



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

Master of Computer Applications Placement Details for the Academic Year 2018 – 2019 (3 years batch)

| Sl. No. | Reg. No. | Name of the Student | Department | Name of the Company | Annual CTC | Offer Letter Link |
|---------|----------|------------------------------|------------|---------------------|------------|-------------------|
| 1 | 16Y001 | AATHIKUMAR | MCA | Cognizant | 383,755 | Offer Letter |
| 2 | 16Y002 | ABDUL NAZEER | MCA | Accenture | 375,000 | Offer Letter |
| 3 | 16Y005 | ABIRAMI A | MCA | Infosys | 300,000 | Offer Letter |
| 4 | 16Y006 | AKHTHAAR ALI BADHUSHA | MCA | Accenture | 375,000 | Offer Letter |
| 5 | 16Y008 | ANUPRIYA A | MCA | JDA (intern) | 25,000 | Offer Letter |
| 6 | 16Y011 | BARANIPRIYA | MCA | Mavel | 300,000 | Offer Letter |
| 7 | 16Y013 | CLAREENA M | MCA | Infosys | 300,000 | Offer Letter |
| 8 | 16Y015 | GURUSEELAN V | MCA | Zoho | 396,000 | Offer Letter |
| 9 | 16Y016 | IRISH MARIAM PRINCY I | MCA | Accenture | 375,000 | Offer Letter |
| 10 | 16Y027 | LEELA AISWARYA M | MCA | Infosys (intern) | 10,000 | Offer Letter |
| 11 | 16Y028 | MAHALAKSHMI M | MCA | TCS | 353,569 | Offer Letter |
| 12 | 16Y029 | MAHARANI T | MCA | TCS | 353,569 | Offer Letter |
| 13 | 16Y030 | C MAHESWARI | MCA | Accenture | 375,000 | Offer Letter |
| 14 | 16Y031 | A MANIKANDAN | MCA | TCS | 353,569 | Offer Letter |
| 15 | 16Y034 | C P MINNAL PUNNAGAI | MCA | Infosys | 360,000 | Offer Letter |
| 16 | 16Y035 | MUKESH KANNA RAMACHANDRAN | MCA | Infosys | 360,000 | Offer Letter |
| 17 | 16Y036 | NIVASHINI S | MCA | Accenture | 375,000 | Offer Letter |
| 18 | 16Y042 | RAJASEKAR P | MCA | Zoho | 396,000 | Offer Letter |
| 19 | 16Y043 | REGURAMAN R | MCA | TCS | 353,569 | Offer Letter |
| 20 | 16Y045 | ROOBA G | MCA | Infosys (intern) | 10,000 | Offer Letter |
| 21 | 16Y047 | STELLA GRACE P | MCA | TCS | 353,569 | Offer Letter |
| 22 | 16Y048 | SUMITHRA | MCA | Accenture | 375,000 | Offer Letter |
| 23 | 16Y049 | SUSHMITHA G V | MCA | Cognizant | 383,755 | Offer Letter |
| 24 | 16Y051 | VENKATESH RS | MCA | TCS | 353,569 | Offer Letter |
| 25 | 16Y053 | VIGNESH L | MCA | Accenture | 375,000 | Offer Letter |
| 26 | 16Y054 | YAMUNA S | MCA | TCS | 353,569 | Offer Letter |



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|---------|----------|---------------------|------------|---------------------|------------|------------------------------|
| 27 | 16Y055 | YASIKRAJA | MCA | TCS | 353,569 | Offer Letter |
| 28 | 16Y057 | GOKULAKRISHNAN K | MCA | Accenture | 375,000 | Offer Letter |
| 29 | 16Y060 | KANMANI K | MCA | TCS | 353,569 | Offer Letter |
| 30 | 16Y061 | KARTHIKA S | MCA | TCS | 353,569 | Offer Letter |
| 31 | 16Y062 | KARTHIKA T | MCA | Infosys | 300,000 | Offer Letter |
| 32 | 16Y064 | MICHAEL APPOLLO E | MCA | TCS | 353,569 | Offer Letter |
| 33 | 16Y065 | PRABHU K | MCA | Accenture | 375,000 | Offer Letter |
| 34 | 16Y066 | PRAMILA T | MCA | Infosys | 300,000 | Offer Letter |
| 35 | 16Y067 | SURESH K | MCA | TCS | 353,569 | Offer Letter |
| 36 | 16Y068 | VARSHINI | MCA | Infosys | 300,000 | Offer Letter |



Cognizant

05-Nov-2018

Dear Aathi Kumar,
MCA, Computer Application
Thiagaraja College of Engineering

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

Candidate ID – 12380844

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.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** 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.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** 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:


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

Name: Aathi Kumar

Designation: Programmer Analyst Trainee

| Sl. No. | Description | Monthly | Yearly |
|---------|--|---------|----------------|
| 1 | Basic | 8675 | 104,100 |
| 2 | HRA @60% of basic* | 5205 | 62,460 |
| 3 | Conveyance Allowance* | 800 | 9,600 |
| 4 | Medical Allowance* | 1250 | 15,000 |
| 5 | Company's contribution of PF # | 1041 | 12,492 |
| 6 | Advance Statutory Bonus*** | 2000 | 24,000 |
| 7 | Special Allowance* | 5779 | 69,348 |
| | Annual Gross Compensation | | 297,000 |
| | Incentive Indication (per annum)** | | 20,000 |
| | Annual Total Compensation | | 317,000 |
| | Company's contribution towards benefits (Medical, Accident and Life Insurance) | | 16,000 |
| | Gratuity | | 5,005 |
| | Annual Total Remuneration | | 338,005 |

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

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **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

Cognizant

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


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

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

To,

ABDUL NAZEER MOHAMMED IQBAL

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

Dear ABDUL NAZEER MOHAMMED IQBAL,

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

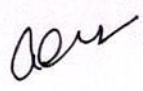
- **Document verification and checks** - Currently we are verifying the documents submitted by you during the Accenture recruitment process and we shall inform you on the next steps soon. The offer release is contingent upon successful verification of your documents as submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
- Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
- Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
- On successful clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate training will be provided to new joiners to help them appear in the reassessment

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

Should you want to stay connected with Accenture, we have designed the Accenture Campus Circle, a mobile app exclusively for you. The easy-to-use app will give you the inside scoop of our work, culture and everything you need to know about Accenture. With this app, you can access the latest at Accenture anytime, anywhere. Please note, that unless a formal employment offer is provided to you specifically determining the terms of employment with Accenture, nothing contained in this communication or any identified processes for the purpose of your participation shall be considered as an offer for employment by Accenture notwithstanding any contents or communications mentioned in any emails, process documents or links.

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



Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be Rs.3,14,225; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the annual target variable pay-out is estimated as Rs.26,709. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of Rs.25,000; payable upon joining the organization and an Additional Bonus of Rs.25,000; payable in the subsequent compensation revision cycle. Joining Bonus & Additional Bonus will be paid in accordance with the company policy and as detailed in the Offer Letter.
- Gross annual total compensation for Financial Year will be Rs.3,75,000.

Please note, the above is informative and not exhaustive, specific details will be in the offer letter.

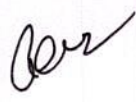
Yours sincerely,

Mohan Sekhar

Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Centers in India


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

HRD/3T/19-20/12671726

Ms. Abirami Ayyadurai
Candidate ID: 12671726
25, Gopuram Colony,
Reserve Line, Sivakasi
Virudhunagar - 626124
Tamil Nadu
India
Ph: (91) 98432 81834

July 24, 2019

Dear Abirami,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.07.24 11:02:14 +05:30
Reason: Offer Letter
Location: Bangalore

Infosys®

Navigate your next

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

ANNEXURE - I
(Compensation during the Training Period)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|--------------------------|
| NAME | Ms. Abirami Ayyadurai |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| 2. ANNUAL COMPONENT | |
|--|-----|
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| 3. RETIRAL BENEFITS | |
|--------------------------------------|--------|
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (1+2+3) | 25,000 |
| TOTAL GROSS SALARY | 25,000 |

| OTHER BENEFITS | | | | |
|--|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |
| All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time. | | | | |
| * 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 | | | | |

ANNEXURE- II
(Compensation post Unit allocation)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|--------------------------|
| NAME | Ms. Abirami Ayyadurai |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| 2. ANNUAL COMPONENT | |
|--|-----|
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| 3. RETIRAL BENEFITS | |
|---|---------------|
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (FGS) (1+2+3) | 25,000 |

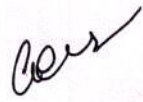
| 4. INCENTIVE COMPONENTS | At an indicative Payout of 5% | At an indicative Payout of 10% | At an indicative Payout of 20% |
|--|-------------------------------|--------------------------------|--------------------------------|
| TRAINING PERFORMANCE LINKED INCENTIVE (TPI) | 1,250 | 2,500 | 5,000 |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS) | 26,250 | | |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS) | 27,500 | | |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS) | 30,000 | | |

| OTHER BENEFITS | | | | |
|---|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

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

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

To,

Akhthaar Ali Badhusha SULTHAN BASHA

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

Dear Akhthaar Ali Badhusha SULTHAN BASHA,

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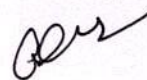
- **Document verification and checks** - Currently we are verifying the documents submitted by you during the Accenture recruitment process and we shall inform you on the next steps soon. The offer release is contingent upon successful verification of your documents as submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
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We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.



Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be Rs.3,14,225; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the annual target variable pay-out is estimated as Rs.26,709. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of Rs.25,000; payable upon joining the organization and an Additional Bonus of Rs.25,000; payable in the subsequent compensation revision cycle. Joining Bonus & Additional Bonus will be paid in accordance with the company policy and as detailed in the Offer Letter.
- Gross annual total compensation for Financial Year will be Rs.3,75,000.

Please note, the above is informative and not exhaustive, specific details will be in the offer letter.

Yours sincerely,

Mohan Sekhar

Mohan Sekhar

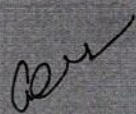
Senior Managing Director

Lead, Advanced Technology Centers in India

JDA Software Pvt. Ltd
Tower A, Mantri Commercial,
Outer Ring Road, Bellandur,
Bangalore - 560103, India.
www.jda.com

+91 80 6101 8888 main
+91 80 6101 8500 fax
CIN: U72900KA1989PTC032468

jda.
Plan to deliver™


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

January 09, 2018

Anupriya A,
Thiagarajar College of Engineering.

Sub: Permission to undergo Training at our establishment.

This has reference to your application seeking permission to undergo training for gaining Industrial Experience/for completing the requirement of your course curriculum.

We take pleasure in informing you that you are permitted to undergo internship in our company. The terms and conditions thereof are set out below:

COMMENCEMENT & DURATION

The Internship shall commence from **January 09, 2019** and will be for a period of **Six Months** and will conclude on **June 30, 2019**.

THE PLACE OF POSTING

You shall be initially posted at **Bangalore** and may also be deputed or transferred depending upon the requirement of the programme and to provide an opportunity to get yourself exposed to different operations and functions.

WORKING HOURS

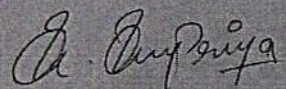
Unless otherwise advised you shall follow the working hours and holidays at par with the other employees at the place of posting.

REMUNERATION

During the period of your engagement as Intern, you will be paid a monthly stipend of Rs. 25,000/- (Rupees Twenty Five Thousand Only). Taxes will be deducted as per the applicable tax laws.

TERMINATION

Your internship would come to an end on the expiry of the period specified above. The internship may be terminated purely at the discretion of the company in the event it is found that your progress is not satisfactory or if the company finds that your continuance as an intern is not in the interest of the company for any reason what so ever.



MAVEL Technologies Pvt Ltd.,
Technology Business Incubator (TCE-TBI)
Thiagarajar College of Engineering Campus,
Thiruparankundram, Madurai-625015,
Tamil Nadu, India.
www.maveltechnologies.com

MAVEL

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

Confirmation Letter

December 04, 2019

Ms. Barani Priya. S,
2/2203, Devi Nagar,
Near Sasi Nagar,
Sivakasi - 626123.

Phone: +91 8870273890
Email: baranipriya2195@gmail.com

Dear Ms. Barani Priya,

Following completion of your six months probation period at MAVEL Technologies Private Limited (MAVEL), we have reviewed your performance and found the same to be good.

In view of the above, we are pleased to inform you that you have been confirmed to the position of **Engineer** at MAVEL with effect from **4th December 2019**.

All other terms and conditions of your appointment will remain the same. Please acknowledge the acceptance of the confirmation through email.

We look forward to your long and prosperous career with MAVEL.

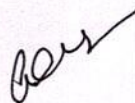
Thanking you,

Yours sincerely,

For MAVEL Technologies Pvt Ltd.

MURALI KUMAR S K
Director





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



HRD/3T/19-20/12671727

Ms. Clareena Moses
Candidate ID: 12671727
Opposite To Vadivel Theatre,
Chekanurani, Thirumangalam(Tk)
Madurai - 625514
Tamil Nadu
India
Ph: (91) 88074 91581

July 24, 2019

Dear Clareena,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.07.24 11:02:15 +05:30
Reason: Offer Letter
Location: Bangalore

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



ANNEXURE - I
(Compensation during the Training Period)

| COMPENSATION DETAILS (All figures in INR, per month) | |
|--|--------------------------|
| NAME | Ms. Clareena Moses |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| 2. ANNUAL COMPONENT | |
|--|-----|
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| 3. RETIRAL BENEFITS | |
|--------------------------------------|---------------|
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (1+2+3) | 25,000 |
| TOTAL GROSS SALARY | 25,000 |

| OTHER BENEFITS | | | | |
|--|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |
| All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time. | | | | |
| * 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 | | | | |

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

Infosys[®]
 Navigate your next

ANNEXURE- II
(Compensation post Unit allocation)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|--------------------------|
| NAME | Ms. Clareena Moses |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| 2. ANNUAL COMPONENT | |
|--|-----|
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| 3. RETIRAL BENEFITS | |
|---|---------------|
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (FGS) (1+2+3) | 25,000 |

| 4. INCENTIVE COMPONENTS | At an indicative Payout of 5% | At an indicative Payout of 10% | At an indicative Payout of 20% |
|--|-------------------------------|--------------------------------|--------------------------------|
| TRAINING PERFORMANCE LINKED INCENTIVE (TPI) | 1,250 | 2,500 | 5,000 |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS) | 26,250 | | |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS) | 27,500 | | |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS) | 30,000 | | |

| OTHER BENEFITS | | | | |
|---|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* 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



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

Date: 07-Aug-2018
Ref No: ZTPL-4047/8/2018

To
Mr. GURUSEELAN V,
NO: 2/146, EAST STREET,
KAPPALUR,
MADURAI - 625008.

Dear Mr. GURUSEELAN V ,

We are pleased to offer you employment for the position of **MEMBER TECHNICAL STAFF** with **ZOHO TECHNOLOGIES PRIVATE LIMITED.**

INTERNSHIP AND STIPEND

You are expected to do the final semester project of your curriculum in our organisation. We expect you to work on the project on a full time basis for a period of 5-6 months. During this period you will be paid a monthly stipend of **Rs.15000/- (RUPEES FIFTEEN THOUSAND ONLY)**. The following offer is valid subject to successful completion of your project.

(Note: The above may not apply to you if your college does not permit internships).

DATE OF JOINING

Your date of appointment is effective from your date of joining after successful completion of your curriculum.

REMUNERATION

Your annual cost to company will be **Rs.396000/- (RUPEES THREE LAKH NINETY SIX THOUSAND ONLY)** plus variable benefits. The breakup of your gross salary and benefits details are set out in Annexure to this letter. Salary will be paid by the last day of each month.

PROBATION

Upon joining you will be on probation, at a minimum, until completion of the performance review cycle that immediately follows completion of six months from your date of joining, provided that your performance is determined to be satisfactory. If your performance is not satisfactory, your probation may be extended until your performance is determined to be satisfactory. Upon completion of the probation period you will be confirmed on the rolls of the company.

SALARY REVISION

Revision to your compensation will be after one year from the date of joining, subject to satisfactory completion of the probation by you. Zoho operates a Pay- for-performance Policy and any salary revision will take your performance into account.

Prepared by

Revathi
TCE-10-161

Verified by

Shankar

ADHERENCE TO POLICIES

During your employment with the Company you shall adhere to all policies of the Company including IT Services Acceptable Use Policy, Acceptable Encryption Policy, Email Policy, Extranet Policy, Information Sensitivity Policy, Password Policy, Remote Access Policy, Virtual Private Network Policy and such other policies as may be decided by the Company from time to time. The Company may amend these policies from time to time and you agree to be bound by such subsequent versions of the policies. The Company will communicate important information about its policies by way of electronic mail notification and/or the Company's intranet. The policies are incorporated into the terms and conditions of employment by this reference.

CONFIDENTIALITY

Information you have access to during the course of your employment are confidential and proprietary information of the Company, its Affiliated Companies and customers. "Affiliated Companies" means Zoho Corporation and any entity in which the management of Zoho Corporation or the company has substantial interest. You agree not to disclose such information other than on a need-to-know basis. In this regard, you agree to observe in good faith your obligations under the Agreement Regarding Confidential Information and Proprietary Developments, a copy of which is included with this Letter of Offer of Employment for your reference and which will be executed separately by you upon joining the Company. The matters related to your compensation are strictly confidential between you and the Company and should be treated as such.

TRANSFERABILITY

You may be asked to work in any department or section of the Company in any capacity by either the management or the head of the department or section, and you agree to work accordingly. You may also be required to work on transfer or deputation in any other concern in which the management has any interest or any of the other branches or regional offices, anywhere in India or abroad, now existing or to be set up in future and you shall be bound to work in such concerns or at such locations.

ASSIGNMENT OF RIGHTS IN WORK

You agree that all works performed and things developed, including inventions, designs, improvements, writings, and discoveries made, during your employment and pertaining to the business conducted by the Company shall remain the exclusive property of the Company. You shall assist the Company in obtaining patents and copyrights on all such inventions, designs, improvements, writings and discoveries deemed suitable for patent and copyright by the Company, and shall execute all documents and perform all necessary actions to obtain the patents and copyrights, for the purpose of vesting the Company with full and exclusive title thereto, and protecting the Company against infringement of the patents and copyright by others.

CONCURRENT EDUCATION

You shall not, during the term of your employment with the Company, pursue any full time or part time courses in any institution/universities in India or any other foreign country, without the express approval by the company.

Prepared by

Revathi
TCE-10-161

Verified by

Shankar

CONCURRENT EMPLOYMENT OR BUSINESS

You shall not engage yourself directly or indirectly in any other trade, business or occupation without obtaining the management's prior permission in writing. You shall not carry on any activity and/or commit any act prejudicial to the interests of the Company.

NON-COMPETE

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

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

TERMINATION

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

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

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

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

NON-SOLICITATION

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

Prepared by

Revathi
TCE-10-161

Verified by

Shankar

AMENDMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

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

GOVERNING LAW AND JURISDICTION

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

VALIDITY

The hard copy of the offer will reach you in due course. Please read this offer of employment carefully before you agree to its terms by signing it. Kindly send your acceptance to this offer per return mail by **15-Aug-2018**. Also ensure that you return the signed copy of your offer letter seven days prior to your joining.

The matters related to your compensation are strictly confidential between you and the Company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organisation.

With Best Wishes,

Yours Sincerely,

Authorized Signatory

I hereby acknowledge receipt of this letter and accept the same. I shall commence employment with effect from _____.

Signature : _____

Date : _____

Name : _____

Place : _____

Prepared by

Verified by

Revathi
TCE-10-161

Shankar

GR

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

Annexure

Name : GURUSEELAN V
Designation : MEMBER TECHNICAL STAFF

| Details | Monthly | Annual |
|--|--------------|---------------|
| Basic | 13200 | 158400 |
| Taxable Allowance | 1800 | 21600 |
| HRA | 6600 | 79200 |
| Other Allowance & Flexible Component | 9600 | 115200 |
| Employer Provident Fund 12% of Basic+TA* | 1800 | 21600 |
| Cost to Company(CTC) | 33000 | 396000 |
| Internet Allowance** | | 6000 |
| Prosperity Sharing Plan*** | | 60000 |
| Compensation for the first year | | 462000 |

* You will be covered under the Company's Provident Fund Scheme from the date of joining the organization. Under this scheme, the company will contribute 12% of your basic salary+TA per month as employer contribution and an equal amount will be deducted from your salary as your contribution towards the fund.

** Internet allowance mentioned above is for the whole year, you will be eligible for the same from the date of joining. It will be pro-rated and paid for the first year depending on your date of joining.

*** This onetime bonus (PSP) will be processed during the month of April or May and it applies to the regular and confirmed employees. You may qualify for the above mentioned PSP quantum during the year 2020 provided your performance is found satisfactory and upon confirmation. This PSP quantum is indicative one and tends to change as recommended by your team manager. Please note PSP is derived based on company's productivity for that particular year and subject to change every year.

OTHER BENEFITS:

1. GRATUITY

Gratuity will be payable as per the Gratuity Act, upon separation from the company, subject to completion of minimum of five years of employment with Zoho.

2. MOBILE GIFT CARD AMOUNT

All Zoho employees are paid an amount of Rs.750/- (Rupees Seven Hundred Fifty Only) per month towards mobile connection. You will be eligible to receive the same upon completion of two years of service with Zoho, from the date of joining.

3. GROUP MEDICLAIM INSURANCE

You will be covered under the Group Mediciclaim policy for a sum insured of Rs.400000/- (Rupees Four Lakh Only). This is a floater policy where five of your dependents will also be covered along with you.

4. PERSONAL ACCIDENT INSURANCE

You will be covered under the Personal Accident Insurance Scheme, for a sum insured of Rs. 2000000/- (Rupees Twenty Lakh Only)

5. GROUP TERM LIFE INSURANCE

As a welfare measure for its employees, the company has subscribed to the Group Term Life Insurance. The insurance coverage is worth of Rs.2500000/- (Rupees Twenty Five Lakh Only).

Please note that the above mentioned Insurance schemes are subject to change based on yearly renewals.

Prepared by

Verified by

Revathi
TCE-10-161

Shankar

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

17-Feb-2019

Irish Mariam Princy Irudayaraj
4/77- A , L.G NAGAR,NAGAMALAI PUDHUKOTTAI.
7871351738

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

Dear Irish,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter" program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 10.0 (Feb 2019)

1

Candidate's Signature _____

ANNEXURE - I
COMPENSATION & BENEFITS

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

Annual Total Cash compensation structure as per the Company guidelines is:

| Total Cash Compensation Elements | |
|--|--------------|
| | Annual (INR) |
| (A) Annual Fixed Compensation | 314,225 |
| (B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%) | 26,709 |
| Maximum Annual Total earning potential (A+B) | 340,934 |
| | |
| (C) Joining Bonus | |
| | |
| Joining Bonus (Refer to section C) | 25,000 |
| | |
| (D) Additional Benefits | |
| | |
| Gratuity as per law [#] | 5,290 |
| Insurance Premium (notional value) | 3,776 |
| | |
| Total Cash Compensation + Total Additional Benefits (A+B+C+D) | 375,000 |

(A) Annual Fixed Compensation

- Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- Joining Bonus-** of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.



HRD/FINALSEMTRG/2018/12671728

November 29, 2018

Leela Aiswarya Meenakshi Sundaram.

Thiagarajar College of Engineering.

Dear Leela Aiswarya,

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



This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement signed on _____ between you (“**Trainee**” hereafter) and Infosys Limited (“**Infosys**” hereafter), a corporation organized and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

- | | | |
|----------------------------|---|--------------------------|
| 1. Program Date | : | December 17, 2018 |
| 2. Duration of the program | : | 16 Weeks |
| 3. Location | : | Mysore, India |

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by designated Infosys personnel) and back to your university upon completion of the Program. Additionally, should you be required to travel between the Infosys offices located in different cities as part of your project, Infosys shall bear the cost of such travel. Your entitlements shall be communicated to you at that time.

A break-up of the benefits that you are eligible for is mentioned below:

| | |
|---------------|--|
| Accommodation | Provided by the Company at no charge for the entire duration of the Program |
| Stipend | Rs.10,000/- per month |

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with Infosys policies.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee’s obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
 Date: 2018.11.29 15:56:10 +05:30
 Reason: Internship Offer Letter
 Location: Bangalore



Please note that the Training Agreement may be terminated by Infosys as per Clause 6 of the said Agreement. Please sign and carry duplicate copy of this letter and the attached undertaking at the time of joining indicating your acceptance of these terms. You are requested to read and retain the instructions attached to this letter.

If there are any changes to the terms and conditions mentioned above, we will revert with another letter as soon as possible.

Thanking you,
Yours sincerely,

A handwritten signature in black ink, appearing to read "Richard Lobo", is written over a horizontal line. The signature is fluid and cursive.

RICHARD LOBO
EVP - Head HR



Offer: Computer Consultancy
Ref: TCSL/CT20172165811/Chennai
Date: 28/09/2018

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

Ms. Mahalakshmi
40f West Car Street,
Opposite To Vgs School,
Thoothukudi-628002,
Tamil Nadu.
Tel# -

Dear Mahalakshmi,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the () Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be ₹3,53,569/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20172165811

1

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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

GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|--|
| Name | Mahalakshmi |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Thiagarajar College Of Engineering, Madurai |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 11,000 | 1,32,000 |
| Bouquet Of Benefits # | 13,457 | 1,61,480 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,320 | 15,840 |
| Gratuity | 529 | 6,349 |
| Total of Annual Components & Retirals | 1,849 | 30,089 |
| TOTAL GROSS | 28,806 | 3,53,569 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|----------------|-----------------|
| House Rent Allowance | 4,400 | 52,800 |
| Leave Travel Assistance | 917 | 11,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 7,640 | 91,680 |
| GROSS BOUQUET OF BENEFITS | 13,457 | 1,61,480 |



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

Offer: Computer Consultancy
Ref: TCSL/CT20172173366/Chennai
Date: 27/09/2018

Ms. Maharani
7a,Pavukara Street , South Gate , Madurai -625 001.7a,Pavukara Street,
South Gate,
Madurai-625001,
Tamil Nadu.
Tel# 91-8124923120

Dear Maharani,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the () Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,53,569/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20172173366

1

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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

GROSS SALARY SHEET

Annexure 1

| | |
|----------------|---|
| Name | Maharani |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Thiagarajar College Of Engineering, Madurai |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 11,000 | 1,32,000 |
| Bouquet Of Benefits # | 13,457 | 1,61,480 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,320 | 15,840 |
| Gratuity | 529 | 6,349 |
| Total of Annual Components & Retirals | 1,849 | 30,089 |
| TOTAL GROSS | 28,806 | 3,53,569 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,400 | 52,800 |
| Leave Travel Assistance | 917 | 11,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 7,640 | 91,680 |
| GROSS BOUQUET OF BENEFITS | 13,457 | 1,61,480 |

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TCSL/CT20172173366

12

TATA CONSULTANCY SERVICES

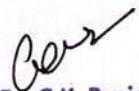
Tata Consultancy Services Limited

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

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

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

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

To,

MAHESWARI CHANDRASEKARAN

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

Dear MAHESWARI CHANDRASEKARAN,

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

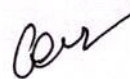
- **Document verification and checks** - Currently we are verifying the documents submitted by you during the Accenture recruitment process and we shall inform you on the next steps soon. The offer release is contingent upon successful verification of your documents as submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
- Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
- Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
- On successful clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate training will be provided to new joiners to help them appear in the reassessment

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

Should you want to stay connected with Accenture, we have designed the Accenture Campus Circle, a mobile app exclusively for you. The easy-to-use app will give you the inside scoop of our work, culture and everything you need to know about Accenture. With this app, you can access the latest at Accenture anytime, anywhere. Please note, that unless a formal employment offer is provided to you specifically determining the terms of employment with Accenture, nothing contained in this communication or any identified processes for the purpose of your participation shall be considered as an offer for employment by Accenture notwithstanding any contents or communications mentioned in any emails, process documents or links.

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



Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be Rs.3,14,225; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the annual target variable pay-out is estimated as Rs.26,709. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of Rs.25,000; payable upon joining the organization and an Additional Bonus of Rs.25,000; payable in the subsequent compensation revision cycle. Joining Bonus & Additional Bonus will be paid in accordance with the company policy and as detailed in the Offer Letter.
- Gross annual total compensation for Financial Year will be Rs.3,75,000.

Please note, the above is informative and not exhaustive, specific details will be in the offer letter.

Yours sincerely,

Mohan Sekhar

Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Centers in India



Offer: Computer Consultancy
Ref: TCSL/CT20182441200/Chennai
Date: 28/09/2018

Mr. Manikandan
1Muthusamy Street,
Virudhunagar Town,
Virudhunagar-626001,
Tamilnadu.
Tel# -


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

Dear Manikandan,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the () Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be ₹3,53,569/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20182441200

1

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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

GROSS SALARY SHEET

Annexure 1

| | |
|----------------|---|
| Name | Manikandan |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Thiagarajar College Of Engineering, Madurai |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 11,000 | 1,32,000 |
| Bouquet Of Benefits # | 13,457 | 1,61,480 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,320 | 15,840 |
| Gratuity | 529 | 6,349 |
| Total of Annual Components & Retirals | 1,849 | 30,089 |
| TOTAL GROSS | 28,806 | 3,53,569 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

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| Food Card | 500 | 6,000 |
| Personal Allowance | 7,640 | 91,680 |
| GROSS BOUQUET OF BENEFITS | 13,457 | 1,61,480 |



HRD/3T/19-20/12671730


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

Ms. Minnal Punnagai Punnahai Poomaran
Candidate ID: 12671730
5/498 B, Kamarajar Street, Ngo Colony East
Opr Nagar,
Virudhunagar - 626001
Tamil Nadu
India
Ph: (91) 78100 58393

July 05, 2019

Dear Minnal Punnagai,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.07.05 14:18:48 +05:30
Reason: Offer Letter
Location: Bangalore



HRD/3T/19-20/12671730

July 05, 2019

Ms. Minnal Punngai Punnahai Poomaran
Candidate ID: 12671730
5/498 B, Kamarajar Street, Ngo Colony East
Opr Nagar,
Virudhunagar - 626001
Tamil Nadu
India
Ph: (91) 78100 58393

Dear Minnal Punngai,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **August 05, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** 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.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.


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

ANNEXURE - I
(Compensation during the Training Period)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|---------------------------------------|
| NAME | Ms. Minnal Punnagai Punnahai Poomaran |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| 2. ANNUAL COMPONENT | |
|--|-----|
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| 3. RETIRAL BENEFITS | |
|--------------------------------------|---------------|
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (1+2+3) | 25,000 |
| TOTAL GROSS SALARY | 25,000 |

| OTHER BENEFITS | | | | |
|--|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |
| All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time. | | | | |
| * 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 | | | | |

ANNEXURE- II
(Compensation post Unit allocation)

| COMPENSATION DETAILS (All figures in INR, per month) | |
|--|---------------------------------------|
| NAME | Ms. Minnal Punnagai Punnahai Poomaran |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| 2. ANNUAL COMPONENT | |
|---|-----|
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95% paid out on a monthly basis) | 150 |

| 3. RETIRAL BENEFITS | |
|---|---------------|
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (FGS) (1+2+3) | 25,000 |

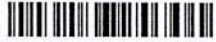
| 4. INCENTIVE COMPONENTS | At an indicative Payout of 5% | At an indicative Payout of 10% | At an indicative Payout of 20% |
|--|-------------------------------|--------------------------------|--------------------------------|
| TRAINING PERFORMANCE LINKED INCENTIVE (TPI) | 1,250 | 2,500 | 5,000 |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS) | 26,250 | | |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS) | 27,500 | | |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS) | 30,000 | | |

| OTHER BENEFITS | | | | |
|---|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

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HRD/3T/19-20/12671866

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

Mr. Mukesh Kanna Ramachandran
Candidate ID: 12671866
2/95, Dwaraga Nivas,
Pandian Nagar, Tirumangalam
Madurai - 625706
Tamil Nadu
India
Ph: (91) 96294 77841

July 30, 2019

Dear Mukesh Kanna,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.07.30 15:09:00 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/12671866

July 30, 2019

Mr. Mukesh Kanna Ramachandran
Candidate ID: 12671866
2/95, Dwaraga Nivas,
Pandian Nagar, Tirumangalam
Madurai - 625706
Tamil Nadu
India
Ph: (91) 96294 77841

Dear Mukesh Kanna,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **March 9, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** 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.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

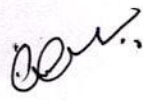
ANNEXURE - I
(Compensation during the Training Period)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|-------------------------------|
| NAME | Mr. Mukesh Kanna Ramachandran |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| 2. ANNUAL COMPONENT | |
|--|-----|
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| 3. RETIRAL BENEFITS | |
|--------------------------------------|---------------|
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (1+2+3) | 25,000 |
| TOTAL GROSS SALARY | 25,000 |

| OTHER BENEFITS | | | | |
|--|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |
| All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time. | | | | |
| * 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 | | | | |


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

(Compensation post Unit allocation)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|-------------------------------|
| NAME | Mr. Mukesh Kanna Ramachandran |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| 2. ANNUAL COMPONENT | |
|--|-----|
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| 3. RETIRAL BENEFITS | |
|---|---------------|
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (FGS) (1+2+3) | 25,000 |

| 4. INCENTIVE COMPONENTS | At an indicative Payout of 5% | At an indicative Payout of 10% | At an indicative Payout of 20% |
|--|-------------------------------|--------------------------------|--------------------------------|
| TRAINING PERFORMANCE LINKED INCENTIVE (TPI) | 1,250 | 2,500 | 5,000 |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS) | 26,250 | | |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS) | 27,500 | | |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS) | 30,000 | | |

| OTHER BENEFITS | | | | |
|---|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* 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

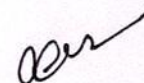


**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

17-Feb-2019



Nivashini Soundaraj
2/11,Kamaraj Nagar,Ayyampettai,Papanasam (taluk),Thanjavur(dt).
7598687880

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

Dear Nivashini,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 10.0 (Feb 2019)

1

Candidate's Signature _____

ANNEXURE - I
COMPENSATION & BENEFITS

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

Annual Total Cash compensation structure as per the Company guidelines is:

| Total Cash Compensation Elements | |
|--|----------------|
| | Annual (INR) |
| (A) Annual Fixed Compensation | 314,225 |
| (B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%) | 26,709 |
| Maximum Annual Total earning potential (A+B) | 340,934 |
| (C) Joining Bonus | |
| Joining Bonus (Refer to section C) | 25,000 |
| (D) Additional Benefits | |
| Gratuity as per law [#] | 5,290 |
| Insurance Premium (notional value) | 3,776 |
| Total Cash Compensation + Total Additional Benefits (A+B+C+D) | 375,000 |

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

Joining Bonus- of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.


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

Date: 07-Aug-2018
Ref No: ZTPL-4046/8/2018

To

Mr. RAJASEKAR P,
NO: 18/55, RAMUPILLAI LANE,
SOUTH VELISTREET,
MADURAI - 1

Dear Mr. RAJASEKAR P ,

We are pleased to offer you employment for the position of **MEMBER TECHNICAL STAFF** with **ZOHO TECHNOLOGIES PRIVATE LIMITED**.

INTERNSHIP AND STIPEND

You are expected to do the final semester project of your curriculum in our organisation. We expect you to work on the project on a full time basis for a period of 5-6 months. During this period you will be paid a monthly stipend of **Rs.15000/- (RUPEES FIFTEEN THOUSAND ONLY)**. The following offer is valid subject to successful completion of your project.

(Note: The above may not apply to you if your college does not permit internships).

DATE OF JOINING

Your date of appointment is effective from your date of joining after successful completion of your curriculum.

REMUNERATION

Your annual cost to company will be **Rs.396000/- (RUPEES THREE LAKH NINETY SIX THOUSAND ONLY) plus variable benefits**. The breakup of your gross salary and benefits details are set out in Annexure to this letter. Salary will be paid by the last day of each month.

PROBATION

Upon joining you will be on probation, at a minimum, until completion of the performance review cycle that immediately follows completion of six months from your date of joining, provided that your performance is determined to be satisfactory. If your performance is not satisfactory, your probation may be extended until your performance is determined to be satisfactory. Upon completion of the probation period you will be confirmed on the rolls of the company.

SALARY REVISION

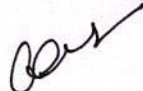
Revision to your compensation will be after one year from the date of joining, subject to satisfactory completion of the probation by you. Zoho operates a Pay-for-performance Policy and any salary revision will take your performance into account.

Prepared by

Revathi
TCE-9-160

Verified by

Shankar


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

Annexure

Name : RAJASEKAR P
 Designation : MEMBER TECHNICAL STAFF

| Details | Monthly | Annual |
|--|--------------|---------------|
| Basic | 13200 | 158400 |
| Taxable Allowance | 1800 | 21600 |
| HRA | 6600 | 79200 |
| Other Allowance & Flexible Component | 9600 | 115200 |
| Employer Provident Fund 12% of Basic+TA* | 1800 | 21600 |
| Cost to Company(CTC) | 33000 | 396000 |
| Internet Allowance** | | 6000 |
| Prosperity Sharing Plan*** | | 60000 |
| Compensation for the first year | | 462000 |

* You will be covered under the Company's Provident Fund Scheme from the date of joining the organization. Under this scheme, the company will contribute 12% of your basic salary+TA per month as employer contribution and an equal amount will be deducted from your salary as your contribution towards the fund.

** Internet allowance mentioned above is for the whole year, you will be eligible for the same from the date of joining. It will be prorated and paid for the first year depending on your date of joining.

*** This onetime bonus (PSP) will be processed during the month of April or May and it applies to the regular and confirmed employees. You may qualify for the above mentioned PSP quantum during the year 2020 provided your performance is found satisfactory and upon confirmation. This PSP quantum is indicative one and tends to change as recommended by your team manager. Please note PSP is derived based on company's productivity for that particular year and subject to change every year.

OTHER BENEFITS:

1. GRATUITY

Gratuity will be payable as per the Gratuity Act, upon separation from the company, subject to completion of minimum of five years of employment with Zoho.

2. MOBILE GIFT CARD AMOUNT

All Zoho employees are paid an amount of Rs.750/- (Rupees Seven Hundred Fifty Only) per month towards mobile connection. You will be eligible to receive the same upon completion of two years of service with Zoho, from the date of joining.

3. GROUP MEDICLAIM INSURANCE

You will be covered under the Group Mediciclaim policy for a sum insured of Rs.400000/- (Rupees Four Lakh Only). This is a floater policy where five of your dependents will also be covered along with you.

4. PERSONAL ACCIDENT INSURANCE

You will be covered under the Personal Accident Insurance Scheme, for a sum insured of Rs. 2000000/- (Rupees Twenty Lakh Only)

5. GROUP TERM LIFE INSURANCE

As a welfare measure for its employees, the company has subscribed to the Group Term Life Insurance. The insurance coverage is worth of Rs.2500000/- (Rupees Twenty Five Lakh Only).

Please note that the above mentioned Insurance schemes are subject to change based on yearly renewals.

Prepared by

Revathi
 TCE-9-160

Verified by

Shankar



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

Offer: Computer Consultancy
Ref: TCSL/CT20182435266/Chennai
Date: 27/09/2018

Mr. Reguraman R
3/3North Street,
Government Post Office,
Thirumangalam-625706,
Tamilnadu.
Tel# 91-9655260064

Dear Reguraman R,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the () Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,53,569/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/CT20182435266

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TATA CONSULTANCY SERVICES

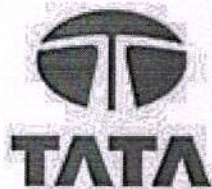
Tata Consultancy Services Limited

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

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

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

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



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

GROSS SALARY SHEET

Annexure 1

| | |
|----------------|---|
| Name | Reguraman R |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Thiagarajar College Of Engineering, Madurai |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 11,000 | 1,32,000 |
| Bouquet Of Benefits # | 13,457 | 1,61,480 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,320 | 15,840 |
| Gratuity | 529 | 6,349 |
| Total of Annual Components & Retirals | 1,849 | 30,089 |
| TOTAL GROSS | 28,806 | 3,53,569 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,400 | 52,800 |
| Leave Travel Assistance | 917 | 11,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 7,640 | 91,680 |
| GROSS BOUQUET OF BENEFITS | 13,457 | 1,61,480 |

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



HRD/FINALSEMTRG/2018/12671868



November 29, 2018

Rooba Gunasingh.

Thiagarajar College of Engineering.

Dear Rooba,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement signed on _____ between you ("Trainee" hereafter) and Infosys Limited ("Infosys" hereafter), a corporation organized and existing under the laws of India and having its primary place of business at Electronics City, Hosur Road, Bangalore 560 100, India. The details of the Program are as follows:

1. Program Date : **December 17, 2018**
2. Duration of the program : **16 Weeks**
3. Location : **Mysore, India**

Please note that you will be required to make your own arrangements for travel to Mysore (or any other Infosys location that may be communicated to you by designated Infosys personnel) and back to your university upon completion of the Program. Additionally, should you be required to travel between the Infosys offices located in different cities as part of your project, Infosys shall bear the cost of such travel. Your entitlements shall be communicated to you at that time.

A break-up of the benefits that you are eligible for is mentioned below:

| | |
|---------------|--|
| Accommodation | Provided by the Company at no charge for the entire duration of the Program |
| Stipend | Rs.10,000/- per month |

You would also be covered under the Personal Accident Insurance and Hospitalization Insurance of Infosys for the duration of your Program. If you require additional coverage, you would need to obtain this in your personal capacity.

If you are required to use the bus, library and fitness facilities (if any), you shall be provided access during the period of your Program in accordance with Infosys policies.

For the duration of the Program, you will be required to adhere to certain policies / practices that are applicable to employees of Infosys, including but not limited to the Trainee's obligations as per the Training Agreement. Additionally, you may be required to sign agreements with Infosys, at the sole discretion of Infosys, relating to protection of Infosys confidential and proprietary information. Infosys disclaims all liability and responsibility for acts or omissions by you that are in violation of any law, guideline, rule or regulation.

Digitally signed by RICHARD LOBO
 Date: 2018.11.29 15:56:31 +05:30
 Reason: Internship Offer Letter
 Location: Bangalore



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

GROSS SALARY SHEET

Annexure 1

| | |
|----------------|---|
| Name | Stella Grace P |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Thiagarajar College Of Engineering, Madurai |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 11,000 | 1,32,000 |
| Bouquet Of Benefits # | 13,457 | 1,61,480 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,320 | 15,840 |
| Gratuity | 529 | 6,349 |
| Total of Annual Components & Retirals | 1,849 | 30,089 |
| TOTAL GROSS | 28,806 | 3,53,569 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

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

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| House Rent Allowance | 4,400 | 52,800 |
| Leave Travel Assistance | 917 | 11,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 7,640 | 91,680 |
| GROSS BOUQUET OF BENEFITS | 13,457 | 1,61,480 |

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 TCSL/CT20182442590

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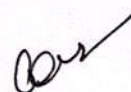
TATA CONSULTANCY SERVICES
 Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
 Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
 Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
 TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

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

07-Mar-2019

Sumithra Mani

5/13, Madurai main road, Silukuvapati(PO), Nilakottai(TK), Dindigul(DT)
9791864458

Dear Sumithra,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 10.0 (Feb 2019)

1

Candidate's Signature _____

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

ANNEXURE - I**COMPENSATION & BENEFITS**

Annual Total Cash compensation structure as per the Company guidelines is:

| Total Cash Compensation Elements | |
|---|---------------------|
| | Annual (INR) |
| (A) Annual Fixed Compensation | 314,225 |
| (B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%) | 26,709 |
| Maximum Annual Total earning potential (A+B) | 340,934 |
| (C) Joining Bonus | |
| Joining Bonus (Refer to section C) | 25,000 |
| (D) Additional Benefits | |
| Gratuity as per law[#] | 5,290 |
| Insurance Premium (notional value) | 3,776 |
| Total Cash Compensation + Total Additional Benefits (A+B+C+D) | 375,000 |

(A) Annual Fixed Compensation

Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

Joining Bonus- of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

ANNEXURE - II

Mandatory documentation at the time of onboarding:

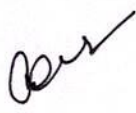
1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.

Cognizant

05-Nov-2018

Dear Sushmitha G V,
MCA, Computer Application
Thiagaraja College of Engineering

Candidate ID – 12380878


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.338,005/-. This includes an annual incentive indication of Rs.20,000/- as well as Cognizant's contribution of Rs.21,005/- 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.383,755/-. This includes an annual incentive indication of Rs.20,000/- as well as Cognizant's contribution of Rs. 21,755/- 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.

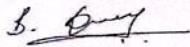
Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

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://campus2cognizant.cognizant.com>

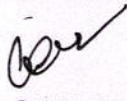
Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,


Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature :

Date:


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

Cognizant

Annexure A

Name: Sushmitha G V

Designation: Programmer Analyst Trainee

| Sl. No. | Description | Monthly | Yearly |
|---------|--|---------|----------------|
| 1 | Basic | 8675 | 104,100 |
| 2 | HRA @60% of basic* | 5205 | 62,460 |
| 3 | Conveyance Allowance* | 800 | 9,600 |
| 4 | Medical Allowance* | 1250 | 15,000 |
| 5 | Company's contribution of PF # | 1041 | 12,492 |
| 6 | Advance Statutory Bonus*** | 2000 | 24,000 |
| 7 | Special Allowance* | 5779 | 69,348 |
| | Annual Gross Compensation | | 297,000 |
| | Incentive Indication (per annum)** | | 20,000 |
| | Annual Total Compensation | | 317,000 |
| | Company's contribution towards benefits (Medical, Accident and Life Insurance) | | 16,000 |
| | Gratuity | | 5,005 |
| | Annual Total Remuneration | | 338,005 |

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

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **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.

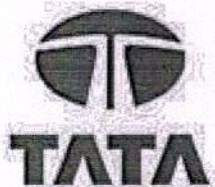
Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

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

Cognizant

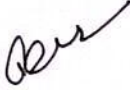
pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

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



Offer: Computer Consultancy
Ref: TCSL/DT20173829528/Chennai
Date: 16/06/2019

Mr. Venkatesh
52Chairman Muthuramaiyar Road,
Balarangapuram,
Madurai-625009,
Tamilnadu.
Tel# 91-8667380817


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

Dear Venkatesh,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,53,569/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/DT20173829528

1

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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

GROSS SALARY SHEET

Annexure 1

| | |
|----------------|---|
| Name | Venkatesh |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Thiagarajar College Of Engineering, Madurai |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 11,000 | 1,32,000 |
| Bouquet Of Benefits # | 13,457 | 1,61,480 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,320 | 15,840 |
| Gratuity | 529 | 6,349 |
| Total of Annual Components & Retirals | 1,849 | 30,089 |
| TOTAL GROSS | 28,806 | 3,53,569 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,400 | 52,800 |
| Leave Travel Assistance | 917 | 11,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 7,640 | 91,680 |
| GROSS BOUQUET OF BENEFITS | 13,457 | 1,61,480 |

**BE YOURSELF,
MAKE A DIFFERENCE.**

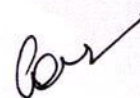
accenture

Strictly Private and Confidential

17-Feb-2019

Vignesh Lakshmanan

42/30/2 CS Balakrishna Iyer Lane, Old Kuyavar Palayam Road Madurai
8122833320



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

Dear Vignesh,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

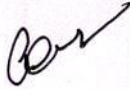
Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 10.0 (Feb 2019)

1

Candidate's Signature _____

ANNEXURE - I
COMPENSATION & BENEFITS


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

Annual Total Cash compensation structure as per the Company guidelines is:

| Total Cash Compensation Elements | |
|--|----------------|
| | Annual (INR) |
| (A) Annual Fixed Compensation | 314,225 |
| (B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%) | 26,709 |
| Maximum Annual Total earning potential (A+B) | 340,934 |
| (C) Joining Bonus | |
| Joining Bonus (Refer to section C) | 25,000 |
| (D) Additional Benefits | |
| Gratuity as per law [#] | 5,290 |
| Insurance Premium (notional value) | 3,776 |
| Total Cash Compensation + Total Additional Benefits (A+B+C+D) | 375,000 |

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 314,225. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

(B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

(C) Joining and Additional Bonus

You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

• **Joining Bonus-** of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

ANNEXURE - II

Mandatory documentation at the time of onboarding:

1. Two copies of your recent passport size photographs.
2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.



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

Offer: Computer Consultancy
Ref: TCSSL/CT20172184319/Chennai
Date: 28/09/2018

Ms. Yamuna Sankar
53aApk Main Road,
Avaniyapuram,
Madurai-625012,
Tamil Nadu.
Tel# 91-7871592499

Dear Yamuna Sankar,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be assigned a role in the () Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,53,569/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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1

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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

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

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TCSL/CT20172184319

11

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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

GROSS SALARY SHEET

Annexure 1

| | |
|----------------|---|
| Name | Yamuna Sankar |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Thiagarajar College Of Engineering, Madurai |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 11,000 | 1,32,000 |
| Bouquet Of Benefits # | 13,457 | 1,61,480 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,320 | 15,840 |
| Gratuity | 529 | 6,349 |
| Total of Annual Components & Retirals | 1,849 | 30,089 |
| TOTAL GROSS | 28,806 | 3,53,569 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

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

| Component Category | Monthly | Annual |
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| House Rent Allowance | 4,400 | 52,800 |
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| Food Card | 500 | 6,000 |
| Personal Allowance | 7,640 | 91,680 |
| GROSS BOUQUET OF BENEFITS | 13,457 | 1,61,480 |

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 Tata Consultancy Services Limited

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 Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
 TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Offer: Computer Consultancy
Ref: TCSL/DT20184424914/Chennai
Date: 06/10/2018

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

Mr. Yasikraja S
W4/248Kali Amman Kovil Street,
Kottampatti,
Madurai-625103,
Tamil Nadu.
Tel# -

Dear Yasikraja S,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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TCSL/DT20184424914

1

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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

GROSS SALARY SHEET

Annexure 1

| | |
|----------------|---|
| Name | Yasikraja S |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Thiagarajar College Of Engineering, Madurai |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 11,000 | 1,32,000 |
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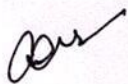
**BE YOURSELF,
MAKE A DIFFERENCE.**

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17-Feb-2019

Gokulakrishnan Kumaraguru
103, NAGESWARAN THIRUMANJANA STREET, KUMBAKONAM
9597132744


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

Dear Gokulakrishnan,

We are pleased to extend an Offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Centers, India as per the below terms and conditions:

Role - Application Development Associate

Career Level - Career level - 12

Talent Segment - Software Engineering

Please refer to:

- Annexure I for the compensation and benefits details
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Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 60% and above or equivalent CGPA, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Pre-joiner-Learning Module: As you are aware that as part of providing our new joiners a unique learning experience, Accenture proposes a learning module- Technology Fundamentals online Learning program (Hereinafter "program"). The training module of which will be made available to you at least three months before onboarding to give you a reasonable time to learn at your pace and comfort. Details of which are reiterated as under:

Version 10.0 (Feb 2019)

1

Candidate's Signature _____

ANNEXURE - I
COMPENSATION & BENEFITS

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

Annual Total Cash compensation structure as per the Company guidelines is:

| Total Cash Compensation Elements | |
|--|----------------|
| | Annual (INR) |
| (A) Annual Fixed Compensation | 314,225 |
| (B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%) | 26,709 |
| Maximum Annual Total earning potential (A+B) | 340,934 |
| (C) Joining Bonus | |
| Joining Bonus (Refer to section C) | 25,000 |
| (D) Additional Benefits | |
| Gratuity as per law [#] | 5,290 |
| Insurance Premium (notional value) | 3,776 |
| Total Cash Compensation + Total Additional Benefits (A+B+C+D) | 375,000 |

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(B) Local Variable Bonus (LVB)

- As part of your annual total cash compensation, you are eligible to participate in the Local Variable Bonus program. At your career level, the annual target variable pay-out is estimated as INR 26,709. The LVB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in the Company during the year. The pay-out that you receive will depend on but not limited to your performance achievement and the performance of Advanced Technology Centers, India in the current Company fiscal year. Details of the program will be communicated to you separately. The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the Local Variable Bonus guidelines.

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You are also eligible for a joining bonus and an additional bonus as per the terms mentioned below.

- Joining Bonus-** of INR 25,000 payable upon joining the organization and will be paid out along with salary of the month of joining or succeeding pay month. In case you leave, or your services are separated from the Company (except for ramp down or redundancies by the Company) before completion of 1 year from the date of joining, then this whole amount shall be recovered from you.

ANNEXURE - II

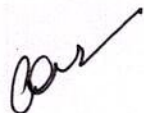
Mandatory documentation at the time of onboarding:

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2. Copy of X, XII and all semester mark sheets of PG & UG Degrees.
3. Copy of Degree/PG/Diploma (as applicable) certificates.
4. Passport copy, if available (if not please apply immediately).
5. Pan Card (Mandatory)
6. Copy of Aadhaar Card or copy of receipt of Aadhaar enrollment number- this is needed to comply with the requirement of the regulatory authorities like - EPFO etc and Accenture does not require this as a photo identity proof.



Offer: Computer Consultancy
Ref: TCSL/CT20182440318/Chennai
Date: 25/09/2018

Ms. Kanmani Karthikeyan
13-4-6Vittinayakar Street,
Near Rathnasababathy Jeweller,
Dindigul-624208,
Tamil Nadu.
Tel# 91-9787692909


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

Dear Kanmani Karthikeyan,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **ECM (Enterprise Content Management)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,53,569/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/CT20182440318

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

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

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

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

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



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

GROSS SALARY SHEET

Annexure 1

| | |
|----------------|---|
| Name | Kanmani Karthikeyan |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Thiagarajar College Of Engineering, Madurai |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 11,000 | 1,32,000 |
| Bouquet Of Benefits # | 13,457 | 1,61,480 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,320 | 15,840 |
| Gratuity | 529 | 6,349 |
| Total of Annual Components & Retirals | 1,849 | 30,089 |
| TOTAL GROSS | 28,806 | 3,53,569 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,400 | 52,800 |
| Leave Travel Assistance | 917 | 11,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 7,640 | 91,680 |
| GROSS BOUQUET OF BENEFITS | 13,457 | 1,61,480 |



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

Offer: Computer Consultancy
Ref: TCSL/CT20182442153/Chennai
Date: 06/10/2018

Ms. Karthika S
61Nalla Muthu Pillai Street,
Near Railwaytrack,
Madurai-625001,
Tamil Nadu.
Tel# 91-8778598281

Dear Karthika S,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,53,569/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/CT20182442153

1

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
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Dr. G.K. Raajesh
 Placement Officer
 Thiagarajar College of Engineering
 Madurai-625 015

GROSS SALARY SHEET

Annexure 1

| | |
|----------------|---|
| Name | Karthika S |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Thiagarajar College Of Engineering, Madurai |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 11,000 | 1,32,000 |
| Bouquet Of Benefits # | 13,457 | 1,61,480 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,320 | 15,840 |
| Gratuity | 529 | 6,349 |
| Total of Annual Components & Retirals | 1,849 | 30,089 |
| TOTAL GROSS | 28,806 | 3,53,569 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

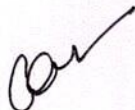
* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,400 | 52,800 |
| Leave Travel Assistance | 917 | 11,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 7,640 | 91,680 |
| GROSS BOUQUET OF BENEFITS | 13,457 | 1,61,480 |



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



HRD/3T/19-20/12671871

Ms. Karthika Thirumoorthy
Candidate ID: 12671871
37, East Car Street, Old Ayakudi,
Palani(Tk)
Dindigul - 624613
Tamil Nadu
India
Ph: (91) 89399 89554

July 05, 2019

Dear Karthika,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.07.05 14:18:50 +05:30
Reason: Offer Letter
Location: Bangalore

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

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ANNEXURE - I
(Compensation during the Training Period)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|---------------------------|
| NAME | Ms. Karthika Thirumoorthy |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| 2. ANNUAL COMPONENT | |
|--|-----|
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| 3. RETIRAL BENEFITS | |
|--------------------------------------|--------|
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (1+2+3) | 25,000 |
| TOTAL GROSS SALARY | 25,000 |

| OTHER BENEFITS | | | | |
|--|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |
| All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time. | | | | |
| * 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 | | | | |

ANNEXURE- II
(Compensation post Unit allocation)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|---------------------------|
| NAME | Ms. Karthika Thirumoorthy |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| 2. ANNUAL COMPONENT | |
|--|-----|
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| 3. RETIRAL BENEFITS | |
|---|---------------|
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (FGS) (1+2+3) | 25,000 |

| 4. INCENTIVE COMPONENTS | At an indicative Payout of 5% | At an indicative Payout of 10% | At an indicative Payout of 20% |
|--|-------------------------------|--------------------------------|--------------------------------|
| TRAINING PERFORMANCE LINKED INCENTIVE (TPI) | 1,250 | 2,500 | 5,000 |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS) | 26,250 | | |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS) | 27,500 | | |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS) | 30,000 | | |

| OTHER BENEFITS | | | | |
|---|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* 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





Offer: Computer Consultancy
Ref: TCSL/CT20182483376/Chennai
Date: 05/10/2018

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

Mr. Michael Appollo
 111Mullai Valagam, Pasumpon Street,,
 Thirumangalam,
 Thirumangalam-625706,
 Tamil Nadu.
 Tel# 91-9791247951

Dear Michael Appollo,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **Cyber Security, Practise (CSP)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be ₹3,53,569/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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1

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
 Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
 Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
 TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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

TCS Confidential
TCSL/CT20182483376

11

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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

GROSS SALARY SHEET

Annexure 1

| | |
|----------------|---|
| Name | Michael Appollo |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Thiagarajar College Of Engineering, Madurai |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 11,000 | 1,32,000 |
| Bouquet Of Benefits # | 13,457 | 1,61,480 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,320 | 15,840 |
| Gratuity | 529 | 6,349 |
| Total of Annual Components & Retirals | 1,849 | 30,089 |
| TOTAL GROSS | 28,806 | 3,53,569 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single, If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

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

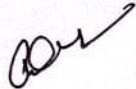
| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,400 | 52,800 |
| Leave Travel Assistance | 917 | 11,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 7,640 | 91,680 |
| GROSS BOUQUET OF BENEFITS | 13,457 | 1,61,480 |

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12

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Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
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Dr. G.K. Raajesh
Placement Officer
Thiagarajar College of Engineering
Madurai-625 015

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

To,

Prabhu Kamaraj

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

Dear Prabhu Kamaraj,

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

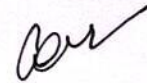
- **Document verification and checks** - Currently we are verifying the documents submitted by you during the Accenture recruitment process and we shall inform you on the next steps soon. The offer release is contingent upon successful verification of your documents as submitted by you. Once you receive the offer we would like you to accept the offer within 14 Days from the day you receive the offer Letter.
- **Information on Accenture's Pre-joiner-Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes a learning module - Technology Fundamentals Online Learning program (Hereinafter "program"). We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.
 - The training module of this program is typically made available to potential new joiners at least three months before onboarding to give them a reasonable time to learn at their pace and comfort. Details of which are as under:
- Under the program, the nine learning modules hosted on a technology platform will prepare the potential new joiner to be code ready.
- Post onboarding/joining Accenture, and after the Induction the potential new joiner will need to go through the Technology fundamental assessment (based on the pre on-boarding online learning program).
- On successful clearance of the Technology fundamental assessment in the first attempt along with completion of the online program module, a potential new joiner will be eligible for a learning Incentive of INR 10,000.
- In case a potential new joiner fails in the first attempt they will not be eligible for any learning incentive.
- To clear assessments for the program, potential new joiners are required to score minimum 60% marks in each assessment test for the program. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 65% marks to clear the assessment for the program.
- Before each reattempt, reasonable guidance and appropriate training will be provided to new joiners to help them appear in the reassessment

The potential new joiner's employment with Accenture is subject to successful completion of the assessment of the program, as mentioned above.

After a new joiner has cleared the Pre-Joiner Program; they will need to undergo further Accenture stream specific trainings. For clearing these trainings also, Accenture provides three attempts with success criteria similar to one for the pre-joiner program as mentioned above. If potential new joiners are unable to complete the Accenture specific training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

Should you want to stay connected with Accenture, we have designed the Accenture Campus Circle, a mobile app exclusively for you. The easy-to-use app will give you the inside scoop of our work, culture and everything you need to know about Accenture. With this app, you can access the latest at Accenture anytime, anywhere. Please note, that unless a formal employment offer is provided to you specifically determining the terms of employment with Accenture, nothing contained in this communication or any identified processes for the purpose of your participation shall be considered as an offer for employment by Accenture notwithstanding any contents or communications mentioned in any emails, process documents or links.

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



Annexure A

- Career Level - 12
- Proposed role - 'Application Development Associate'
- Annual fixed compensation for the fiscal will be Rs.3,14,225; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- Local Variable Bonus - At your career level, the annual target variable pay-out is estimated as Rs.26,709. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- Joining Bonus - You are also eligible for a joining Bonus of Rs.25,000; payable upon joining the organization and an Additional Bonus of Rs.25,000; payable in the subsequent compensation revision cycle. Joining Bonus & Additional Bonus will be paid in accordance with the company policy and as detailed in the Offer Letter.
- Gross annual total compensation for Financial Year will be Rs.3,75,000.

Please note, the above is informative and not exhaustive, specific details will be in the offer letter.

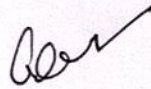
Yours sincerely,

Mohan Sekhar

Mohan Sekhar

Senior Managing Director

Lead, Advanced Technology Centers in India




HRD/3T/19-20/12671733

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

Ms. Pramila Thangam
 Candidate ID: 12671733
 21/1, Dhilipan Street, Mettu Street,
 Bethaniyapuram
 Madurai - 625016
 Tamil Nadu
 India
 Ph: (91) 99449 93424

July 24, 2019

Dear Pramila,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
 EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
 CIN: L85110KA1981PLC013115
 44, Infosys Avenue
 Electronics City, Hosur Road
 Bangalore 560 100, India
 T 91 80 2852 0261
 F 91 80 2852 0362
 askus@infosys.com
 www.infosys.com

Digitally signed by RICHARD LOBO
 Date: 2019.07.24 11:02:17 +05:30
 Reason: Offer Letter
 Location: Bangalore

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

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ANNEXURE - I
(Compensation during the Training Period)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|--------------------------|
| NAME | Ms. Pramila Thangam |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| 2. ANNUAL COMPONENT | |
|--|-----|
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| 3. RETIRAL BENEFITS | |
|--------------------------------------|---------------|
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (1+2+3) | 25,000 |
| TOTAL GROSS SALARY | 25,000 |

| OTHER BENEFITS | | | | |
|--|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |
| All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time. | | | | |
| * 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 | | | | |

ANNEXURE- II
(Compensation post Unit allocation)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|--------------------------|
| NAME | Ms. Pramila Thangam |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| 2. ANNUAL COMPONENT | |
|--|-----|
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| 3. RETIRAL BENEFITS | |
|---|---------------|
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (FGS) (1+2+3) | 25,000 |

| 4. INCENTIVE COMPONENTS | At an indicative Payout of 5% | At an indicative Payout of 10% | At an indicative Payout of 20% |
|--|-------------------------------|--------------------------------|--------------------------------|
| TRAINING PERFORMANCE LINKED INCENTIVE (TPI) | 1,250 | 2,500 | 5,000 |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS) | 26,250 | | |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS) | 27,500 | | |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS) | 30,000 | | |

| OTHER BENEFITS | | | | |
|--|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |
| All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time. | | | | |
| * 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 | | | | |





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

Offer: Computer Consultancy
Ref: TCSL/DT20184241220/Chennai
Date: 28/09/2018

Mr. Suresh
110/4 Krishnasamy Nadar Street Gandhipuram,
Pattiveeranpatti,
Dindigul-624211,
Tamilnadu.
Tel# 91-7010400935

Dear Suresh,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,53,569/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20184241220

1

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



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

GROSS SALARY SHEET

Annexure 1

| | |
|----------------|---|
| Name | Suresh |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Thiagarajar College Of Engineering, Madurai |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 11,000 | 1,32,000 |
| Bouquet Of Benefits # | 13,457 | 1,61,480 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,320 | 15,840 |
| Gratuity | 529 | 6,349 |
| Total of Annual Components & Retirals | 1,849 | 30,089 |
| TOTAL GROSS | 28,806 | 3,53,569 |

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.


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

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,400 | 52,800 |
| Leave Travel Assistance | 917 | 11,000 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 7,640 | 91,680 |
| GROSS BOUQUET OF BENEFITS | 13,457 | 1,61,480 |



HRD/3T/19-20/12671734

Ms. Varshini Maharajan
Candidate ID: 12671734
27A, Vaduga Kaval Kuda Street, Northmasi,
Street,
Madurai - 625001
Tamil Nadu
India
Ph: (91) 95859 36684



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

July 19, 2019

Dear Varshini,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.07.19 16:37:54 +05:30
Reason: Offer Letter
Location: Bangalore

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

Infosys[®]
 Navigate your next

ANNEXURE - I
(Compensation during the Training Period)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|--------------------------|
| NAME | Ms. Varshini Maharajan |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| 2. ANNUAL COMPONENT | |
|--|-----|
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| 3. RETIRAL BENEFITS | |
|--------------------------------------|---------------|
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (1+2+3) | 25,000 |
| TOTAL GROSS SALARY | 25,000 |

| OTHER BENEFITS | | | | |
|--|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |
| All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time. | | | | |
| * 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 | | | | |

ANNEXURE- II
(Compensation post Unit allocation)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|--------------------------|
| NAME | Ms. Varshini Maharajan |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| | |
|--|-----|
| 2. ANNUAL COMPONENT | |
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| | |
|---|---------------|
| 3. RETIRAL BENEFITS | |
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (FGS) (1+2+3) | 25,000 |

| 4. INCENTIVE COMPONENTS | At an indicative Payout of 5% | At an indicative Payout of 10% | At an indicative Payout of 20% |
|--|-------------------------------|--------------------------------|--------------------------------|
| TRAINING PERFORMANCE LINKED INCENTIVE (TPI) | 1,250 | 2,500 | 5,000 |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS) | 26,250 | | |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS) | 27,500 | | |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS) | 30,000 | | |

| OTHER BENEFITS | | | | |
|--|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |
| All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time. | | | | |
| * 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 | | | | |

