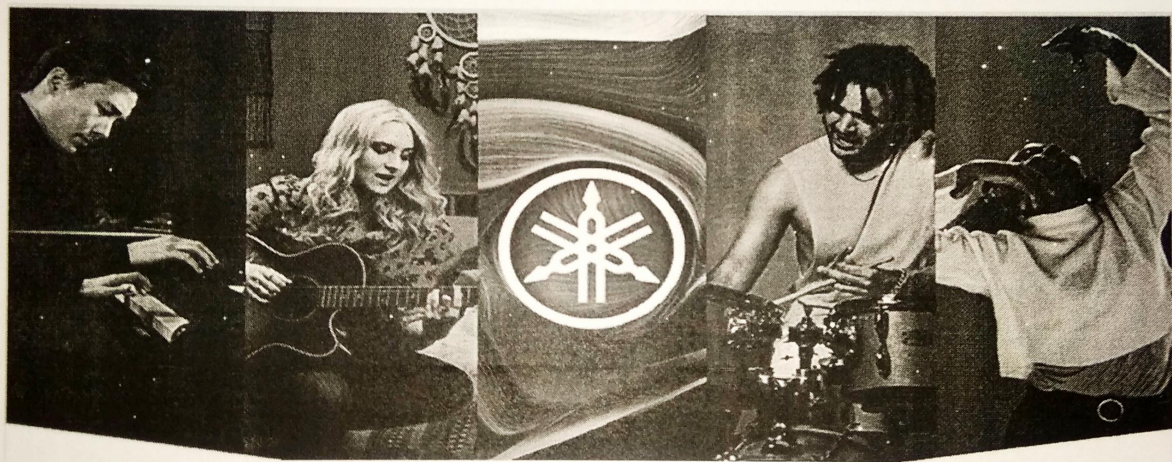
Plot No. 27 - 32, Kunnapattu Village, Kunnapattu Panchayat,
Kanchipuram District, Tamil Nadu, 603105


Dr. V. MUNUSAMI, M.E., Ph.D.
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.

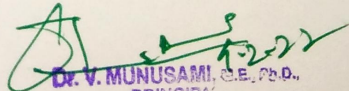
Yamaha Music - Campus Drive

15	Nandhini D	BE ECE	Hold/ Waiting List	Seeking IT Job
16	Keerthana V R	BE ECE	Hold/ Waiting List	Seeking IT Job
17	Devi Sree J	BE ECE	Hold/ Waiting List	2 years working uncertain
18	Sangeetha M	BE EEE	Hold/ Waiting List	2 years working uncertain
19	Kamini Devi V	BE EEE	Hold/ Waiting List	2 years working uncertain

Regards,
 Preethi Priya Dharshini M
 Human Resources & Administration
 YAMAHA MUSIC INDIA PRIVATE LIMITED
 Plot No. 27 - 32, Kunnapattu Village, Kunnapattu Panchayat,
 Kanchipuram District, Tamil Nadu, 603105
 Mobile: 93 84 84 63 84



Attested


Dr. V. MUNUSAMI, B.E., Ph.D.,
 PRINCIPAL
 Narasu's Sarathy Institute of Technology
 Poosaripatty, SALEM - 636 305.

Wir verbinden Menschen und Technologie

Dear **Vijayaragavan.K,**

Greetings from RheinBrücke IT Consulting!!

We are pleased to offer you an appointment with us effect from **05th July, 2021.**

We are an IT company offering specialized ERP & IT consulting services to mid-market customers. We are confident that your contribution will take us further in our journey towards becoming one of the most valued Information Technology Consulting companies. We assure you of our support for your professional development and growth.

Your role will be structured based on organizational requirements and aligned with your experience profile, capabilities, and potential. You will operate from **Chennai.**

You will be on probation for the first 6 months and will be paid a stipend of INR 15000 (Rupees Fifteen Thousand Only) during this period. On successful completion of your probation period, which is subject to periodic evaluations, your compensation will be revised as mentioned in Annexure – A.

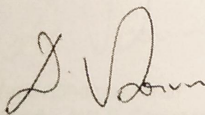
The details of the Compensation package offered to you are given in Annexure – A.

Your employment will be governed by terms and conditions (Annexure – B) and you will have to sign a Non-Disclosure & Non-Compete Agreement (Annexure-C):

The documentation necessary at the time of joining is listed in Annexure – D.

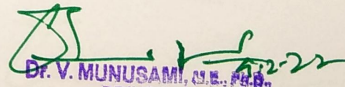
We welcome you to RheinBrücke IT Consulting and look forward to a long and mutually beneficial association.

For RheinBrücke IT Consulting,



Varun Dhamodharan
Head – HR & Corporate Services

Attested



Dr. V. MUNUSAMI, M.E., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 095.

June 24, 2021

Dear Vijayaragavan.K,

Subject: Offer of Employment

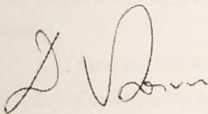
Congratulations! Further to your discussion with us about your employment with us, and the subsequent selection process, we are delighted to offer you a role of **Software Engineer Trainee** with RheinBrücke IT Consulting (the "Company") in Band E and sub band ET. Your location of reporting is Chennai, India and the scheduled date of your joining the Company is **05th July, 2021**.

Your Total Gross Salary inclusive of variables will be **INR 330000 (Rupees Three Lakh(s) Thirty Thousand Only)** per annum. This has been detailed in the Annexure A of your offer letter.

We have a Role and Competency based structure comprising of bands and sub bands. These represent a distinct responsibility level defined within the organization. The bands range from E to L and are further classified into sub bands. As we are a Partner model organization, you will have the ability to become a Partner based on your performance post successful acceptance of your partner case.

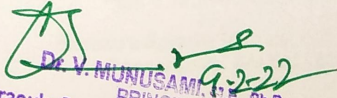
The terms & conditions of our Offer of Employment to you are mentioned in detail as you go through the document.

For RheinBrücke IT Consulting,



Varun Dhamodharan
Head – HR & Corporate Services

Attested


Dr. V. MUNUSAMI, B.E., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.

Annexure – A

Name: Mr Vijayaragavan.K	Title : Software Engineer Trainee
	Band : E
	Sub-band : ET

Compensation Structure
Part - I

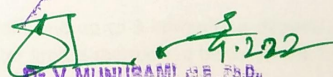
(All figures in Indian Rupees)

A. Fixed Compensation:	per month	per annum	Remarks
Basic salary	7,197	86358	30% of (A)
HRA	3,598	43179	50% of Basic
Flexi Benefit Plan *		136724	
PF Contribution	1,800	21600	12% of Basic
Total Fixed Compensation (A)		287861	90% of TC
B. Variable Compensation:			
Individual Performance Incentive (IPI)		22390	70% of (B)
Company Performance Incentive (CPI)		9596	30% of (B)
Total Variable Compensation (B)		31985	10% of TC
Cost to Company (CTC) = (A+B)		330000	

* Flexible Benefit Plan:

EMPLOYEEs will also be given an option of restructuring their "Flexible Benefit Plan" and choose from the following heads:

- Medical Bill Reimbursement
- Conveyance Allowance
- Fuel and Maintenance Reimbursement
- Leave Travel Allowance
- HDFC Food Card
- Technical Magazine Allowance
- Business Entertainment Allowance
- Internet & Telephone Allowance

Attested

Dr. V. MUNUSAMI, B.E., Ph.D.
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 495.

Gratuity:

The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act, 1972 including but not limited to the minimum service periods set forth therein.

Insurance:

1. Group Personal Accident (GPA):

You are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in disablement or casualty.

Disabilities (as listed below) occurring due to accident will also be covered under this policy:

- Permanent Total Disablement
- Permanent Partial Disablement
- Temporary Total Disablement

The sum insured has been fixed as given below for various bands:

Employee Band	Sum Insured
E	INR 10 Lakhs
T	INR 15 Lakhs
M	INR 20 Lakhs
L	INR 25 Lakhs

2. Group Life Insurance Policy (GLIP):

In the event of your unfortunate death on account of natural causes, your surviving family members would be eligible for the sum assured based on the band you belong to.

The sum assured has been fixed as given below for various bands:

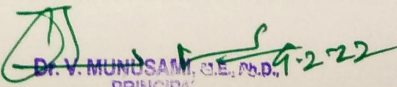
Employee Band	Sum Assured
E	INR 30 Lakhs
T	INR 50 Lakhs
M	INR 75 Lakhs
L	INR 1 Crore

Your nominees for claiming the sum assured can only be your immediate dependent in the order of Spouse, Mother, Father, Son/Daughter only as per the nominations given by you for GMIP. In case of nominee being a minor, he/she must be accompanied by a guardian legally to claim the sum assured.

3. Group Medical Insurance Policy (GMIP):

The Group Medical Insurance Policy will cover all employees on permanent rolls and up to 3 immediate dependents (Spouse and Child) as declared by the associate at the time of joining. The floater limit is mentioned below in the table for you and your given family members towards hospitalization.

Attested


Dr. V. MUNDASAM, C.E., M.D.
 PRINCIPAL
 Narasu's Sarathy Institute of Technology
 Poosaripatty, SALEM - 636 305.

The Sum Insured for different bands under GMIP are as below:

Band	Floater Limit*
E	INR 2 Lakhs
T	INR 3 Lakhs
M	INR 4 Lakhs
L	INR 5 Lakhs

A nominal deduction per month as mentioned below is made towards contribution for the GMIP.

Band	Premium (Deductions will be prorated on a monthly basis)
E	500
T	600
M	750
L	1250

If you wish to extend the coverage for your parents, you can do so by paying the highly-negotiated premium incurred for endorsement towards medical insurance.

Variable Pay:

Variable pay has three components as explained below:

a) Individual Performance Incentive

Individual Performance Linked pay forms part of the compensation package of the EMPLOYEE. It aims at monitoring, assessing and reviewing the associate's customer billability and performance against stated goals and objectives. It will be paid quarterly based on achievement of targets and fulfilling the plans as set out. This varies between 0% and 120% and is based on the associate customer billing and performance.

b) Practice Performance Incentive

Practice Performance Incentive is based on the performance of the practice in a particular quarter in terms of the EBITDA, Bottom Line Revenue and other practice related parameters. This will be paid out quarterly. It varies between 0% and 120%.

c) Company Performance Incentive

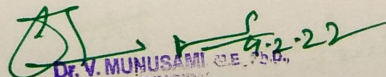
Company Performance Incentive is based on the performance of the Company in a particular quarter in terms of EBITDA and Bottom Line Revenue. This will be paid out quarterly. It varies between 0% and 120%.

The payment will be prorated from the date of joining. The payment will be effected as and when notified by the Management. The evaluation for the quarter will happen in the month succeeding the quarter and the payout will happen in the subsequent month. To be eligible for the payout, you will need to be on the rolls of the Company on the applicable date of payout.

For example: For the Quarter Jan - Mar, Evaluation will happen in April and payment will be made in May

Attested

RheinBrücke IT Consulting Pvt Ltd
Bharati Villas, 1st Floor
No 26 B, Jawaharlal Nehru Salai,
Guindy Industrial Estate
Guindy, Chennai – 600 032
India


Dr. V. MUNUSAMI, B.E., M.Sc.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, Salem - 636 005.

CIN: U72200TN2013PTC093449
GST: 33AADCI3732R1ZA
Phone: +91 44 6671 7555
info@rheincs.com
www.rheincs.com

Annexure BAssignments / Transfers / Deputation:

Your current location of employment shall be Chennai, India. However, please note that the Company reserves the right to transfer its EMPLOYEES to any unit(s) / department(s) or office(s) of the Company or of its affiliates and/or the office of the Company's customer ("Work Location"), other than the one an EMPLOYEE was initially hired to work for.

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

Accordingly, we want you to be aware that you may be transferred to another Work Location in the future depending on the Company's business requirements. Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the following.

In the event of a transfer of your Work Location, the Company shall do its best to accommodate, solely at its own discretion, any requests or preferences you may have with respect to your choice of Work Location or any other matter in relation to the transfer, consistent with internal Company's policies.

Probationary Period and Confirmation as a Permanent EMPLOYEE:

You will be on probation for a period of six months from the date of joining the company and may be confirmed as a permanent EMPLOYEE upon successful completion of your probation. Please note that as per Company policy, the EMPLOYEE would be confirmed on the 1st day of the month succeeding the month of completion of probation of six months from the date of joining the Company or after the period of probation. In addition to your performance during the Probationary Period, your confirmation as a permanent EMPLOYEE is subject to your submitting the requisite documents as required by the Company.

Earned Leave:

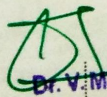
The Company provides only one type of leave, i.e. earned leave. You shall be eligible for 21 days of leave for an entire year. Leaves will be credited month on month on a prorated basis from your date of joining. You should take all the earned leaves during that particular calendar year. However, in case you are not able to avail the entire eligibility within the calendar year you can carry forward 20% of your leave until the end of March of the immediate next year with relevant approvals as per the process, beyond which it lapses.

Termination of your employment:

During probation, your services may be terminated by you or by the Company by providing thirty days (30) of notice. On confirmation as a regular EMPLOYEE, you will be required to give three months of notice. However, if approved by the Company, an EMPLOYEE may surrender his / her earned leave entitlement or pay salary (Basic) in lieu of the balance notice period. Similarly, the Company may pay salary (Basic) in lieu of Notice period, if required. On confirmation as a regular EMPLOYEE, your services will be terminated by the Company by issuing you a 90 days' notice or by paying you three months' Basic salary in lieu thereof. However, the Company reserves the right to terminate your employment forthwith without any notice period or termination payment, if it has reasonable grounds to believe that you are guilty of misconduct or negligence or fraud, or have committed any fundamental breach of the terms of employment or caused any loss to the Company

Attested

RheinBrücke IT Consulting Pvt Ltd
Bharati Villas, 1st Floor
No 26 B, Jawaharlal Nehru Salai,
Guindy Industrial Estate
Guindy, Chennai - 600 032
India


Dr. V. MUNUSAMI, D.E., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.

CIN: U72200TN2013PTC093449
GST: 33AADCI3732R1ZA
Phone: +91 44 6671 7555
info@rheincs.com
www.rheincs.com

Wir verbinden Menschen und Technologie

In case of unauthorized absence or absence without permission from duty for a continuous period of five (5) days your employment shall automatically come to an end without any notice of termination and will be treated as absconding from services.

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

Reference check shall be made from your previous employers. In case there is any adverse report against you which may be detrimental to the interests of the Company or if the information furnished by you is not true, the Company reserves the right to terminate your services forthwith (notwithstanding any other provisions) on the grounds of misrepresentation of facts.

Authenticity of Facts

It must be specifically understood that this offer is made based on your proficiency on Technical / Professional skills you have declared to possess as per the application process, and on the ability to handle any assignment / job independently anywhere in India or Overseas. In case, at a later date, any of your statements / particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of the minimum standards set by the Company, the Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.

Access to Information

Information is available on need to know basis for specified groups. The network file server is segregated to allow individual sectors for projects and units. Access to these are authorized through access privileges approved by unit Mentors or Project Mentors.

Authorization

Only those authorized by a specific power or attorney, may sign legal documents representing the Company.

Unauthorized Software

You shall not install, download, copy and duplicate any unauthorized or unlicensed software, programs, games, attachments on to your Computer Systems.

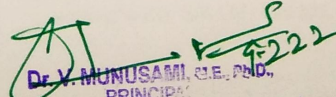
Security

You will at all times conform to the Security regulations prescribed at your place of work (including worksite at clients' location) for security of personnel, data and assets.

Overseas Service Agreement

As the Company will be spending substantial amount of time and money for your deputation / secondment abroad, you will be required to sign a deputation agreement with the Company and also execute a Surety Bond on such terms, as the Company may deem appropriate. (This agreement will consist, inter alia, of issues like (a) your commitment to complete the project (b) your returning to India after completion of the project and serving the Company for a stipulated period).

Attested


Dr. V. MUNUSAMI, M.E., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.

RheinBrücke IT Consulting Pvt Ltd
Bharati Villas, 1st Floor
No 26 B, Jawaharlal Nehru Salai,
Guindy Industrial Estate
Guindy, Chennai - 600 032
India

CIN: U72200TN2013PTC093449
GST: 33AADCI3732R1ZA
Phone: +91 44 6671 7555
info@rheincs.com
www.rheincs.com

Intellectual Property Rights

All intellectual property rights, including but not limited to, Patents, Copyrights, Designs, Trademarks and Products developed by you during Office time or using the Company infrastructure, or while performing or discharging official duties shall be the sole and exclusive property of the Company and the same shall be deemed to be work made for hire. You shall execute / sign such documents for the purpose of assigning such intellectual property, as and when required by the Company.

The Company reserves the right to proceed legally against you and recover damages, where any such intellectual property is sought to be used by you in any manner independent of the Company.

Jurisdiction

Even though the Company may depute you Overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be the courts in Chennai only. If any dispute or difference shall at any time arise between the parties to this offer letter in relation to or arising out of or concerning this offer letter, the parties shall seek to solve the matter amicably through discussion between them. In the event no amicable resolution or settlement is reached within a period of thirty (30) days from the date on which the dispute or difference arose, then the aggrieved person may seek arbitration and it shall be finally resolved by sole arbitrator appointed by the Company under the (Indian) Arbitration and Conciliation Act, 1996 and any modifications, amendments thereto. The arbitration proceedings shall be held in Chennai and the language of the same will be English.

Retirement

You shall automatically retire from the services of the Company on completion of 58 years and for the purpose of determining this, the age recorded with the Company shall be considered as final and conclusive.

Antecedent verification

This offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize the Company or any external agency through us to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining the Company or thereafter. You shall extend co-operation (if asked for) during such verification without any protest or demur. If there is a discrepancy in any of the information submitted by you (which formed the basis for this offer) or in the copies of the documents / certificates given by you as a proof in support of the above, the Company reserves the right to revoke the offer at any time during service.

General

The above terms and conditions are based on Company Policies, procedures and other rules currently applicable in India as well as Overseas and are subject to amendments and adjustments from time to time. In all service matters, including those not specifically covered here such as Travel, Leave, Retirement, Code of Conduct, etc. you will be governed by the rules of the Company as shall be in force from time to time.

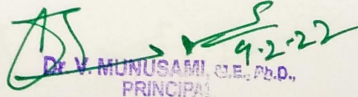
This is to certify that I have gone through and understood all the terms and conditions mentioned in Annexure – B and I hereby accept and agree to abide by them.

Name in full :

Signature :

Address :

Attested


Dr. V. MUNUSAMI, B.E., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.

Date **RheinBrücke IT Consulting Pvt Ltd**
 Bharati Villas, 1st Floor
 No 26 B, Jawaharlal Nehru Salai,
 Guindy Industrial Estate
 Guindy, Chennai – 600 032
 India

CIN: U72200TN2013PTC093449
 GST: 33AADCI3732R1ZA
 Phone: +91 44 6671 7555
info@rheincs.com
www.rheincs.com

Annexure CNon-Disclosure Agreement

This EMPLOYEE Non-Compete & Non-Disclosure Agreement (the Agreement) is made effective as of _____ by and between RheinBrücke IT Consulting, incorporated under the laws of India, having its office at Plot no 45, North Phase, TVK Industrial Estate, Ekkatuthangal, Guindy, Chennai (hereinafter referred to as the Employer)

And

Mr Vijayaragavan.K S/O/D/O Mr. _____, aged about ____ years and residing at _____
 _____.(hereinafter referred to as the EMPLOYEE)

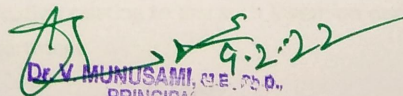
The Employer and EMPLOYEE collectively referred to as the Parties.

NOW THE AGREEMENT WITNESSETH AND THE PARTIES HERETO ADHERE AS FOLLOWS:

1) Release

- a. The EMPLOYEE acknowledges that the restrictions contained in this Agreement are reasonable and necessary to protect the legitimate interests of EMPLOYER, that EMPLOYER would not have entered into this employment relationship in the absence of such restrictions, and that any violation of any provision of this Agreement will result in irreparable injury to EMPLOYER.
- b. The EMPLOYEE agrees that EMPLOYER shall be entitled to preliminary and permanent injunctive relief, without the necessity of proving actual damages, as well as an equitable accounting of all earnings, profits and other benefits arising from any violation of this Agreement, which rights shall be in addition to any other rights or remedies to which EMPLOYER may be entitled. In the event that any of the provisions of this Agreement should be adjudicated to exceed the time, geographic, product or other limitations permitted by applicable law in any jurisdiction, then such provisions shall be deemed reformed in such jurisdiction to the maximum time, geographic, product or other limitations permitted by applicable law.
- c. Conflicting Employment: The EMPLOYEE agrees that during the time of his employment with the Employer, he/she will not accept nor will he/she engage in employment, consulting or other business activities directly relating to the business of the Employer.
- d. During the term of the EMPLOYEE's employment with EMPLOYER, and for a period of one (1) year thereafter, the EMPLOYEE agrees that he will not:
 - i. Directly or indirectly, own, engage, participate, or be employed in any capacity related or similar to, or requiring knowledge of Confidential Information obtained from, EMPLOYEE's employment with EMPLOYER;
 - ii. Solicit or divert to any Competing Business any individual or entity which is a customer of EMPLOYER or was a customer at any time during the preceding 12 months; or
 - iii. EMPLOYEE will not induce, recruit or solicit any of the Employer's EMPLOYEES to terminate their employment or enter into another employment agreement with a competitor to the Employer.

Attested


 Dr. V. MUNUSAMI, GE. P.D.,
 PRINCIPAL
 Narasu's Sarathy Institute of Technology
 Poosaripatty, Salem - 636 000.

RheinBrücke IT Consulting Pvt Ltd
 Bharati Villas, 1st Floor
 No 26 B, Jawaharlal Nehru Salai,
 Guindy Industrial Estate
 Guindy, Chennai - 600 032
 India

CIN: U72200TN2013PTC093449
 GST: 33AADCI3732R1ZA
 Phone: +91 44 6671 7555
info@rheincs.com
www.rheincs.com

Wir verbinden Menschen und Technologie

- e. The term "Competing Business" as used in this Agreement shall mean any business or enterprise which develops, designs or engaged in engineering design services (including any other related software services), markets or sells products or services which are competitive with or similar to products developed, manufactured, marketed or sold by EMPLOYER, or provides services which are competitive with or similar to services provided by EMPLOYER, in any geographic market in which EMPLOYER actually develops, manufactures, markets or sells competitive or similar products or services, including, in each case, any product or service EMPLOYER has under development and which is the subject of active planning at any time during the term of the EMPLOYEE's employment.
- f. Provisions of this section shall not prevent the EMPLOYEE from acquiring or holding publicly-traded stock or other publicly-traded securities of a business.
- g. For purposes of this Agreement engaging in any business substantially similar to, or in competition with the business of Employer shall mean (i) engaging in a business as an owner, partner or agent (ii) taking employment with a third party engaged in such business either as an EMPLOYEE, contractor or consultant or (iii) soliciting customers for the benefit of third party engaged in such business.

2) Records of Inventions.

The EMPLOYEE will keep complete and current records of all Inventions which he makes during the time period during which he is employed with EMPLOYER, and promptly disclose all such Inventions, in writing, to EMPLOYER. The EMPLOYEE will submit any such disclosures to the extent EMPLOYER may request.

3) Inventions

- a. All inventions, discoveries, improvements, innovations, and trade secrets (hereinafter collectively referred to as "Inventions"), which are or have been made, conceived, developed or reduced to practice by the EMPLOYEE, individually or jointly with others, during the period of the EMPLOYEE's employment with EMPLOYER, and within one (1) year thereafter, and which relate to, result from, or arise in any way out of any work done for EMPLOYER, or any information or assistance provided in any way by EMPLOYER, are and shall forthwith become the sole and exclusive property of EMPLOYER, whether or not patented or patentable.
- b. The EMPLOYEE hereby agrees and assigns any and all rights or interest he may have or acquire in the Inventions as well as any rights or benefits resulting there from to EMPLOYER without further compensation. The EMPLOYEE further agrees to sign, execute, make or do any and all such deeds or other things which EMPLOYER shall require:
 - (i). To apply for, obtain or vest in the name of EMPLOYER (unless EMPLOYER shall direct otherwise) letters, patents, copyrights or other analogous protection, and
 - (ii). To defend any opposition proceedings in respect to such protection.

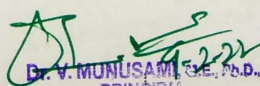
4) Pre-employment Inventions.

The EMPLOYEE will completely identify (without disclosing any trade secret or other confidential information) every Invention made before his employment with EMPLOYER, in which he has an ownership interest and which is not the subject matter of an issued patent or a printed publication at the time of this Agreement.

5) Disclosure of Inventions after Termination.

The EMPLOYEE will promptly and completely disclose in writing to EMPLOYER Legal Department all Inventions which he may make during his employment with EMPLOYER, and for a period of one (1) year immediately following the end of his employment by EMPLOYER, which relate to his prior work assignment at EMPLOYER or to any Confidential Information of EMPLOYER, for the purpose of determining EMPLOYER right in each such Invention. The EMPLOYEE will not file any patent application relating to any such Invention during this period without the prior written consent of EMPLOYER Legal Department.

Attested


Dr. V. MUNUSAMY, M.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poozaripatty, SALEM - 636 305.

RheinBrücke IT Consulting Pvt Ltd
Bharati Villas, 1st Floor
No 26 B, Jawaharlal Nehru Salai,
Guindy Industrial Estate
Guindy, Chennai - 600 032
India

CIN: U72200TN2013PTC093449
GST: 33AADCI3732R1ZA
Phone: +91 44 6671 7555
info@rheincs.com
www.rheincs.com

The EMPLOYEE acknowledges that, if he is unable to prove that he made the Invention entirely after leaving EMPLOYER employment, the Invention is presumed to have been made during the period of time during which he was employed with EMPLOYER. The EMPLOYEE acknowledges that the conditions of this paragraph are no greater than is necessary for protecting EMPLOYER interests in its Confidential Information to which it is rightfully entitled.

6) Confidential Information from Previous Employment.

The EMPLOYEE certifies that he has not, and will not disclose or use during his employment with EMPLOYER, any Confidential Information which he has acquired as a result of any previous employment or any contractual obligation of confidentiality before his employment by EMPLOYER.

7) Prior Restrictive Obligations.

The EMPLOYEE will completely identify all prior obligations (written and/or oral) such as confidentiality agreements or covenants restricting future employment, which the EMPLOYEE may have entered into and which may restrict his ability to perform the duties of his employment with EMPLOYER. The EMPLOYEE hereby confirms that he will abide by such restrictive obligations of any such agreement or covenants for such period as agreed with the previous employer.

8) Notice to Future Employers.

For a period of one (1) year immediately following the end of EMPLOYEE's employment with EMPLOYER, the EMPLOYEE will inform each new employer, prior to accepting employment, of the existence of this Agreement and provide the employer with a copy of this Agreement.

9) Conflicts of Interest.

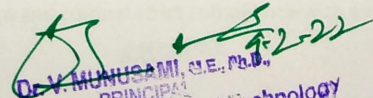
The EMPLOYEE certifies that, during the term of his employment with EMPLOYER, he will not engage in outside employment or other activities which could give rise to a conflict or interest diminish the effectiveness of his performance or reflect adversely on EMPLOYER. This specifically includes, without limitation:

- (i). Outside employment including self-employment, which may interfere with the performance of his duties as a EMPLOYER EMPLOYEE.
- (ii). Other employment or activities in the course of which the EMPLOYEE would use, or might be tempted or induced to use, EMPLOYER property or information in other than EMPLOYER own interest.
- (iii). Simultaneous alternate employment in a line of business that is in conflict or competition, in whole or in part, with EMPLOYER line of business.
- (iv). Engaging in any outside activity which is a violation of the EMPLOYER Business Conduct Policy, and might reflect adversely upon EMPLOYER.
- (v). Requests from customers or potential customers for services outside the usual scope of the EMPLOYEE's employment; for example, the appraisal of used equipment. Such requests will be honored only upon written approval, in advance, by EMPLOYER.
- (vi). Accepting any remuneration or accepting entertainment or gifts of more than nominal value from a supplier, customer or competitor.

10) Third Party Beneficiaries and Assignment of Rights.

The EMPLOYEE agrees that the obligations recited herein will automatically extend to EMPLOYER successors and assigns. The obligations also extend to any subsidiary, affiliate or parent of EMPLOYER whose confidential and/or proprietary information the EMPLOYEE may have or may have had access to during his employment with EMPLOYER.

Attested


Dr. V. MUNUSAMI, M.E., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poesaripatty, SALEM - 636 305.

RheinBrücke IT Consulting Pvt Ltd
Bharati Villas, 1st Floor
No 26 B, Jawaharlal Nehru Salai,
Guindy Industrial Estate
Guindy, Chennai - 600 032
India

CIN: U72200TN2013PTC093449
GST: 33AADCI3732R1ZA
Phone: +91 44 6671 7555
info@rheincs.com
www.rheincs.com

11) Not a Contract of Employment.

The EMPLOYEE understands that this Agreement does not constitute or create a contract or commitment for the employment of the EMPLOYEE with EMPLOYER for any fixed term. The EMPLOYEE acknowledges that his employment with EMPLOYER may be terminated by either EMPLOYER or by the EMPLOYEE at any time for any reason or no reason and with or without cause, except as may otherwise be required by law.

12) Confidential Information.

EMPLOYEE acknowledges that, by reason of EMPLOYEE's employment by EMPLOYER, the EMPLOYEE will have access to confidential information of EMPLOYER, including, without limitation, information and knowledge pertaining to products, inventions, discoveries, improvements, innovations, engineering designs, software, ideas, trade secrets, proprietary information, manufacturing, plant and process design, packaging, advertising, distribution and sales methods and plans, sales and profit figures, and customer and client lists between EMPLOYER and dealers, distributors, sales representatives, wholesalers, customers, clients, suppliers and others who have business dealings with them (hereinafter collectively referred to as "Confidential Information"). The EMPLOYEE acknowledges that such Confidential Information is a valuable and unique asset of EMPLOYER and covenants that, both during and after his employment with EMPLOYER, he will not disclose any Confidential Information to any person (except as the EMPLOYEE's duties may require) without the prior written authorization of EMPLOYER. The obligation of confidentiality imposed by this Agreement shall not apply to information that becomes generally known to the public through no act of the EMPLOYEE in breach of this Agreement.

The EMPLOYEE acknowledges that all documents, files and other materials received from EMPLOYER or any EMPLOYEE of EMPLOYER during the term of his employment (with the exception of documents relating to the EMPLOYEE's compensation or benefits to which the EMPLOYEE is entitled) are for use of the EMPLOYEE solely in discharging his duties and responsibilities hereunder and that the EMPLOYEE has no claim or right to the continued use or possession of such documents, files or other materials following termination of the EMPLOYEE's employment with EMPLOYER. The EMPLOYEE agrees that, upon termination of employment, he will not retain any such documents, files or other materials and will promptly return to EMPLOYER any documents, files or other materials in his possession or custody.

13) Binding Effect

The covenants and conditions contained in the Agreement shall apply to and bind the Parties and the heirs, legal representatives, successors and permitted assigns of the Parties.

14) Miscellaneous

If a court of competent jurisdiction determines that any portion of this Agreement is illegal, invalid or unenforceable, then that portion shall not affect the legality, validity or enforceability of the remainder of the Agreement and the remainder of the Agreement shall continue in full force and effect.

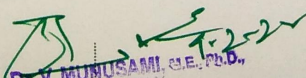
This Agreement binds the EMPLOYEE's heirs, executors, administrators, legal representatives and assigns and inures to the benefit of EMPLOYER and its successors and assigns.

15) Waiver

The failure of either party to enforce any provisions of this Agreement shall not be deemed a waiver or limitation of that party's right to subsequently enforce and compel strict compliance with every provisions of this Agreement.

Attested

RheinBrücke IT Consulting Pvt Ltd
Bharati Villas, 1st Floor
No 26 B, Jawaharlal Nehru Salai,
Guindy Industrial Estate
Guindy, Chennai - 600 032
India


DR. V. MURUSAMI, C.E., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, Salem - 636 385.

CIN: U72200TN2013PTC093449
GST: 33AADCI3732R1ZA
Phone: +91 44 6671 7555
info@rheincs.com
www.rheincs.com

16) Severability

In any part and parts of this Agreement shall be held unenforceable for any reason, the remainder of this Agreement shall continue in full force and effect. If any provision of this Agreement is deemed invalid or unenforceable by any court of competent jurisdiction and if limiting such provision would make the provision valid, then such provision shall be deemed to be construed as so limited.

17) Entire Agreement

This Agreement constitutes the entire agreement between the Parties and supersedes any prior understanding or representation of any kind preceding the date of this Agreement. There are no other promises, conditions, understandings or other agreements, whether oral or written relating to the subject matter of this Agreement. This Agreement may be modified in writing and must be signed by both EMPLOYEE and Employer. All changes in policy will be communicated by the company from time to time which needs to be abided by the EMPLOYEE.

18) Personal Indebtedness

EMPLOYER will not be responsible for personal indebtedness or other liabilities incurred by you during / prior to your employment with us.

19) Governing Law

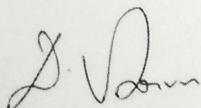
This Agreement shall be governed by and construed / enforced in accordance with the laws of India and the Parties subject themselves only to the jurisdiction of courts in Chennai, Tamil Nadu, and India. If any dispute or difference shall at any time arise between the parties, the parties shall seek to solve the matter amicably through discussion between them. In the event no amicable resolution or settlement is reached within a period of thirty (30) days from the date on which the dispute or difference arose, then the aggrieved person may seek arbitration and it shall be finally resolved by sole arbitrator appointed by the Company under the (Indian) Arbitration and Conciliation Act, 1996 and any modifications, amendments thereto. The arbitration proceedings shall be held in Chennai and the language of the same will be English.

I HEREBY REPRESENT AND WARRANT that I am of full age and have every right to contract in my own name in the above regard. I state further that I have read the terms of the foregoing Agreement, I have been given an opportunity to ask questions concerning its content, and have been given the opportunity to discuss its content with my counsel prior to its execution.

IN WITNESS WHEREOF, the Parties have caused this Agreement to be executed the day and year first above written.

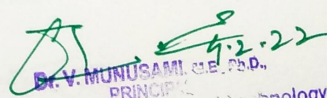
For **EMPLOYER.**

EMPLOYEE



Varun Dhamodharan
Head – HR & Corporate Services

Attested


Dr. V. MUNUSAMI, M.B.B.S.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 640 032.

Witness: (1)

(2)

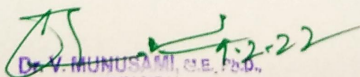
Annexure – D

At the time of joining, you are requested to bring the following documents in original, along with one copy each.

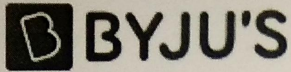
- Certificates supporting your educational qualifications along with mark sheets:
 - Std X Certificate and mark sheet
 - Std XII Certificate and mark sheet
 - Degree Certificate and Semester-wise / Year-wise mark sheets
 - Master's Degree Certificate and Semester-wise / Year-wise mark sheets
 - Diploma /PG Diploma Certificate and Transcripts
 - Any other Certificates with supporting documents, if any
- Your latest salary slip / Salary Certificate
- Your relieving letter / Service Certificate from the last three employers
- Acknowledged copy of our offer of appointment
- Cancelled cheque leaf of your Bank account
- Form 16 or Taxable Income Statement duly certified by the previous employer (statement showing deductions and Taxable Income with break-up)
- 4 passport sized color photographs with white background
- Valid pages of the Passport
- Valid government ID proof for your current / permanent address.
- PAN Card - You must carry and provide your PAN card copy. Please note that it is mandatory to provide PAN Card (as submitted by the Income Tax Department) for processing of your Payroll. No payment on account of Salary will be made without this.

Please bring all the Certificates supporting your educational qualifications along with mark sheets in original for verification only.

Attested


Dr. V. MUNUSAMI, M.E., Ph.D.,
PRINCIPAL

Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 005.



Offer Letter

Date : Saturday, December 18, 2021

Dear Almisbha Shoukath Ali,

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

It gives us immense pleasure to formalize your offer and appointment for the position of **Student Success Specialist- Student Experience** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Student Experience (51000011)** department subject to your acceptance of the terms of employment mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (*Annexure A*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Friday, December 24, 2021**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to Friday, December 24, 2021, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Student Success Specialist- Student Experience
Department	Student Experience (51000011)
Employment Type	Regular
Work Location	IBC Knowledge Park, Bangalore

Fixed Compensation: ₹ 400000

Variable Compensation: ₹ 75000

Total Annual Cost to Company : ₹ 475000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Friday, December 24, 2021, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of this letter by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

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

Best Regards,



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

Attested

DR. V. MUNUSAMY, Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 505.

Annexure - A

Compensation Details	
Name	Ajnisbha Sheukath Aji
Designation	Student Success Specialist- Student Experience
Date Of Joining	Friday, December 24, 2021
Annual Cost To Company(CTC)	₹ 475000
Fixed Compensation	₹ 400000
Variable Compensation	₹ 75000
Earnings	
Component Category	Annual
Basic Pay	₹200,000.00
House Rent Allowance	₹100,000.00
PF (Employer Part)	₹21,600.00
Leave Travel Allowance	₹61,600.00
Special Allowance	₹0.00
ESIC Employer Contribution	₹0.00
Statutory Bonus	₹16,800.00
Total Annual Earnings (Fixed CTC - Company PF Contribution)	₹378,400.00
Deductions	
PF (Employee's Part)	₹21,600.00
ESIC Employee Contribution	₹0.00
Professional Tax	As per Rules
TDS	As per Rules
Total Annual Net Pay (Before Taxes)*	₹356,800.00

*Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your takehome salary would be Total Annual Net Pay - Taxes.

Bonuses (As Applicable)

Joining Bonus : ₹ 0 Retention Bonus : ₹ 0 Relocation Bonus : ₹ 0

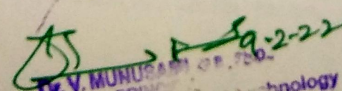
1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.

2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:

- Provident Fund
- Income tax deducted at source at the rates applicable
- Employment/Professional taxes
- Dues to the company including loans and advances
- Or any other applicable statutory deductions

3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of announcement of the Yearly Performance Pay.

Attested


Dr. V. MUNUSAMY, FNO.
PRINCIPAL
Narasimha Sarathy Institute of Technology
Poosaripatty, Salem - 636 005.

4. Benefits – All the full-time regular employees of the Company are eligible for our employee benefits program effective from their Date of Joining.

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

- Leaves
- Employee Medical Insurance
- Employee Personal Accidental Insurance
- Flexible Work From Home Options (for applicable roles)
- Employee Wellness (BYJU'S Let's Talk Initiative - 24 Hour one-on-one counselling from experts)
- Personal Developmental Workshops and Events
- Gratuity, as per government rules

5. Joining Bonus will be paid only after successful completion of 1 Month with the company. The payment shall be disbursed in the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within 1 Year of employment, you will be required to pay BYJU'S the full amount of the Joining Bonus received.

This clause is applicable only if the Joining Bonus component in the above structure is non-zero.

6. Retention Bonus will be paid only after successful completion of 12 Months with the company. The payment shall be disbursed in the next immediate salary cycle, provided you are not serving the notice period and your performance for the year is deemed satisfactory.

This clause is applicable only if the Retention Bonus component in the above structure is non-zero.

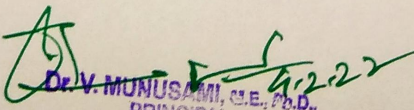
7. Relocation Bonus will be paid only after successful completion of 1 Month with the company. It would be paid along with the next immediate salary cycle. In the event of you resigning from the services of the Company on your own accord within one year of employment, you will be required to pay BYJU'S the full amount of the Relocation Bonus received. This clause is applicable only if the Relocation Bonus component in the above structure is non-zero.

8. Probation – On joining the Company you shall be on probation for 60 days. During this period, your employment may be terminated by giving 2 days' notice. You are also at liberty to resign from the services of the Company by giving 2 days' notice in writing. Further, unless otherwise communicated to you in writing, your services shall stand confirmed at the end of the period of probation. You hereby agree and acknowledge that, in the event that you resign from the services of the Company within 30 (thirty) days from the date of signing this letter, you will not be entitled to receive an experience letter from the company.

9. Separation and Notice Period – After confirmation of your appointment at the end of your period of probation, your services may be terminated in the following manner

- In the event of your resignation from the services of the Company, where you will be required to give the Company 30 days' written notice, the notice period has to be served in full unless otherwise agreed mutually in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in the future. You shall, on ceasing to be the employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.
- The Company will be entitled to terminate your services by giving you 30 days of notice in writing, or by payment of 30 days of salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 30 days of notice in writing or 30 days of salary in lieu of such notice.
- In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies, or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss/damage/disrepute to the Company/associates, your termination will be immediate and without any notice or compensation.

Attested


Dr. V. MUNUSAMI, M.E., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poozaripatty, SALEM - 636 305.

Nandhini P

Letter of Offer from Codincity

Thank you for your interest in discussing employment opportunities with Codincity Digital Technology Private Limited ("**Codincity**")

Codincity is a cloud services company that is born in the cloud with a huge emphasis on technology. Codincity is poised for hyper growth, and it gives us immense pleasure to welcome you to be part of Codincity.

Further to the discussions and the selection process, we have had in the recent past, we are pleased to offer you for the job level of **Cloud Engineer** in our organisation. This role has 2 stage progression to reach the **Cloud Engineer** designation as explained below.

1. You will undergo Codincity Cloud Foundation Training Program for a duration of 3 months. During the training period, you will be designated as "**Cloud Engineer - Trainee**". You will receive a stipend of INR **10,000** /= per month for this training period.
2. The training program will have internal assessment to evaluate your learning progress at a regular level. You are expected to complete the program successfully within the program duration. Upon successful completion of the training program, you will be designated as "**Associate Cloud Engineer**".
3. You are expected to complete the Codincity Cloud Foundation Training Program at a satisfactory level within 3 months. In case of unsatisfactory level of performance, the company may provide you another 3 months to continue as "**Cloud Engineer - Trainee**". In case of continuous non-performance, company may decide to part ways with your relationship.
4. As "**Associate Cloud Engineer**" you will be given hands on experience on internal or external projects for a duration of 6 months. During this six months you will receive a stipend of INR **18,000** /= per month.
5. Codincity will monitor and measure your performance using pre-defined KRAs/KPIs during this six months. Upon meeting the performance requirements, you will be designated to "**Cloud Engineer**" and you will be confirmed on company roles. Upon confirmation, your salary will be INR **360,000** per annum. This is inclusive of benefits and privileges as more specifically set forth in Annexure A of this offer letter.
6. Upon confirmation, you will be eligible for PF, company insurance, salary revisions, promotions, and other benefits as per company policies.
7. You will be enrolled in to company group medical insurance plan after you get confirmed as "**Cloud Engineer**" by the company.

You are requested to join on or before **10-Jan-2022**. In the event of you not joining us on or before the said date, this offer will automatically stand withdrawn.

2. EMPLOYMENT

- 2.1 You will be on probation for a period of 6 (six) months from the Joining Date or as may be extended by the Company (the "Probation Period").
- 2.2 During the probation period, the company or you may terminate the employment by giving a 1 (one) month notice period.

Attested


Dr. V. MUNUSAMI, B.E., M.D.,
PRINCIPAL

Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 686 005.

CODINCITY
CODING THE FUTURE

Palanisamy Nandhini

Accepted on Dec 17 2021 14:25:12 (UTC)



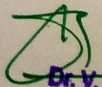
- 2.3 Upon completion of the Probation Period, if your services are found to be satisfactory by the Company, your employment with the Company will be deemed to be confirmed, unless you have been informed in writing by the Company otherwise. The Company hereby reserves the right to reduce, dispense with or extend the Probation Period at its absolute discretion.
- 2.4 You will perform and discharge all duties and functions assigned by the Company in a faithful, competent and professional manner.
- 2.5 You shall immediately make full and true disclosure in writing to the Company of:
- 2.5.1 any direct or indirect interest or benefit you have derived or are likely to derive through or in connection with any contractual arrangements, dealings, transactions or affairs of the Company and/or any transactions which are likely to be detrimental to the Company;
 - 2.5.2 any and all business interests that are similar to or in conflict with the business;
 - 2.5.3 any intellectual property developed, created or owned by you and proposed to be used by you during the course of your employment with the Company; and
 - 2.5.4 any outstanding payment such as royalty or fees or any other benefit due to you for any intellectual property mentioned in Clause 2.5.3.
- 2.6 You represent that to the best of your knowledge, you have no commitments to former employers or other entities which would restrict you from joining the Company. You represent and warrant that you have not taken or otherwise misappropriated and do not have in your possession or control any confidential and proprietary information belonging to any of your prior employers or connected with or derived from your services to prior employers. You represent and warrant that you have returned to all prior employers any and all such confidential and proprietary information and shall not use or cause the use of such confidential or proprietary information in any manner whatsoever in connection with your employment with the Company. You shall indemnify and hold harmless the Company from any and all claims arising from any breach of the representations and warranties in this Clause 2.5.

3 Location:

Your base location will be **Coimbatore**. Looking at the prevailing Covid conditions, your current work location will be "work from home" with your current city. If the covid related restrictions are allowing the company to have people in office, the company expects you to be in person for the 3 months of Codincity Cloud Foundation Training program at our Coimbatore office premise.

- 3.1 Company is periodically reviewing the pandemic situation and would change it to "work from office" at our client's location or our office(s) or a hybrid model having a combination of mentioned models (WFH, work from Codincity office, work from client's office) as applicable. Company will comply with the prevailing government guidelines at the time of making those decisions.
- 3.2 Also, your services are transferable, and you may, at the discretion of the Company, be assigned/transferred after reasonable notice to any location in India or abroad where the Company or any one of its associates or

Attested


Dr. V. MUNUSAMI, M.E., M.D.
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, Salem

CODINCITY
CODING THE FUTURE

Palanisamy Nandhini
Accepted on Dec 17 2021 14:25:12 (UTC)

customers, conducts business. While on transfer, you shall be governed by the rules, regulations and conditions of service of such location.

4 HOURS OF WORK

- 4.1 Your normal working hours are from 9:30 a.m. to 6:30 p.m. each day with an hour's break for lunch and tea. We work from Monday to Friday, every week. The Company reserves the right to alter the working hours as and when necessary, based on client requirement.
- 4.2 If you are required to perform your services at a client site, you shall follow the working hours as applicable at the client site, and all rules and regulations applicable at the said site, as may be indicated by the client while performing such services.
- 4.3 You may also be required to follow the working hours as stipulated by the client while performing your services from Codincity location.

5 ANNUAL LEAVE

- 5.1 In addition to public holidays as intimated by the Company, Codincity leave policy entitles you to take 20 (twenty) days of leave.
- 5.2 The annual leave will be calculated on a pro-rata basis for the year.
- 5.3 The annual leave will be credited to you on quarterly basis equally divided between the quarters. The company leave policy will govern the leave management process which may change from time to time.
- 5.4 A maximum of 30 days can be accumulated as leave balance at any point of time.
- 5.5 Employees are eligible for leave encashment only at the time of separation.

6 UNAUTHORIZED LEAVE

"Unauthorized leave" means, leave taken without the approval of your reporting manager. You agree that if you are on unauthorized leave for a period of 14 (fourteen) calendar days, it shall be deemed as "Absconded" from your service without notice. During this period of 14 days, the Company shall make adequate attempts through phone call, emails and letter via registered post to your address as mentioned in the Company data base to reach out to you. In case of "Absconded" the company reserves the right to take appropriate disciplinary action including but not limited to termination of your service, withholding service experience and relieving letters. The company may withhold all the settlements until you return all the company assets.

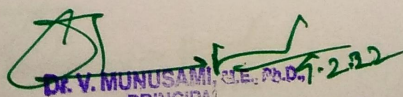
7 TRAINING

Codincity empowers you via enhancing your knowledge. You are expected to undergo the technical and domain-specific training planned for you by the Company. The Company also evaluates and supports relevant training required to enable you to perform your role more successfully. You are responsible for identifying your training needs and seeking an approval on expenditure with your manager and the human resource department of the Company for such training.

8 DUTIES AND RESPONSIBILITIES

- 8.1 During your employment with the Company, you will perform all your duties and obligations in the best interests of the Company. You will be entrusted with duties that may be modified at the discretion of the Company from time to time. You shall be responsible for the propriety and

Attested


DR. V. MUNUSAMI, B.E., Ph.D., 2022
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 005.

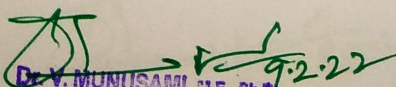
CODINCITY
CODING THE FUTURE

Palanisamy Nandhini
Accepted on Dec 17 2021 14:25:12 (UTC)

consequences of your actions. Your conduct, on behalf of the Company, must reflect the highest standards of honesty, integrity and fairness at all times.

- 8.2 You shall to the best of your ability and experience devote your whole working time, attention and energies to the business of the Company as may be necessary and shall use your best endeavours to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and effort by you.
- 8.3 During the course of your employment with the Company, you shall not directly or indirectly engage yourself in any other business, occupation or employment, whether or not such activity is pursued for profit, gain or other pecuniary advantage and you shall not render any other commercial or professional services or participate in any other commercial activity with any third party. You agree and undertake that upon termination of your services, you shall not disparage the Company, its officers or employees (including but not limited to any related or associated entity or client and their officers and employees).
- 8.4 You shall be positioned at the offices of the Company located at Bangalore. However, you agree that during the course of your employment with the Company, you may be transferred in such capacity as the Company may from time to time determine to any other location, departments, establishment or branch of the Company or subsidiary, associate or affiliate of the Company (including customers/clients site locations of the Company). In such case, you agree to be governed by the terms and conditions of service applicable to such new assignment.
- 8.5 You agree that you will complete all the given tasks / assignments within the stipulated target dates in accordance with the requirements of your employment with the Company.
- 8.6 You shall report to one designated manager, as may be intimated to you from time to time.
- 8.7 You agree to perform the services in an ethical and legal manner and comply with the laws of the countries in which the Company does or seeks to do business.
- 8.8 Any unauthorized possession, distribution, consumption, dispensing of alcoholic beverages and other intoxicants in the office premises, are in violation of Company regulations and is prohibited.
- 8.9 You shall honour and comply with all company policies, codes of conduct, practices, rules and regulations as implemented by the Company from time to time and with all statutory requirements of law, in letter and spirit.
- 8.10 You are expected to familiarize yourself with all the Company policies and systems as applicable at the time. The Company policies are available on the Company's intranet portal or a designated location and are also communicated to the employees from time to time.
- 8.11 You shall not withhold any business information related to the assignment you have been assigned to, and which could lead to better business opportunities, from the Company. Further, you shall not divulge any such information to any other person or persons and company or companies, except the Company.
- 8.12 You may be required to execute a separate non-disclosure or similar agreement for any specific customer, and you agree to execute such documents. In the event of any violation by you of such non-disclosure or similar agreement with the customer, such violation shall be considered a breach of the terms and conditions of this offer letter which may result in termination of your services in accordance with Clause 7.4 herein below at

Attested


D. V. MUNUSAMI, B.E., Ph.D.
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, Salem

CODINCITY
CODING THE FUTURE

Palanisamy Nandhini
Accepted on Dec 17 2021 14:25:12 (UTC)

the discretion of the Company. The Company's right to discharge you from the services of the Company shall be without prejudice to any other rights of the Company, including the right to recover damages from you.

8.13 You agree to abide by the **Global Information Security Policy** of Codincity and accept that securing information, by ensuring confidentiality, integrity and availability is vital to achieving the organization's goal, creating confidence in both internal and external customers and maintaining business continuity. This is reflected in all Codincity global activities by-

8.13.1 Safeguarding confidential information related to its employees, clients services and business associates.

8.13.2 Implementing safety and security measures for personnel and physical environment.

8.13.3 Abiding with applicable Federal, Statutory and regulatory requirements in its operating zones.

8.13.4 Ensuring organization-wide awareness and education of information security requirements.

8.14 You shall furnish to the Company the documents of qualification and represent that all documents furnished to the Company and all facts disclosed are true and accurate. You represent that in addition to the disclosures made by you pursuant to Clause 2.5 hereinabove, you have disclosed all material and relevant information which may either affect your employment with the Company currently or in the future or may be in conflict with the terms of your employment with the Company, either directly or indirectly. If at any time during the course of your employment with the Company, the Company learns that any information provided by you to be false or misleading, the Company reserves the rights to take appropriate disciplinary action against you including but not limited to termination of your services.

8.15 You agree and understand that the Company may, from time to time, during the course of your employment, require information, including information that may be classified as "sensitive personal data or information" under the Information Technology Act, 2000, ("Information") from you. You hereby authorize the Company to collect, store, transmit using computer resources and use any and all Information (unless restricted by applicable law) provided by you to the Company. You further authorize the Company to disclose the Information to group companies or third parties for the purposes of processing or for any other reason that the Company may deem necessary irrespective of whether the location of such group companies or third parties is located in India or any other country. "Sensitive personal data or information" means such information which consists of information relating to -

8.15.1 password;

8.15.2 financial information such as bank account or credit card or debit card or other payment instrument details;

8.15.3 physical, physiological and mental health condition;

8.15.4 sexual orientation;

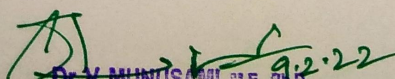
8.15.5 medical records and history;

8.15.6 biometric information;

8.15.7 any detail relating to the above clauses as provided to the Company for providing service; and

8.15.8 any of the information received under above clauses by the Company for processing,

Attested


Dr. V. MUNUSAMI, B.E., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poonamallee, SASEM CAMPUS

CODINCITY
CODING THE FUTURE
Palanisamy Nandhini
Accepted on Dec 17 2021 14:25:12 (UTC)

8.16 You stored or processed under lawful contract or otherwise. shall receive periodic performance reviews/evaluations at the discretion of the Company.

9 GRIEVANCE PROCEDURE

If you have a grievance concerning your employment you should contact your manager to discuss the problem and if necessary, escalate it to the management of the company

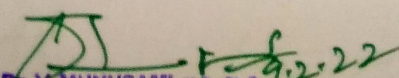
10 TRAVEL

- 10.1 You agree that you shall have no objections to travel within and outside India in accordance with the requirements of your employment with the Company on a short notice.
- 10.2 You will be governed by an overseas travel policy and will be bound by the clauses in the policy as and when required to travel.
- 10.3 The Company shall not be liable for any illegal activities undertaken by you, in the country of assignment and for other such activities, for which you shall be solely and wholly responsible.
- 10.4 You shall abide by the rules and regulations at the customer's worksite during the course of your overseas assignment and duly comply with all the security-related norms and other norms, applicable at the place of assignment and communicated by the client from time to time.
- 10.5 You shall not be entitled to the public holidays as provided in accordance with Clause 4 hereinabove while you are on assignment outside India. However, if you are outside India, it is hereby expressly clarified that the working hours shall be applicable to you and you shall be entitled to holidays as applicable in such country or as may be specified by your reporting manager.

11 TERMINATION OF EMPLOYMENT

- 11.1 Your employment with the Company is terminable by you by providing 3 (three) months (the "Notice Period") prior written notice to the Company. The Company however, may terminate your services by providing you written notice or salary in lieu of the Notice Period by providing 2 (two) months ("Notice Period").
- 11.2 In accordance with Clause 2 of the offer letter, the Company has the right to either (i) terminate an employee's services during the probation period without assigning any reasons; (ii) extend the probation period; or (iii) reduce the probation period. However, if an employee is terminating his/her employment with the Company, either during the probation period or any time thereafter, the employee will have to serve the necessary 3 (three) months' notice period as specified in clause 10.1 above.
- 11.3 During the Notice Period you are required to continue to serve the Company as per the terms and conditions of your employment. The Company shall be liable to pay you Salary and all dues until your last working day in the Company. In the event you wish to resign and do not serve the Notice Period in accordance with Clause 10.1 hereinabove, you are required to pay an amount equivalent to your salary accrued to you during the Notice Period, to the Company. However, the Company reserves the right to make this decision.
- 11.4 In the event you wish to terminate your employment with the Company, the Company reserves the right to either relieve you at the end of the Notice Period or accept your resignation at any time prior to the expiry of the Notice Period. It is hereby clarified that you cannot waive the

Attested


Dr. V. MUNUSAMI, Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM

CODINCITY
CODING THE FUTURE
Palanisamy Nandhini
Accepted on Dec 17 2021 14:25:12 (UTC)

Notice Period requirement, in the event that you wish to terminate your employment with the Company.

11.5 Notwithstanding the other terms and conditions contained in this offer letter, including any rights that may be available under applicable law, your employment with the Company may be terminated by the Company without notice or salary in lieu of the Notice Period and with immediate effect upon the occurrence of any of the following events:

11.5.1 You neglect or fail to perform your duties and obligations or attend to the business of the Company; you violate Company or applicable statutory and regulatory policies, practices, enactments, rules or regulations; you misappropriate any property of the Company; you indulge in moral turpitude; you carry out any dishonest or fraudulent conduct or act or any breach of trust or breach of faith, whether or not the same causes any actual harm or damage or loss to any person including the Company; you are found to be guilty of misconduct while discharging your duties or indulge in any act of commission or omission bringing disrepute or notoriety or adverse publicity to the Company; or you are in any way, or may at any time be, in a position, which the Company believes, prevents or will prevent you from fulfilling your duties or functions or obligations under this Agreement;

11.5.2 You have submitted false and/or forged documents of qualification, made false representations and suppressed any material or relevant information required to be disclosed by you;

11.5.3 You divulge or disclose, either directly or indirectly, any of the Confidential Information (defined hereinafter) either by way of transfer, sale, theft, misappropriation, publication, misuse or wrongful or unauthorized use of the Confidential Information (defined hereinafter) or otherwise;

11.5.4 You commit any act of insolvency or are adjudged insolvent or apply to be adjudged an insolvent or make any compromise or arrangement with your creditors.

11.5.5 You are convicted of a criminal offence.

11.5.6 You violate the Company's code of business conduct or the policies or practices, as framed from time to time.

11.5.7 You are in breach of any of the terms, conditions, or stipulations of this offer letter hereof, including but not limited to breach of any of the terms and conditions or stipulations of any agreement or understanding that you may have entered into with the Company in the course of your employment with the Company.

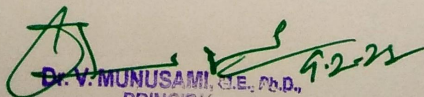
11.6 In the event company wish to terminate your employment with the Company for reasons other than mentioned in clause 10.5, the Company may pay you the notice period salary in lieu of the Notice Period under the applicable law.

11.7 At the time of separation from the Company, you will ensure that all the assets, documents and intellectual properties of the Company in your custody and/or under your charge, including any power of attorney(s) issued by the Company in your favour are returned intact to the Company.

12 GOVERNING LAW AND JURISDICTION

This offer letter shall be governed by the laws of India. The courts at Bangalore shall have exclusive jurisdiction in all disputes arising out of the terms and conditions contained herein.

Attested


Dr. V. MUNUSAMI, B.E., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, Salem - 636 305.

CODINCITY.
CODING THE FUTURE

Palanisamy Nandhini
Accepted on Dec 17 2021 14:25:12 (UTC)

13 GENERAL

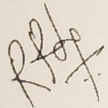
- 13.1 You are requested to provide details of your savings to the Accounts Department to enable us to compute tax liability for the current year. You are also required to provide details of your income from with a duly certified copy of the Form 16 from the previous employer.
- 13.2 All information contained in this offer (including all sub clauses thereto) is strictly confidential and shall be complied by you accordingly.
- 13.3 At the time of joining, you are expected to submit the documents mentioned in Annexure B. You may be asked to submit additional documents If any, to meet compliance requirements

In the event the Company does not receive your acceptance of the terms and conditions contained herein, the Company's offer letter shall stand automatically withdrawn and you agree that you shall have no claims whatsoever against the Company in this regard. During the period of your employment with Codincity, you will be governed by company polices which is subject to change from time to time.

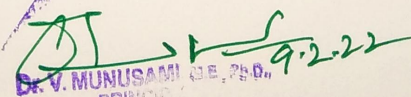
Welcome to our team and we look forward to working with you.

Thanking you,
Yours sincerely

For Codincity Digital Technologies Private Limited.



Pandiya Kumar Rajamony
CEO - Codincity

Attested

Dr. V. MUNUSAMI (B.E., Ph.D.)
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, DALLA 500 005.

ACKNOWLEDGEMENT CLAUSE:

CODINCITY
CODING THE FUTURE

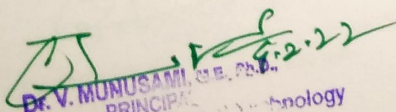
Palanisamy Nandhini
Accepted on Dec 17 2021 14:25:12 (UTC)

I have read and understood the contents of the offer letter dated **17-Dec-2021** issued to me by the Company and hereby agree to the terms and conditions of my employment with the Company set out in this offer letter.

Name: Nandhini P

Basic Salary	17,280	17,280
Dearness Allowance	4,410	4,410
Gratuity	22,050	22,050
Provident Fund	17,280	17,280
Sub Total (A)	58,990	58,990
Medical Insurance	342.36	342.36
PF	17,280	17,280
PT	2,370	2,370
Sub Total (B)	19,992	19,992
Total Pay (A+B)	78,982	78,982
Company Contribution		
Provident Fund	17,280	17,280
Sub Total (C)	17,280	17,280
Total Pay (A+B+C)	96,262	96,262

Attasted


Dr. V. MUNUSAMI, M.B., B.S.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 005.


CODINCITY
CODING THE FUTURE

Palanisamy Nandhini
Accepted on Dec 17 2021 14:25:12 (UTC)

Annexure A - Salary Details

	Annual	Monthly
Fixed CTC	360,000	30,000
Total	360,000	30,000
Basic	144,000	12,000
HRA	57,600	4,800
LTA	12,000	1,000
Medical Allowance	6,456	538
Special Allowance	122,664	10,222
Sub Total (A)	342,720	28,560
Deductions		
PF	17,280	1,440
PT	2,400	200
Sub Total (B)	19,680	1,640
Net Pay (A-B)	323,040	26,920
Company Contributions		
Provident Fund	17,280	1,440
Sub Total (C)	17,280	1,440
CTC(A+C)	360,000	30,000

Attested


Dr. V. MUNUSAMI, B.E., PhD.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Peesaripatty, SALEM - 636 405.

CODINCITY
CODING THE FUTURE

Palanisamy Nandhini

Accepted on Dec 17 2021 14:25:12 (UTC)

Annexure B - Documents

Please carry the copies of the following credentials with you on the day of joining:

Educational

- 10th marks card
 - 12th marks card
 - Degree mark sheets and Convocation or provisional certificate
- (All mark-sheets and certificates are mandatory)

Employment

- All prior Employment & Service letters
 - Relieving letters
 - 2 months' pay slips from last company
- (All previous employment letters and relieving letters are mandatory)

Other documents

- Present & permanent residential address proof (Govt. authorized doc e.g.: passport, driving license, aadhar card etc.)
- PAN card
- Photo's (please carry 3 passport size photos on the day of joining)
- Passport copy and valid Visa (if any)

Attested
17.12.22
Dr. V. MUNUSAMI, Ph.D.
Principal, Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 405.



Click to Verify on HireSure.ai

CODINCITY
CODING THE FUTURE

Palanisamy Nandhini

Accepted on Dec 17 2021 14:25:12 (UTC)



Kaar Infotech Private Limited
15/1, 4th Cross Street, Erode Road
Perundurai, Erode
Tamil Nadu -638052, India
Ph: +917010047887 Email: info@kaarinfotech.com

EMPLOYMENT OFFER

Dear Samyuktha S,

We are pleased to offer you the position of **Software Engineer Trainee** at Kaar Infotech Private Limited, India starting on January 03, 2022 as per the below terms and conditions:

- BEST EFFORTS OF EMPLOYEE:** Samyuktha agrees to perform faithfully, industriously, and to the best of his/her ability, experience, and talents, all the duties that may be required by the express and implicit terms of this Agreement, to the reasonable satisfaction of Kaar Infotech. Such duties shall be provided at such place(s) as the needs, business, or opportunities of Kaar Infotech may require from time to time.
- RECOMMENDATIONS FOR IMPROVING OPERATIONS:** Samyuktha shall provide Kaar Infotech with all information, suggestions, and recommendations regarding Kaar Infotech's business, of which Samyuktha has knowledge that will be of benefit to Kaar Infotech. Samyuktha would share calendars and meetings and provide status updates as frequent as possible.
- CONFIDENTIALITY:** Samyuktha recognizes that Kaar Infotech has and will have information regarding the following: Inventions, products, product design, processes, technical matters, trade secrets, copyrights, customer lists, prices, costs, discounts, business affairs, future plans and other information items (collectively, "Information") which are valuable, special and unique assets of Kaar Infotech. Samyuktha agrees that she will not at any time or in any manner, either directly or indirectly, divulge, disclose, or communicate any Information to any third party without the prior written consent of Kaar Infotech. Samyuktha will protect the Information and treat it as strictly confidential. A violation by Samyuktha of this paragraph shall be a material violation of this Agreement and will justify legal and/or equitable relief.
- UNAUTHORIZED DISCLOSURE OF INFORMATION:** If it appears that Samyuktha has disclosed (or has threatened to disclose) Information in violation of this Agreement, Kaar Infotech shall be entitled to an injunction to restrain Samyuktha from disclosing, in whole or in part, such Information, or from providing any services to any party to whom such Information has been disclosed or may be disclosed. Kaar Infotech shall not be prohibited by this provision from pursuing other remedies, including a claim for losses and damages.

Attested
9.2.22
DR. V. MUNUSAM, B.E., Ph.D.
Principal
Narasu's Sarathy Institute of Technology
Poosaripatty, Salem - 636 006



5. **NON-COMPETE AGREEMENT:** Samyuktha recognizes that the various items of Information are special and unique assets of the company and need to be protected from improper disclosure. In consideration of the disclosure of the Information to Samyuktha, Samyuktha agrees that, Samyuktha will not directly or indirectly engage in any business competitive with Kaar Infotech.

6. **PERSONAL LEAVE:** Samyuktha shall be entitled to 12 days of casual leave and 12 days of sick leave, for each calendar year beginning January 1st. Leaves will not be accumulated from year to year; unused benefits shall be forfeited.


The provisions of this personal leave section are subject to change in accordance with Kaar Infotech policies in effect from time to time.

7. **TRAINING AGREEMENT:** As part of your smooth transition from campus to corporate, the company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in pre-joining programs, self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top gear modules, and/or customer specific tools and technology learning. Through this extensive training the company makes significant investment for your project readiness and successful journey in the projects. In consideration of the company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of at least **2 years commencing from the date of your joining**. In case you choose to leave the company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall be liable to pay to the company liquidated damages up to **Rs.1,00,000 (Rupees one lakh only)** in the manner defined in the training agreement, signed by you with the company.

8. **TERM/TERMINATION:** Samyuktha's employment under this Agreement shall be for an unspecified term on an "at will" basis. If Samyuktha is in violation of this Agreement, Kaar Infotech may terminate employment without notice and compensation.

a. **VOLUNTARY TERMINATION:** In the event Samyuktha voluntarily terminates employment with Kaar Infotech (e.g. resignation), Samyuktha shall provide a notice of **2 months** and provide knowledge transfer to existing Kaar Infotech employees to support continuity of business.

Attested


Dr. V. MUNUSAMY, M. Sc., Ph.D.
PRINCIPAL
Narasu's Sarathy Institute of Technology
Peesaripatty, SALEM - 636 406



b. **TERMINATION FOR CAUSE.** In the event Samyuktha is terminated for cause (e.g. poor performance, theft, criminal activity, etc.), Samyuktha can be terminated by Kaar Infotech anytime as deemed necessary.

9. **TERMINATION FOR DISABILITY.** Kaar Infotech shall have the option to terminate this Agreement, if Samyuktha becomes disabled and is no longer able to perform the essential job functions of the position with reasonable accommodation. Kaar Infotech shall exercise this option by giving 30 days written notice to Samyuktha. Appropriate outside professional legal help will be sought in determining the ability of the employee to perform job functions and all the federal and state regulations and guidance will be followed if this situation arises.

10. **COMPLIANCE WITH EMPLOYER'S RULES:** Samyuktha agrees to comply with all the rules and regulations of Kaar Infotech.

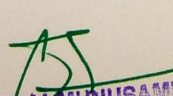
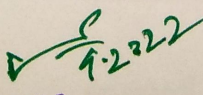
11. **RETURN OF PROPERTY:** Upon termination of this Agreement, Samyuktha shall deliver to Kaar Infotech all property which is Kaar Infotech's property or related to Kaar Infotech's business (including keys, records, notes, data, memoranda, models, and equipment) that is in Samyuktha's possession or under Samyuktha's control. Such obligation shall be governed by any separate confidentiality or proprietary rights agreement signed by Samyuktha.

12. **AMENDMENT:** This Agreement may be modified or amended if the amendment is made in writing and is signed by both parties.

13. **SEVERABILITY:** If any provisions of this Agreement shall be held to be invalid or unenforceable for any reason, the remaining provisions shall continue to be valid and enforceable. If a court finds that any provision of this Agreement is invalid or unenforceable, but that by limiting such provision it would become valid or enforceable, then such provision shall be deemed to be written, construed, and enforced as so limited.

14. **WAIVER OF CONTRACTUAL RIGHT:** The failure of either party to enforce any provision of this Agreement shall not be construed as a waiver or limitation of that party's right to subsequently enforce and compel strict compliance with every provision of this Agreement.

Attested

 
DR. V. MUNUSAMI, B.E., P.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 404



15. **SALARY DETAILS:** Samyuktha will be given below compensation and the salary increment and performance bonus will be based on Kaar Infotech's norms and conditions which may vary from time to time.

Name : Samyuktha S

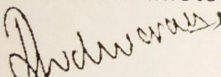
Title : Software Engineer Trainee

Total Annual Compensation: Rs. 1,80,000 per annum

Upon completing 6 months, your salary may be revised up to 2,40,000 per annum based on your Performance.

Note: Appropriate taxes if any will be deducted at source. Salary components may vary from time to time, and you will be notified accordingly.

EMPLOYER: Kaar Infotech Private Limited

By: 

Kodeeswaran Ravindran
(Director)

Date: 22-December-2021

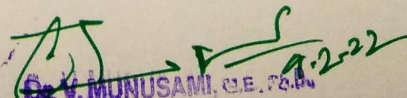
AGREED TO AND ACCEPTED:

EMPLOYEE:

Samyuktha S

Date: _____

Attested


Dr. V. MUNUSAMI, C.E., P.M.
PRINCIPAL
Narasu's Sarathy Institute of Technology
Kannur, Kerala

Sep 20, 2021

To,
Santhoshkumar R
115-1/81, Paramakudi Nannu Samy Street, Salem, Tamilnadu.

Dear Santhoshkumar,
Welcome to CitiusTech!

It gives me tremendous pleasure to extend our offer of employment to have you join CitiusTech Healthcare Technology Private Limited (formerly Citius IT Solutions Private Limited) ("CitiusTech") as a **Trainee - Software Engineer - Development** from **27-Sep-2021**. I am confident that you will have a fulfilling and rewarding career at CitiusTech.

At CitiusTech, you will be a part of our IT solutions group. This group consists of individuals of the highest caliber / experience / qualification. Members of this group are drawn from the best of educational institutions from India and abroad and leading Indian and global IT services companies. As part of this group, you will continue to have the opportunities to work on cutting edge software technologies, while also developing a broad knowledge of healthcare workflows. In addition, CitiusTech will also present opportunities for personal development through our multi-faceted training programs, interest groups, leadership development programs, and end-client engagement.

As we have discussed, your compensation will be Rs.3.50 lakhs per annum - **Rs. 3.50 lakhs** as fixed (payable monthly). The fixed amount includes Rs.0.24 lakhs per annum of retention pay, payable monthly. (Retention is part of salary structure for the first two years of employment).

In addition to the above, if the employee resigns from and/or leaves the services of CitiusTech for any reason before the completion of thirty months from the date of Joining, then the employee shall pay CitiusTech a sum of **Rs.1.50 lakhs** in consideration of the training that has been provided by CitiusTech and the remuneration drawn by the employee during the training period. The document for the same will be executed at the time of joining.

Along with the above, we will execute an appointment letter as well as a standard non-disclosure agreement. Copies of these are available for your perusal. Once again, we welcome you to CitiusTech and to the dynamic world of healthcare software and technology. Kindly note that this offer is contingent upon successful completion of a background check, including a check of your employment references.

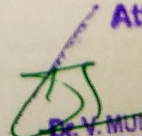
With best wishes,

For CitiusTech Healthcare Technology Private Limited
(formerly Citius IT Solutions Private Limited)
Authorized Signatory

Accepted & Confirmed

Date: Sep 20, 2021

CitiusTech Healthcare Technology Private Limited

Attested

Dr. V. MUNUSAMI, M.B.B.S.
PRINCIPAL
Narasu's Sarathy In
Poosaripati

Salary StructureName of Employee: Santhoshkumar R
Effective Date: Sep 27, 2021**A STRUCTURE**

Details	Rs per month	Rs per annum
Basic	22000	264000
Company contribution to Provident Fund	2640	31680
Flexi Basket	2485	29820
Retention Pay	2042	24500
Total Fixed Pay	29167	350000
Total cost to Company	29167	3,50,000

B NOTES

1. Retention pay is part of salary structure for the first two years of employment
2. Flexi basket will be made available on the ESS portal post joining of employee
3. Flexi basket components - Conveyance, Medical Allowance, LTA, Food coupons, NPS
4. Balance amount (out of flexi declaration) will be considered as "HRA"

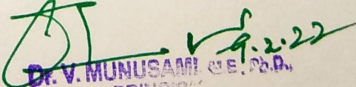
C TAKE HOME PAY

Components	Rs per month	Rs per annum
Basic	22000	264000
Company Contribution to Provident Fund	2640	31680
Flexi Basket	2485	29820
Retention Pay	2042	24500
Gross Earnings (Fixed Pay)	29167	350000
Gross Earnings	29167	3,50,000

Less : Deductions

Professional tax	200	2400
Provident fund- Employees Contribution	2640	31680
Provident fund- Employers Contribution	2640	31680
Total Deductions before TDS	5480	65760

Net earnings before TDS	23687	284240
--------------------------------	--------------	---------------

Attested
Dr. V. MUNUSAMI, B.E., Ph.D.
PRINCIPALNarasu's Sarathy Institute of Technology
Poosaripatty, Salem - 646 405.**CitiusTech Healthcare Technology Private Limited**
(formerly Citius IT Solutions Private Limited)Regd. Office : Ground floor, B Block, Teritex Building, Saki Vihar Road, Andheri (E) Mumbai 400 072, MH, India.
SEZ Unit : Mindspace, Serene Properties SEZ, Thane - Belapur Road, Airoli, Navi Mumbai - 400 708, MH, India

CIN: U72100MH2005PTC153862

Oct-21

Ms. Yogeswari R
166A, Trichy Main Road
Dadhagapatti
Salem - 636006

Dear Yogeswari,

Thank you for your interest in AVA SOFTWARE Pvt. Ltd. Subsequent to our discussion with you, we are delighted to extend you an offer to join AVASOFT. We believe you can play an important role in our rapid growth and success and look forward to welcoming you to the AVASOFT family.

Position

You will be undergoing an internship with AVASOFT for a period of 6 months and you will be designated as Trainee Engineer and will be paid a stipend of Rs.10,000/- per month subject to PF & ESI from the date of joining. After successful completion of your internship you will be designated as Software Engineer and your CTC would be Rs. 3/- Lakhs per annum (Rupees Three Lakhs only) is inclusive of basic salary, HRA, medical and regular conveyance which is effective from the date of employment.

Probation

You will be on probation from your date of joining for a period of twelve months as Software Engineer. You will continue to do so until the company confirms your services in writing, based on your conduct and performance during this period meeting the standards of the company.

Compensation

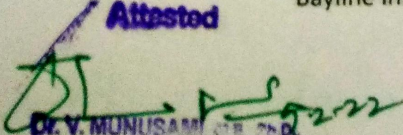
Your total cost to AVASOFT will be **Rs. 3/- Lakhs per annum** (Rupees Three Lakhs only) subject to Tax deduction. Further details are furnished in Annexure-1

AVA Software Pvt. Ltd.,

Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130

Website: <http://www.avasoft.com>

Attested


Dr. V. MUNUSAMI CHIEF EXECUTIVE OFFICER
Narasu's Sarathy Inc. Technology
Poosaripatty, Salem - 636 006.

Confidentiality and Non Disclosure

You are expected to maintain utmost secrecy in regard to the affairs of the company and shall keep confidential all information , instruments, documents, etc relating to the company that may come to your professional knowledge during your assignment With the company.

Conflict of interest Guidelines.

You shall diligently adhere to the following guidelines and policy of the company and to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly , you must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the company

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

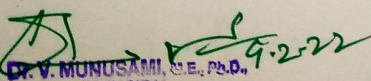
You are expected to comply with the normal working hours(discussed during the interview) as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.

AVA Software Pvt. Ltd.,

Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130

Website: <http://www.avasoft.com>

Attested


DR. V. MUNUSAMI, M.E., Ph.D.,
PRINCIPAL

Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.



Leave Eligibility:

You are entitled to Leave benefits during your employment with the company. Annual Eligibility of Earned Leave will depend on the length of service of the associate. Associates are also entitled to sick leave and any associate shall be entitled to maternity/paternity leave and benefits specific to gender. Detailed terms and conditions relating to leave eligibility is provided as relevant policies on the intranet. All these policies are subject to change and you shall abide by the updated policies.

Health Insurance

The Company will insure you, your spouse and a maximum of 2 Children as dependents for Hospitalization as per the policy for an amount of Rs.2,00,000/-per annum per individual. Details would be made available on joining.

Termination & Recovery

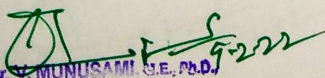
- (i) The Company may terminate this contract and the Employee's employment at any time.
- (ii) Upon termination of employment with the company, the Employee shall forthwith return to the company all the assets and property of the company i.e., documents, files, books paper, memos, or any other property of the company in your possession or under Employee control.
- (iii) The employee shall commit to be in the employment of the company at least for a period of 24 months, considering the substantial expenditure incurred by the Employer Company in India and Overseas towards training/certification on Employee's account. In case if any employee decides to resign any time after the 1st month of internship/training Period without serving the 24 months service with us as a full-term employee after completing 6 months internship, the Employee shall be liable to compensate the Employer a sum of Rs. 1,50,000/- (Rupees One Lakh and Fifty thousand Only) to cover the loss incurred by the Employer in recruiting/training Employee and also for similar expenses to be incurred by the Employer on another person to be inducted as successor in the office and also considering disruption in continuity in the office, failing which will lead to legal action.

AVA Software Pvt. Ltd.,

Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130

Website: <http://www.avasoft.com>

Attested


Dr. V. MUNISAMI, S.E., Ph.D.

PRINCIPAL
Narasu's Sarathy Institute of Technology
Prossampatty, Salem - 636 306

(iv) Employee undertakes that he/she will not take up any other employment while he/she is under the contract and further undertakes to obtain prior consent from the Company before taking up any other employment.

(v) In case wherein the employee resigns within a period of 24 months from the date of Joining, the entire amount of expenses reimbursed/buy out cost/Joining Bonus/relocation expense/Certification cost paid to him/her will be recovered as part of the full and final settlement.

Non – Competition

(a) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not hire or attempt to hire any current employees of Company.

(b) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not solicit business from current clients or clients who have retained the Company in the 2 years period immediately preceding the employee's termination.

Notice Period

The employee may terminate the contract of employment by giving 3 months written notice to the Company. The waiver of notice period fully or partially is at the Company's sole discretion. However, Company will also be entitled to terminate the contract of employment without assigning any reasons thereof.

Pre-Employment Screening:

The employment offer is contingent upon the satisfactory outcome of the pre-employment screening activities(including background checks, reference check of former employment/s or such other checks as may be deemed right by the company). Please be advised that company's policy provides that misrepresentation of an individual's qualifications, credentials etc in securing employment at the company may be grounds of dismissal with immediate effect.

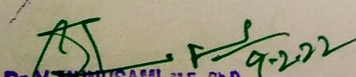
AVA Software Pvt. Ltd.,

Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,

Navalur, Chennai - 600 130

Website: <http://www.avasoft.com>

Attested


Dr. V. MONUSAMI, M.E., Ph.D.,

PRINCIPAL

Narasu's Sarathy Institute of Technology
Poosaripatty, Salem - 636 305.



Professional Ethics:

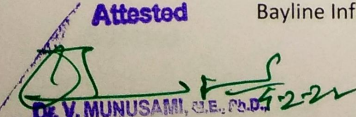
As an organisation which believes in professionalism and performance every employee will be expected to uphold professional ethics when dealing with company's money, material, documents and assets, and violation of the Company's code or leakage of the Company's trade/business secrets that is directly or indirectly attributable to the concerned person. If you are found guilty, at any point of time, of moral turpitude or dishonesty in dealing with the Company's money, material or documents or of theft of misappropriation regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this letter. Also you would be liable to pay the damage quantified by the Company for breach of any terms and conditions mentioned in this letter. You shall not divulge, communicate or pass on any information, secrets which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. Company information on devices, media, social media, e-mail, fax, printout or photos need to be handled with strict confidentiality. You shall not communicate, in any manner, any information regarding your remuneration/terms of employment to any other employee of the company except your immediate superior. Indulgence in such activities or any violation of this norm shall lead to termination of your service immediately and will be taken proper legal actions.

AVA Software Pvt. Ltd.,

Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130

Website: <http://www.avasoft.com>

Attested


Dr. V. MUNUSAMI, M.E., Ph.D.
PRINCIPAL
Narasu's Sarathy Technology
Poon...

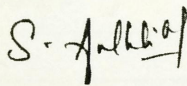
Dispute

Any dispute that arises between parties will be referred to the Sole Arbitrator appointed by the Employer and the same is governed by the Arbitration and conciliation Act 1996. Any dispute between us and employee will be handled in Chennai courts only.

Upon joining you will be expected to follow the 'Employment terms and conditions' document with us which will outline the basic expectations from employees.

Kindly sign the copy of this letter as a token of your acceptance and return it to the undersigned on or before 16th Oct 2021.

Sincerely,



Anthea Vicky

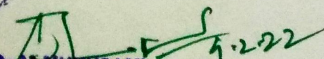
Human Resources

AVA Software Pvt. Ltd.,

Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130

Website: <http://www.avasoft.com>

Attested



Dr. U. MUNUSAMI B.E., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, Chennai - 600 130

Compensation Break Up		
Name	Yogeswari R	
Designation	Trainee Engineer	
A – Base Component	Monthly (Rs.)	Annual (Rs.)
Basic	15000	180000
HRA	7500	90000
Total of A	22500	270000
B – Basket of Allowances		
Medical Allowances	700	8400
Total of B	700	8400
C- Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
Total (A+B+C)	25000	300000

For AVA SOFTWARE Pvt. Ltd.,

To AVA SOFTWARE Pvt. Ltd.,

S. Anthea Vicky

Anthea Vicky

Human Resources

Yogeswari R

Trainee Engineer

AVA Software Pvt. Ltd.,

Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,

Navalur, Chennai - 600 130

Website: <http://www.avasoft.com>

Attested

Dr. V. MUNISAMI, M.B., Ph.D.
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poonaripatty, SALEM - 636 406.

Offer Letter

To,

Date : 27/ 01 /2021

P . DIVAGARAN

Subject : Selection as On The Job Trainee Under NEEM

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 27th January 2020. Herewith, we offer you to join BSA Corporation Ltd. Company as a NEEM Trainee. You are expected to report on 1st week of May to 3rd Week of July 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B Ranjith kumar

B RanjithKumar
Senior Manager – HR operations

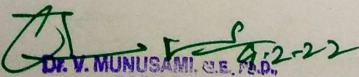
BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018

Tel : +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:

www.bsagroup.in

Attested


Dr. V. MUNUSAMI, M.E., P.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, Salem - 636 003.

Offer Letter

To,

Date : 27/01/2021

Jayaselvam N

Subject : Selection as On The Job Trainee Under NEEM

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 27th January 2020. Herewith, we offer you to join BSA Corporation Ltd. Company as a NEEM Trainee. You are expected to report on 1st week of May to 3rd Week of July 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

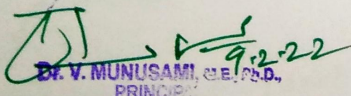
B Ranjith kumar

B RanjithKumar
Senior Manager – HR operations

BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

Attested


Dr. V. MUNUSAMI, M.E., P.E.D.,
PRINCIPAL

Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 676 005.

Offer Letter

To,

Date : 27/01/2021

SAKTHIVEL.M

Subject : Selection as On The Job Trainee Under NEEM

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 27th January 2020. Herewith, we offer you to join BSA Corporation Ltd. Company as a NEEM Trainee. You are expected to report on 1st week of May to 3rd Week of July 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B Ranjith kumar

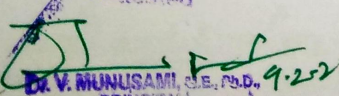
B RanjithKumar

Senior Manager – HR operations

BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:
www.bsagroup.in

Attested


Dr. V. MUNUSAMI, B.E., Ph.D., 9.2.22
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poonamallee, SALEM - 636 002

Offer Letter

To,

Date : 27/01/2021

Sathish.R

Subject : Selection as On The Job Trainee Under NEEM

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 27th January 2020. Herewith, we offer you to join BSA Corporation Ltd. Company as a NEEM Trainee. You are expected to report on 1st week of May to 3rd Week of July 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

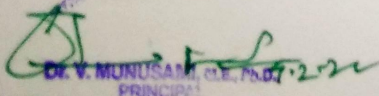
B Ranjith kumar

B RanjithKumar
Senior Manager – HR operations

BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

Attested


Dr. V. MUNUSAMI, D.E., Ph.D.
PRINCIPAL

Narasu's Sarathy Institute of Technology
Poojaripetty, SALEM 636 305.

Offer Letter

To,

Date : 27/01/2021

Sony Thomas. T

Subject : Selection as On The Job Trainee Under NEEM

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 27th January 2020. Herewith, we offer you to join BSA Corporation Ltd. Company as a NEEM Trainee. You are expected to report on 1st week of May to 3rd Week of July 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

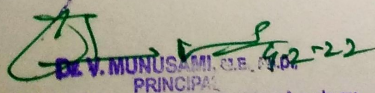
B Ranjith Kumar

B RanjithKumar
Senior Manager – HR operations

BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

Attested


Dr. V. MUNUSAMI, B.E., M.Tech.
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.

Offer Letter

To,

Date : 27/01/2021

Loganathan.R

Subject : Selection as On The Job Trainee Under NEEM

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 27th January 2020. Herewith, we offer you to join BSA Corporation Ltd. Company as a NEEM Trainee. You are expected to report on 1st week of May to 3rd Week of July 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B Ranjith kumar

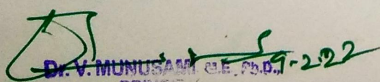
B RanjithKumar

Senior Manager – HR operations

BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

Attested


Dr. V. MUTHUSAMY, M.B.B.S., F.R.C.S., F.R.C.P.
Principal, Narasu's Sarathy Institute of Technology

Narasu's Sarathy Institute of Technology
Poosaripady, Hyderabad.

Offer Letter

To,

Date : 27/01/2021

Surya Narayanan.A

Subject : Selection as On The Job Trainee Under NEEM

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 27th January 2020. Herewith, we offer you to join BSA Corporation Ltd. Company as a NEEM Trainee. You are expected to report on 1st week of May to 3rd Week of July 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

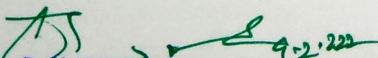
B Ranjith kumar

B RanjithKumar
Senior Manager – HR operations

BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

Attested


Dr. V. MUNDASAMI, M.E., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripaty, Sankarapuram, Coimbatore, India

Offer Letter

To,

Date : 27/01/2021

Bharathi Raja.C

Subject : Selection as On The Job Trainee Under NEEM

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 27th January 2020. Herewith, we offer you to join BSA Corporation Ltd. Company as a NEEM Trainee. You are expected to report on 1st week of May to 3rd Week of July 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

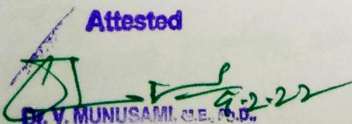
B Ranjith kumar

B RanjithKumar
Senior Manager – HR operations

BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

Attested


Dr. V. MUNUSAMI, B.E., P.D.
PRINCIPAL

Narasu's Sarathy Institute of Technology
Poosaripaty, SALEM - 641 005.

Offer Letter

To,

Date : 27/01/2021

Dhinesh Kumar.M

Subject : Selection as On The Job Trainee Under NEEM

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 27th January 2020. Herewith, we offer you to join BSA Corporation Ltd. Company as a NEEM Trainee. You are expected to report on 1st week of May to 3rd Week of July 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B Ranjith Kumar

B RanjithKumar
Senior Manager – HR operations

BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018

Tel : +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:

www.bsagroup.in

Attested

[Signature]
Dr. V. MUNUSAMI, M.B.B.,

Narasu's Sarathy
Poosaripatty, Andhra Pradesh.

Offer Letter

To,

Date : 27/01/2021

Karmegam.S

Subject : Selection as On The Job Trainee Under NEEM

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 27th January 2020. Herewith, we offer you to join BSA Corporation Ltd. Company as a NEEM Trainee. You are expected to report on 1st week of May to 3rd Week of July 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B Ranjith kumar

B RanjithKumar
Senior Manager – HR operations

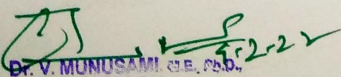
BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018

Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:

www.bsagroup.in

Attested


Dr. V. MUNUSAMI, B.E., Ph.D.,
PRINCIPAL

Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 395.

Offer Letter

To,

Date : 27/01/2021

Vallarasu. N

Subject : Selection as On The Job Trainee Under NEEM

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 27th January 2020. Herewith, we offer you to join BSA Corporation Ltd. Company as a NEEM Trainee. You are expected to report on 1st week of May to 3rd Week of July 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

B Ranjith kumar

B RanjithKumar
Senior Manager – HR operations

BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018

Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website:

www.bsagroup.in

Attested

[Signature]
Dr. V. MUNUSAMI M.B.A.,
PRINCIPAL

Narasu's Sarathy Institute of Technology
Poojaripatty, SALEM - 636 306.

Offer Letter

To,

Date : 27/01/2021

Ramalingam.P

Subject : Selection as On The Job Trainee Under NEEM

Dear Candidate,

Congratulations.....!!!

You have been selected in campus drive on 27th January 2020. Herewith, we offer you to join BSA Corporation Ltd. Company as a NEEM Trainee. You are expected to report on 1st week of May to 3rd Week of July 2021 at Chennai for Training. Your joining letter & other formalities will be completed on arrival at Chennai.

On arrival at Chennai, you can contact our person on below given numbers.

Mr.Saravanan : 96003 87972

Thanks,

For BSA Corporation Limited,

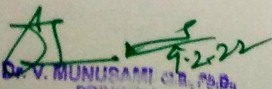
B Ranjith kumar

B RanjithKumar
Senior Manager – HR operations

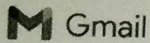
BSA Corporation Limited

Corporate Office: 18-20, Sukhwani Fortune, Morwadi Road, Pimpri, Pune – 411018
Tel.: +91 20-27474997 Telefax: +91 20-27474962 Email: marketing@bsagroup.in Website: www.bsagroup.in

Attested


Dr. V. MUNIRAMI, M.B.B.S.,
PRINCIPAL

Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.



Ramakrishnan M <ramakrishnansit@gmail.com>

Fwd: Joining Report - Regarding

2 messages

Mohan Kumar - Placement Officer, NSIT <tpo@nsit.edu.in>
To: Ramakrishnan M <ramakrishnansit@gmail.com>

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

From: HRM Evolution Careers <hrm@evolutioncareers.tech>

Date: Sun, 13 Jun 2021, 7:37 pm

Subject: Re: Joining Report - Regarding

To: Durga Priya M. - Coordinator Corporate Affairs NSIT <placement@nsit.edu.in>

Cc: HR SACL <hr@sakthiauto.com>, Tamil Arasan K K - SACL Development <tamilarasan.kk@sakthiauto.com>, Sukumar Evolution <ad@evolutioncareers.tech>, Sai Gopalakrishnan K. - p <tpo@nsit.edu.in>

Dear Sir,

Greetings.

Thank you for the support for the joining.

Please note: As discussed, the below students can board the bus on Monday.

Sno	Name	Father Name	Gender	Containment Zone	Qualification	Year of Passing
				Yes/No		
1	G.Kowsiya	R.Gunasegaran	Female	No	BE/ ECE	2021
2	D.Nandhini	G.Durai	Female	No	BE/ ECE	2021
3	jeevanantham k	kandasamy	male	no	BE EEE	2021
4	Sowmiya.P	Palanisamy.A	Female	No	BE/ ECE	2021
5	A.SURYANARAYANAN	M.Arumugam	male	No	BE EEE	2021
6	Karnegam S	Seerangan	Male	No	BE EEE	2021
7	L.Jnnani	S.K.Lakshmanan	Female	No	BE/ ECE	2021
8	Anandhi.G	Gopi.M	Female	No	BE/ ECE	2021
9	S.Geethalakshmi	V.Selvam	Female	No	BE/ ECE	2021

Details Below:

Bus route

Thalaivasal, Aathur, Salem, Mettur, Mecheri, Omalur, Sankari, Edapadi, Ammapettai, SACL

Departure at SACL on Monday 14.06.2021 at 04.00am

Driver : Selvaraj - Mobile : +9172005 65977

any assistance contact Nasar 9659946041

The above information is communicated to the placement team. And in the official whatsapp group " NSIT SACL_2021 recruitment group".

Thank you

With Regards,

Harshita.

Associate Director,

Evolution Careers,

Salem-636006.

M:+91 8383899507.

Attested

Dr. V. MUNUSAMI, B.E., P.D.,
PRINCIPAL

Narasu's Sarathy Institute of Technology
Poozaripatty, SALEM - 636 305.

Date: 16/10/2020

Shri Ajith G
S/O Gunasekaran
No18/156 Koolaiyur
Mathayanagar Gonur PO,
Mettur TK,
Salem - 636404.

Trainee ID: N94280

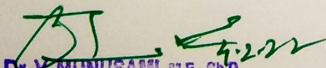
Dear Ajith G

NEEM Trainee Contract Letter

We are pleased to engage you as **NEEM Trainee** subject to the following terms and conditions:

1. The period of training shall be **Thirty Six** months with start date **16/10/2020** and end date **15/10/2023**.
2. It shall not be obligatory on our part or of the Establishment / Company wherein you will undergo the on the job training to offer any employment to you during or on successful completion of your training period. As a NEEM Trainee undergoing training in the establishment, you shall be a trainee and not a workman / employee and as such, the provisions of any labour legislations shall not apply to you or in relation to you and your on the job training shall be solely governed by the provisions of All India Council for Technical Educational [National Employability Enhancement Mission (NEEM)] Regulations 2017.
3. You shall be given on the job training with **Sundaram Fastners Limited, Velappanchavadi** for the above mentioned period. You will be imparted training in shifts according to normal hours of work of the establishment to which you are attached for training.
4. During the tenure of your training, you shall abide by the rules and regulations from time to time as intimated to you by us and / or the Establishment wherein you will undergo on the job training including but not limited to all matters of conduct, discipline and safety and carry out all lawful orders of the establishment.
5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. As NEEM Trainee you shall maintain a record of your Training during the period of the NEEM TRAINING in the proforma given by TVS Educational Society.
7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to TVS Educational Society as cost of training such amount as may be determined by TVS Educational Society. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).

Attested


Dr. V. MUNUSAMI, B.E., P.D.,
PRINCIPAL

Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 405.

Jayalakshmi Estate, 29, Haddows Road, Chennai - 600 006. Tamilnadu Phone : 044 - 42466613

8. Either party may terminate this contract by issuing 30 Days' Notice in writing or payment thereof.
9. The Contract of Training can be terminated without compensation payment to you:
 - a. If you secure gainful employment (on production of copy of the appointment letter); and
 - b. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/surgeon attached to any Government Hospital).
10. During the period of Training, you shall be entitled to a Consolidated Stipend of **Rs.12,500/-** per month. You hereby authorize TVS Educational Society to make all payment required to be made to you either by way of cheque or by directly crediting the amount to your bank account.
11. You can also earn Attendance Incentive of Rs.500/- per month if you attend for On the Job training on all the scheduled training days during a month.
12. You will not be entitled to any other emoluments or payments during the period of training.
13. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.
14. TVS Educational Society will formulate a "Training Program" for training the NEEM Trainees and shall make suitable arrangements for facilitating the same.
15. The Stipend for a particular month shall be paid on or before 10th of the following month.
16. Any disagreement or dispute between TVS Educational Society and the NEEM Trainee arising out of the terms and conditions of this Contract or incidental or ancillary thereto, shall be referred to and Governed by the provisions of the terms laid under the All India Council for Technical Education [National Employability Enhancement Mission (NEEM)] Regulations 2017.

ENDORSEMENT

I hereby confirm the acceptance of the above NEEM Contract letter, on the terms and conditions stipulated therein. I understand and agree that my signing this contract does not constitute employment by TVS Educational Society or any guarantee of employment. Also, I confirm that I am accepting this contract letter after understanding the clauses mentioned above and it will be conclusive proof of my acceptance to this letter.

For TVS Educational Society

Accepted and Agreed

V.R. Subramanian

Authorised Signatory

Attested

Signature & Date
(Ajith G)

Ajith G
9-2-22
Dr. V. MUNUSAMI, B.E., Ph.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, Salem - 636 405.

Date: 16/10/2020

Manikandan J,
S/O Jagadeesan,
4/389B Ajjanahalli,
Ajjanahalli PO,
Pennagaram TK, Dharmapuri,
636810.

Trainee ID: N94279

Dear Manikandan J

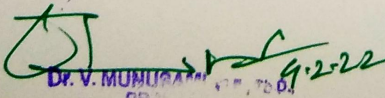
NEEM Trainee Contract Letter

We are pleased to engage you as **NEEM Trainee** subject to the following terms and conditions:

1. The period of training shall be **Thirty Six** months with start date **16/10/2020** and end date **15/10/2023**.
2. It shall not be obligatory on our part or of the Establishment / Company wherein you will undergo the on the job training to offer any employment to you during or on successful completion of your training period. As a NEEM Trainee undergoing training in the establishment, you shall be a trainee and not a workman / employee and as such, the provisions of any labour legislations shall not apply to you or in relation to you and your on the job training shall be solely governed by the provisions of All India Council for Technical Educational [National Employability Enhancement Mission (NEEM)] Regulations 2017.
3. You shall be given on the job training with **Sundaram Fastners Limited, Velappanchavadi** for the above mentioned period. You will be imparted training in shifts according to normal hours of work of the establishment to which you are attached for training.
4. During the tenure of your training, you shall abide by the rules and regulations from time to time as intimated to you by us and / or the Establishment wherein you will undergo on the job training including but not limited to all matters of conduct, discipline and safety and carry out all lawful orders of the establishment.
5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
6. As NEEM Trainee you shall maintain a record of your Training during the period of the NEEM TRAINING in the proforma given by TVS Educational Society.
7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to TVS Educational Society as cost of training such amount as may be determined by TVS Educational Society. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).

Jayalakshmi Estate, 29, Haddows Road, Chennai - 600 006. Tamilnadu Phone : 044 - 42466613

Attested


Dr. V. MUTHU
Principal
Narasu's Sarathy Institute of Technology
Peesaripatty, SALEM - 636 305.

2TVS Educational Society

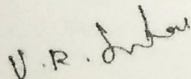
8. Either party may terminate this contract by issuing 30 Days' Notice in writing or payment thereof.
9. The Contract of Training can be terminated without compensation payment to you:
 - a. If you secure gainful employment (on production of copy of the appointment letter); and
 - b. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/surgeon attached to any Government Hospital).
10. During the period of Training, you shall be entitled to a Consolidated Stipend of **Rs.12,500/-** per month. You hereby authorize TVS Educational Society to make all payment required to be made to you either by way of cheque or by directly crediting the amount to your bank account.
11. You can also earn Attendance Incentive of Rs.500/- per month if you attend for On the Job training on all the scheduled training days during a month.
12. You will not be entitled to any other emoluments or payments during the period of training.
13. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.
14. TVS Educational Society will formulate a "Training Program" for training the NEEM Trainees and shall make suitable arrangements for facilitating the same.
15. The Stipend for a particular month shall be paid on or before 10th of the following month.
16. Any disagreement or dispute between TVS Educational Society and the NEEM Trainee arising out of the terms and conditions of this Contract or incidental or ancillary thereto, shall be referred to and Governed by the provisions of the terms laid under the All India Council for Technical Education [National Employability Enhancement Mission (NEEM)] Regulations 2017.

ENDORSEMENT

I hereby confirm the acceptance of the above NEEM Contract letter, on the terms and conditions stipulated therein. I understand and agree that my signing this contract does not constitute employment by TVS Educational Society or any guarantee of employment. Also, I confirm that I am accepting this contract letter after understanding the clauses mentioned above and it will be conclusive proof of my acceptance to this letter.

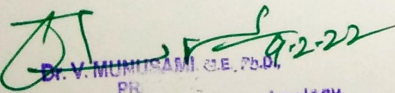
For TVS Educational Society

Accepted and Agreed


Authorised Signatory

Signature & Date
(Manikandan J)

Attested


Dr. V. MUTHUSAMI, B.E., FBC,
PR
Narasu's Sarathy Institute of Technology
Pocsaripatty, SALEM - 636 406.

TVS-ES

TVS Educational Society



NAME: Vijay P

NEEM ID: N96393

QJTAI: SFL, Velappanchavadi

Address: 41/25, Mathan Kottai

Naiken Kottai (PO)

Dharmapuri - 635202

DOJ: 03/11/2020

DOT: 02/11/2023

Emergency
Contact No.: 9159865141

Blood Group: O+

Mobile No.: 8072191034




Trainee Signature

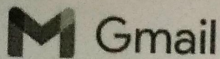
TVS Educational Society

Jayaram Estate, 29, Haddows Road,
Chennai - 600 006

Attested


Dr. V. MUNUSAMI, M.B.B.S., M.D.,
PRINCIPAL

Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 205.



Ramakrishnan M <ramakrishnansit@gmail.com>

Fwd: Invitation Mail for Veta Industries Virtual Placement Drive for NSIT Students - Reg

1 message

Mohan Kumar - Placement Officer, NSIT <tpo@nsit.edu.in>
To: Ramakrishnan M <ramakrishnansit@gmail.com>

Tue, Feb 8, 2022 at 3:16 PM

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

From: **Durga Priya M. - Coordinator Corporate Affairs NSIT** <placement@nsit.edu.in>
Date: Sat, 26 Dec 2020, 7:51 pm
Subject: Fwd: Invitation Mail for Veta Industries Virtual Placement Drive for NSIT Students - Reg
To: Sai Gopalakrishnan K. - Placement Officer, NSIT <tpo@nsit.edu.in>

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

From: **Veta Admin** <vetaadm@gmail.com>
Date: Sat, Dec 26, 2020, 13:39
Subject: Re: Invitation Mail for Veta Industries Virtual Placement Drive for NSIT Students - Reg
To: Durga Priya M. - Coordinator Corporate Affairs NSIT <placement@nsit.edu.in>

Kind Attention Mr.Sai Gopalakrishnan
Dear Sir,

Refer our telephonic conversation and we thank for your fullest support to have a internship training and placement for your final year mechanical student in our organization and we have selected initially five candidates names are as follows.

1. Mr. S.Vijay
2. Mr.V.Mariappan
3. Mr.M..Sakthi
4. Mr.V.Praveen Kumar
5. Mr.K.Ramesh

We have been interviewed and selected for 6 months internship training program from 21st December 2020 to 10th June 2021 .No of working Days = 114 Days (Excluding Sundays And Other holidays)

During the time of internship your student will be given training on shop floor manufacturing activity of working in VMC & CNC machines , reading the drawings and handling the tooling machining equipments Etc..

At the final stage of training completion based on their observation training certificate will be given , further after completion of training program preference will be given to induct them to our company roll who got interest.

we hope your students may prove their interest and involvement during the time of training and work execution.

On Fri, Dec 18, 2020 at 3:13 PM Veta Admin <vetaadm@gmail.com> wrote:

Kind Attention Mr.Sai Gopalakrishnan

Dear Sir,

Refer our Discussion had with you we hereby conform to induct your final year mechanical candidates five members to our factory manufacturing activities of CNC and VMC Machining operator position under GET norms.

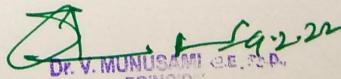
we request you to kindly give the instruction to your student to appear the final interview at our factory premises on 21st December 2020 by 10AM without fail.

N/B : To Bring the following documents

1. 10th & 12th marksheet & TC
2. 6semester BE Marksheet.
3. Adhar , Pan Card , Voter id Copy
4. Passport Size Photo -2

Finally we await your early conformation and do the needful

Attested


DR. V. MUNUSAMI B.E., P.D.
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.

On Tue, Dec 15, 2020 at 4:04 PM Durga Priya M. - Coordinator Corporate Affairs NSIT <placement@nsit.edu.in> wrote:

Respected Sir,
Greetings from Narasu's Sarathy Institute of Technology !!!
On behalf of our college management, we would like to thank your organization for accepting our proposal to conduct Veta Industries Virtual On-Campus Drive for our final year mechanical students of 2021 Batch. As per our discussion, we will confirm the date to conduct the On-Campus drive on 17/12/2020. We assure you that we will provide all the necessary arrangements for the recruitment drive. Kindly acknowledge our email and waiting for your positive response.

Thanks and Regards,

K.Sai Gopala Krishnan B.TECH & MBA,

Placement Director,

Narasu's Sarathy Institute of Technology,

Salem - 636305

Phone Number: +919788666922

Mail Id: tpo@nsit.edu.in

--

Thanks & Regards,

G.RAJASEKARAN

HR-HEAD

Veta Industries (India) Pvt Ltd

IrrunkattuKottai-602 105

Email ID :vetaind@gmail.com

Mobile :9940625214

Land-line :9600098001

--

Thanks & Regards,

G.RAJASEKARAN

HR-HEAD

Veta Industries (India) Pvt Ltd

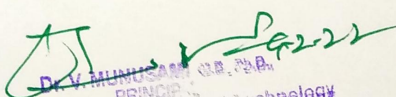
IrrunkattuKottai-602 105

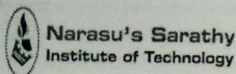
Email ID :vetaind@gmail.com

Mobile :9940625214

Land-line :9600098001

Attested


Dr. V. MUNUSAMY, M.A., M.B.A.
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.



Placement NSIT <placement@nsit.edu.in>

Axis Global Automation Group of Companies - Welcome Letter

7 messages

Corporate Axis Global Group <Corporate@axisglobalautomation.com>
To: placement@nsit.edu.in, tpo@nsit.edu.in

Fri, Mar 19, 2021 at 5:44 PM

Dear Candidate,

Greetings from Axis Global Automation Group of Companies - India's leading Industrial Automation & Robotics Engineering Solutions Provider.

Congratulations on being selected through the campus drive conducted by Axis Global Automation in your college. Please find attached the welcome letter for the selected candidates for your perusal. The detailed offer letter will be shared in a subsequent mail.

Selected students will have to send a job acceptance confirmation (by replying to the same mail) within 48 hours of receiving this mail to initiate the onboarding process.

The Hr Manager

Axis Global Automation Group of Companies

Ph:044-42656465



image.png

Head Office

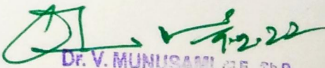
#33,Near Manis Theatre,
Kathir Avenue,Aandal Street,
Lakshmiapuram,Coimbatore-4,Tamilnadu,India
+91 422 42 75 75 6 / +91 9655758759
Email : corporate@axisglobalautomation.com
Web : www.axisglobalautomation.com

Regional Office

#75/65,Opp KasiTheatre,Anjugam Nagar,3rd st,
Ashok Nagar,Chennai-83,Tamilnadu,India
+91 44 42 65 64 65/67
+91 9843641684
Email:corporate@axisglobalautomation.com
Web: www.agatrg.com

World Wide Branches : Dubai, Ajman, Chennai, Coimbatore, Trichy, Bengaluru

Attested


DR. V. MUNUSAMI, B.E., P.D.,
PRINCIPAL
Narasu's Sarathy Institute of Technology
Poosaripatty, SALEM - 636 305.



Welcome Letter 2021 _ Axis Global Automation Group of Companies-converted.pdf
193K

pragadeesh p <pragap2000@gmail.com>

To: Corporate Axis Global Group <Corporate@axisglobalautomation.com>

Cc: "Durga Priya M. - Coordinator Corporate Affairs NSIT" <placement@nsit.edu.in>, tpo@nsit.edu.in

Fri, Mar 19, 2021 at 10:48 PM

I accept the offer. yes sir, I accept the job offer and I am very glad to give me this opportunity.

Boompzhil chellammal <boompzhilsugumaran@gmail.com>

Sat, Mar 20, 2021 at 8:21 AM

To: Corporate Axis Global Group <Corporate@axisglobalautomation.com>

Cc: "Durga Priya M. - Coordinator Corporate Affairs NSIT" <placement@nsit.edu.in>, tpo@nsit.edu.in

I accept the offer.

[Quoted text hidden]

1851L04 Jayasoundrayabharathi <jayasoundrayabharathi@gmail.com>

Sat, Mar 20, 2021 at 5:20 PM

To: Corporate Axis Global Group <Corporate@axisglobalautomation.com>

Cc: "Durga Priya M. - Coordinator Corporate Affairs NSIT" <placement@nsit.edu.in>, tpo@nsit.edu.in

I accept the offer. Thanks for this opportunity

[Quoted text hidden]

47 Karthikeyan T <karthikeyant500@gmail.com>

Sat, Mar 20, 2021 at 8:55 PM

To: Corporate Axis Global Group <Corporate@axisglobalautomation.com>

Cc: "Durga Priya M. - Coordinator Corporate Affairs NSIT" <placement@nsit.edu.in>, tpo@nsit.edu.in

Thanks for offering me this opportunity to work with your company. I am sending this mail to confirm the offer letter. I am happy to work with you. Thanks & Regards

[Quoted text hidden]

vj ragavan <vjragavan2000@gmail.com>

Sun, Mar 21, 2021 at 9:48 AM

To: Corporate Axis Global Group <Corporate@axisglobalautomation.com>

Cc: "Durga Priya M. - Coordinator Corporate Affairs NSIT" <placement@nsit.edu.in>, tpo@nsit.edu.in

I accept the offer.

[Quoted text hidden]

pragadeesh p <pragap2000@gmail.com>

Sun, Mar 21, 2021 at 10:35 AM


To: Corporate Axis Global Group <Corporate@axisglobalautomation.com>

Cc: tpo@nsit.edu.in, "Durga Priya M. - Coordinator Corporate Affairs NSIT" <placement@nsit.edu.in>

Yes sir, I accept this job offer and I am very glad to give me this opportunity.

[Quoted text hidden]

Attested



Dr. V. MUNUSAMI, B.E., Ph.D.
PRINCIPAL

Narasu's Sarathy Institute of Technology
Peosaripatty, Salem - 636 406.

DATE: 19.03.2021

REF.NO: AGA/ITPO/WL/2021

WELCOME LETTER TO NEW EMPLOYEES: CAMPUS DRIVE 2021

Dear Candidate,

Greetings from Axis Global Automation Group of Companies – India's Leading Industrial Automation & Robotics Engineering Solutions Provider.

We are pleased to offer you an employment opportunity with the Axis Global Automation Group. You will undergo a detailed induction-cum-training program for six months focusing on your technical, business development and behavioral skills besides overall personality development.

This offer has been made based on the information furnished by you. However, if there is a discrepancy in information at the time of joining, we retain the right to reconsider the offer.

This offer of employment is valid subject to your successful completion of graduation with a minimum aggregate score of 65% or above and you must be declared medically fit by an authorized Medical Officer.

Please note that you need to sign a mandatory employment agreement with us for a period of three years. Also, your 10th and 12th standard mark sheets as well as graduation semester wise mark sheets, course completion and degree certificate must be furnished on the date of joining.

We congratulate you on your appointment and wish you a successful career with us.

A detailed offer of employment will be given to you with details on employment policies, remuneration etc., in a subsequent mail.

Once again, compliments on starting your career with the Axis Global Automation Group of Companies.

Regards

HUMAN RESOURCES

AXIS GLOBAL AUTOMATION GROUP OF COMPANIES

AUTOMATION SOLUTIONS FOR EVERY INDUSTRY

Our Group of Companies

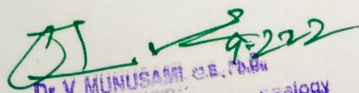
AXIS[®]
global automation

AGIIT
AXIS GLOBAL
INSTITUTE OF
INDUSTRIAL
TRAINING

AUTO TEC

EmEx
ELECTRONIC
MANUFACTURING
EXPERTISE

Attested


Dr. V. MUNUSAMI, M.B.A., Ph.D.
PRINCIPAL
Veerasu's Sarathy Institute of Technology
Peesaripatty, Salem - 636 480