



THIAGARAJAR COLLEGE OF ENGINEERING

(A Government Aided Autonomous Institution Affiliated to Anna University)

Approved by AICTE, Ranked in NIRF, Programmes Accredited by NBA

Accredited with A+ Grade (3.47 out of 4) by NAAC in Cycle 1)

Madurai 625015, Tamil Nadu

67
YEARS
1957-2024
Celebrating
Academic Excellence



M.E Environmental Engineering Placement Details for the Academic Year 2019 - 2020

Sl. No.	Reg. No.	Name of the Student	Department	Name of the Company	Annual CTC	Offer Letter Link
1	18EN006	Kayathiri E	Environmental Engineering	Southern Railways	6,36,228	Offer Letter
2	18EN015	Usha M	Environmental Engineering	Cognizant Technology	4,00,000	Offer Letter

2020

Dr.

Dr. G.K. Raajesh
Placement Officer
Thiagarajar College of Engineering
Madurai-625 015

 मितम्बर 2023 के लिए वेतन पर्ची	द.रे/SR मद्रास मुख्यालय /MADRAS DIVISION Payslip for the Month of Sep 2023	
	15229806253 के लिए कर्मचारी विवरण Employee Detail for Emp. No. 15229806253	

नाम	Name	KAYATHIRI E	जन्म तिथि	Date of Birth	21/08/1995	ग्रान	PRAN	110188030356
पदनाम	Desig.	JE (P.WAY)	कार्यग्रहण तिथि	Date of Joining	17/08/2020	भुगतान विधि	Payment Mode	CIPS(NEFT/CORE BANKING)
विभाग	Dept.	ENGINEERING	लेवल	Level	6	बैंक	Bank	STATE BANK OF INDIA
स्टेशन	Station	TMV	मूल वेतन	Basic Pay	38700	आई.एफ.एम.सी	IFSC	SBIN0010412
बिल यू.	Bill Unit	0602344-NG STAFF OF PWI/TMV	वेतन वृद्धि तिथि	Increment Date	01/07/2024	खाता सं.	A/c No.	*****901
आधार	Aadhar	325*****274	मोबाइल संख्या	Mobile No	88*****102	स्थायी खाता सं.	PAN	ELSPK4029J

शेष अव. Leave balance as on 01/09/2023		# औसत वे. अव. LAP	92	# जर्द वे. अव. LHAP	70
कार्य दिवस Duty Days	30	वेतन रहित दिवस WP Days	0	शुद्ध वेतन Net Pay	53019
सकल वेतन Gross Pay	67223	कुल कटौतियां Total Recoveries	14204		

Earnings आय	Rs.	Recoveries कटौतियां	Rs.	Recovery For Advances अधिम की कटौतियां	I/Due	Rs.
BASIC PAY	38700	RLY EMPLOYEES INSURANCE SCHEME-C	30			
DEARNNESS ALLOWANCE	16254	NEW PENSION SCHEME TIER-I	5495			
HOUSE RENT ALLOWANCE	3483	ARREAR NPST-I	5189			
TRANSPORT ALLOWANCE	2556	INCOME TAX	3191			
NATIONAL HOLIDAYS ALLOWANCE	630	SOCIAL SECURITY SCHEME	100			
TRAVELLING ALLOWANCE	5600	PROFESSIONAL TAX-TAMILNADU	199			

अंकड़े अनुमानित है।

figures are tentative.

* सभी कर्मचारियों/अधिकारियों को समझ दी जानी है कि वे अपनी व्यक्तिगत जानकारी/बैंक खाता विवरण/ओटीपी फोन, ईमेल या एसएमएस पर किसी के साथ साझा न करें।

* All Staff/Officers Are Advised not to Share Their Personal Information/Bank Account Details/OTP to anybody on phone,email or SMS.

10-Dec-2019

Dear M Usha,
M.E.Environmental Engineering
Thiagarajar College of Engineering

Candidate ID -13718640



Dr. G.K. Raajesh
Placement Officer
Thiagarajar College of Engineering
Madurai-625 015

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

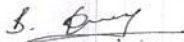
Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.**,



Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name: M Usha

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
Annual Gross Compensation			355,500
Incentive Indication (per annum)**			22,500
Annual Total Compensation			378,000
Company's contribution towards benefits (Medical, Accident and Life Insurance)			18,000
Gratuity			5,986
Annual Total Remuneration			401,986

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details