



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 2019 – 2020 (3 years batch)

Sl. No.	Reg. No.	Name of the Student	Department	Name of the Company	Annual CTC	Offer Letter Link
1	17Y004	AISHWARYA	MCA	Mahindra Integrated Business Solutions	207,483	Offer Letter
2	17Y010	ARAVINTH V	MCA	Mavel Technology Pvt Ltd	300,000	Offer Letter
3	17Y012	ARUN S K	MCA	Mavel Technology	300,000	Offer Letter
4	17Y015	GANAPATHY SUBRAMANIAN G	MCA	Tata consultancy services	925,004	Offer Letter
5	17Y016	R. GANESH MOORTHY	MCA	Tata consultancy services	358,507	Offer Letter
6	17Y019	GNANASEKAR.J	MCA	Infosys Limited	300,000	Offer Letter
7	17Y022	KANNAN B	MCA	Manpower	351,096	Offer Letter
8	17Y030	PRAVEEN KUMAR. R	MCA	Galaxy Weblinks	300,000	Offer Letter
9	17Y031	RAJESH KUMAR P	MCA	Infosys Limited	300,000	Offer Letter
10	17Y036	SABARIVASAGAN L	MCA	ZOHO	600,000	Offer Letter
11	17Y039	SHILPA T R	MCA	Infosys Ltd	300,000	Offer Letter
12	17Y043	SOUNDARYA S	MCA	Cognizant	455,880	Offer Letter
13	17Y044	SREE NARASIMMAN M K	MCA	Tata consultancy services	353,578	Offer Letter
14	17Y048	VENGATESHWARI R	MCA	Osiz Technologies Pvt Ltd	264,000	Offer Letter
15	17Y050	VIKNESH	MCA	Tata consultancy services	353,569	Offer Letter
16	17Y052	YOGALAKSHMI S	MCA	Experience.com	531,204	Offer Letter
17	17Y054	BALA CHANDRAN	MCA	Tata Consultancy Services	353,569	Offer Letter
18	17Y055	MANIKANDAN G	MCA	NeuralSchema Infotech Pvt.Ltd	650,000	Offer Letter
19	17Y059	B BALAJI	MCA	Onward Technologies	780,316	Offer Letter
20	17Y060	ISHWARYA M	MCA	Infosys	300,000	Offer Letter
21	17Y065	RAMANUJAM S	MCA	Infosys(Internship)	10,000(PM)	Offer Letter
22	17Y007	AKILA	MCA	Tata consultancy services	358,507	Offer Letter
23	17Y018	T GAYATHRI	MCA	Tata consultancy services	358,507	Offer Letter
24	17Y026	S.B.MEHAVARDHINI	MCA	Tata consultancy services	358,507	Offer Letter



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Sl. No.	Reg. No.	Name of the Student	Department	Name of the Company	Annual CTC	Offer Letter Link
25	17Y040	D.SIVA GOWRI	MCA	Tata consultancy services	358,507	Offer Letter
26	17Y067	A.D.SAMRISHTA	MCA	Tata consultancy services	358,507	Offer Letter

Mahindra

BUSINESS SOLUTIONS

Mahindra Integrated Business Solutions Pvt. Ltd.
5th Floor, Mahindra Information Technology Centre,
Akurli Road, Kandivli East, Mumbai - 400 101.
Maharashtra, India.
Tel : +91 22 68135005
Website : www.mibs.in
CIN No.U73100MH2011PTC212468.

17.01.2022

Employee Code: 912460

Ms. Aishwarya Ayyappan
73, Periyar Nagar,
Kulithalai, Kulittalai,
Karur - 639104

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

Dear Aishwarya,

We have pleasure of offering you appointment in our company, as **Associate - CE** in Band **MS1**.

This offer of appointment is subject to you satisfying the following:

- Your written undertaking to join, not later than **17.01.2022**. You have been deputed to work at **Solapur**.
- Submission of all your necessary certificates and documents in respect of educational and professional qualifications, proof of age and previous employment, as per the requirements of the Company.

This appointment will commence from the date on which you actually join the Company.

The terms and conditions of employment shall be as under:

- You will receive emoluments / allowances as per the attached Annexure.
- Your employment will be on the rolls of "**Mahindra Integrated Business Solutions Pvt. Ltd.**
- Gratuity, Provident Fund, and Medical Benefit and family, as per the rules of the Company, Medical Benefit will be applicable from the date of confirmation in service.
- The age of retirement will be sixty years. (On the strength of the biodata submitted by you, we have recorded your date of birth as **05.02.1997**)
- With effect from the date of your employment, you are required to become a member Provident Fund.
- You are liable to be placed for service at our discretion at any of the Company's establishments/departments/divisions anywhere in India as also the Associate Companies and subsidiary Companies of Mahindra & Mahindra Ltd.
- You will be on probation for a period of 06 months. This probationary period could be curtailed or extended at the discretion of the Company. However, completion of 06 months of probation does not entitle you or result in automatic confirmation of your employment, unless the Company confirms your employment in writing. During this period, your employment may be terminated forthwith without notice and without assigning any reasons.

Annexure

Ms. Aishwarya Ayyappan

Remuneration Details

CTC Calculator-MIBS ONROLL		
Name of the Employee	Aishwarya Ayyappan	
Grade	MS1	
Designation	Associate- CE	
Department	Customer Engagement	
Component	Yearly (in Rs.)	Monthly (in Rs.)
Basic	147432	12286
HRA	14743	1229
Bonus	12281	1023
TOTAL GROSS A	174456	14538
ER PF	19166	1597
ER ESIC	5664	472
Gratuity	8197	
TOTAL ER CONT. B	33027	2069
TOTAL CTC (A) + (B)	207483	17290
DEDUCTIONS		
PF		1474
PT		200
ESIC		109
TOTAL DEDUCTIONS C		1783
NET TAKE HOME (A) - (C)		12755

Employee and his/her immediate family (spouse and two children) if any shall be covered for Medclaim of Rs. 1,00,000/- per annum.

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



CONFIDENTIAL

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

January 21, 2020

Mr. Aravinth. V,
S / O Vijayakumar. J,
195, Komarapalayam Main road,
Pallipalayam, Agraharam (PO),
Erode - 638008.

Ph: +91 - 8838615272
Email: aravinthvah@gmail.com

Dear Mr. Aravinth. V,

This is in reference to your application during campus recruitment and the subsequent interview for a career opportunity with MAVEL Technologies Private Limited (MAVEL). We are pleased to offer you an employment as Engineer on the following terms and conditions.

Your annual compensation on a total cost to the company (CTC) basis will be approximately Rs.3,00,000/- (Rupees Three lakhs only). This includes Basic, Allowances, Statutory contributions, Medical insurance, variable pay and other benefits as governed by company policies, subject to Income Tax regulations in force from time to time. An appointment letter with the detailed breakup of your compensation will be communicated to you once you join.

You will be on probation for a period of six months from the date of your joining and unless confirmed in writing, you will remain to be on probation. Your work, discipline and conduct would be observed and evaluated during the probation period, and you will be confirmed if the same is found satisfactory.

Your contractual obligations are defined by the appointment letter and you are responsible for the duties and obligations described in the Exclusivity, Non-Disclosure Agreement, Intellectual Proprietary Rights and Non-Interference Agreement which you need to sign at the time of joining.

MAVEL will not be liable for your contractual obligations which you may have with your current or earlier employers.

Your initial posting will be at Madurai. However, your services are transferable to any other place or office of the company or to any subsidiary or associate company, whether now existing or still to be formed. Such transfer / deputation will be in accordance with the existing company's rules for the time being in force.

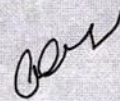
At the time of joining, you are requested to bring the copies of the following, for our records: Certificates and Marks cards of your SSLC, HSC, Diploma, Degree and other qualifications, Passport, PAN (if awaiting allotment of PAN, please submit a copy of Form 49A), 6 nos of recently taken passport sized color photo, Government issued identity proof and address proof. You shall submit the photocopies of the above-mentioned documents with self attestation and also the scanned softcopies.

Regd. Office: Plot no. 8, Door no 48, 5th cross street, Vanahmalai Nagar, Bypass Road, Madurai - 625015
PAN: AALCM8443M | GSTIN: 33AALCM8443M1ZY | CIN: U72900TZ2018PTC030483

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

MAVEL

CONFIDENTIAL



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

January 21, 2020

Mr. S. K. Arun,
S / O S. Krishnamoorthi,
7/521, Muthuramalinga Devar street,
NGO Colony, Nagamalai Pudhukottai,
Madurai - 625019.

Ph: +91 - 9789773808
Email: arun.sabari26@gmail.com

Dear Mr. S. K. Arun,

This is in reference to your application during campus recruitment and the subsequent interview for a career opportunity with MAVEL Technologies Private Limited (MAVEL). We are pleased to offer you an employment as Engineer on the following terms and conditions.

Your annual compensation on a total cost to the company (CTC) basis will be approximately **Rs.3,00,000/- (Rupees Three lakhs only)**. This includes Basic, Allowances, Statutory contributions, Medical insurance, variable pay and other benefits as governed by company policies, subject to Income Tax regulations in force from time to time. An appointment letter with the detailed breakup of your compensation will be communicated to you once you join.

You will be on probation for a period of **six months** from the date of your joining and unless confirmed in writing, you will remain to be on probation. Your work, discipline and conduct would be observed and evaluated during the probation period, and you will be confirmed if the same is found satisfactory.

Your contractual obligations are defined by the appointment letter and you are responsible for the duties and obligations described in the Exclusivity, Non-Disclosure Agrèement, Intellectual Proprietary Rights and Non-Interference Agreement which you need to sign at the time of joining.

MAVEL will not be liable for your contractual obligations which you may have with your current or earlier employers.

Your initial posting will be at **Madurai**. However, your services are transferable to any other place or office of the company or to any subsidiary or associate company, whether now existing or still to be formed. Such transfer / deputation will be in accordance with the existing company's rules for the time being in force.

At the time of joining, you are requested to bring the copies of the following, for our records: Certificates and Marks cards of your SSLC, HSC, Diploma, Degree and other qualifications, Passport, PAN (if awaiting allotment of PAN, please submit a copy of Form 49A), 6 nos of recently taken passport sized color photo, Government issued identity proof and address proof. You shall submit the photocopies of the above-mentioned documents with self attestation and also the scanned softcopies.

Regd. Office: Plot no. 8, Door no.48, 5th cross street, Vanamamalai Nagar, Bypass Road, Madurai - 625016
PAN: AALCM8443M | GSTIN: 33AALCM8443M1ZY | CIN: U72900TZ2018PTC030483

MAVEL

(Continuation of the Offer letter for S. K. Arun)

The information provided by you is subject to verification. If at any point of time it is found that the information provided is false or inaccurate, your employment at MAVEL will stand terminated with immediate effect without any obligations from the company. However, the company will have full authority to recover all costs incurred on you till the time of your termination.

This contract of services can be terminated by a written notice of one month while you are on probation and three months thereafter on either side or salary in lieu thereof.

Your appointment will be effective from the date of joining, which shall be on or before Monday, 1st June 2020 failing which the appointment shall stand automatically withdrawn.

If the above terms and conditions are acceptable to you, please return at the earliest the duplicate copy of the letter duly signed in token of your acceptance and indicate your likely date of joining.

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



Offer Acceptance:

I accept this offer. I will join on June 1st 2020

Signature: S.K. Arun

Name: S.K. ARUN

Date: 21/01/2020

Place: Madurai



Dr. G.K. Raajesh

Offer : Computer Consultancy
Ref : TCSSL/EP2023CN2574100/ Chennai/2099913
Date : 30-JUN-2023

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

Mr. G Ganapathy Subramanian
No. 71 A, Near Mallika Elementary School, Meenakshi Colony
Kaithari Nagar, Thiruparankundram
Madurai, Tamil Nadu, India
Tel No.: 8012348024

Sub: Letter of Offer and Terms of Employment

Dear Mr. G Ganapathy Subramanian,

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

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the position of Systems Engineer in Grade C1 at TCS - Chennai. Your gross salary including all benefits will be Rs. 9,25,004/- per annum. Annexure 1 provides a break-up of the compensation package.

Kindly confirm your acceptance of this offer on-line through the option 'Accept Offer letter' and propose your tentative date of joining. If not accepted within 7 days, this offer is liable to lapse at the discretion of TCSL. Please initiate your Background Check and submit required documents online within 5 days of your offer acceptance. Kindly note that your Offer is subject to a positive background check.

On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by TCSL.

Private and Confidential
TCSSL/2099913

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
185/188 Illoyds Road Chennai 600 086 India
Tel 91 44 66164111 Fax 91 44 66164050 Website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai - 400021



Offer : Computer Consultancy
Ref : TCSL/EP2022IR0605850/ Mumbai/1864094
Date : 05-MAY-2022

Mr. Ganesh Moorthy
2/125 Vanjinathan Street
Perungudi
Madurai, Tamil Nadu, India
Tel No.: 6380298652

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

Sub: Letter of Offer and Terms of Employment

Dear Mr. Ganesh Moorthy,

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

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the position of Asst. Systems Engineer in Grade C1Y at TCS - Chennai. Your gross salary including all benefits will be Rs. 3,58,507/- per annum. Annexure 1 provides a break-up of the compensation package.

Kindly confirm your acceptance of this offer on-line through the option 'Accept Offer letter' and propose your tentative date of joining. If not accepted within 7 days, this offer is liable to lapse at the discretion of TCSL. Please initiate your Background Check and submit required documents online within 5 days of your offer acceptance. Kindly note that your Offer is subject to a positive background check.

On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by TCSL.

Offer Letter Validity

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.

If you accept the offer from TCSL and fail to join within 120 days from the date of offer, the offer will stand automatically terminated.

We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



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

Girish Nandimath

Global Head -Talent Acquisition



Encl :

Annexure 1: Benefits Gross Salary Sheet

Annexure 2: Document Submission

Annexure 3: List of TCSL Offices

Annexure 4: Confidentiality, Data and Intellectual Property Protection


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

Annexure 1
GROSS SALARY SHEET

Name	Mr. Ganesh Moorthy		
Designation	Asst. Systems Engineer		
Grade	C1Y	Relevant Experience	1.25 years

Table 1: Compensation Details: (All Components are in Rs.)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Monthly	13,770	1,65,240
Bouquet Of Benefits #	8,533	1,02,390
2) Performance Pay		
Monthly Performance Pay	2,100	25,200
Performance Bonus *	1,400	16,800
3) City Allowance	1,100	13,200
4) Annual Components/Retirals		
Health Insurance	NA	7,900
Provident fund	1,652	19,829
Gratuity	662	7,948
Total of Annual Components & Retirals	2,315	35,677
TOTAL GROSS	29,217	3,58,507

Refer to Table 2 for TCSL defined Structure

In case, you wish not to opt for the BoB, Defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis

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

Component Category	Monthly	Annual
House Rent Allowance	6,885	82,620
Leave Travel Assistance	1,148	13,770
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	8,533	1,02,390

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
185/188 Loyds Road Chennai 600 086 India
Tel 91 44 66164111 Fax 91 44 66164050 Website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai - 400021

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



HRD/3T/20-21/1000707380

Mr. Gnanasekar Jothiramalingam
Candidate ID: 1000707380
247-B, Vallalar Kottam, Apk Main Road,
Villapuram
Madurai - 625012
Tamil Nadu
India
Ph: (91) 78713 64691

September 25, 2020

Dear Gnanasekar,

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: 2020.09.25 19:42:29 +05:30
Reason: Offer Letter
Location: Bangalore



HRD/3T/20-21/1000707380

September 25, 2020

Mr. Gnanasekar Jothiramalingam
Candidate ID: 1000707380
247-B, Vallalar Kottam, Apk Main Road,
Villapuram
Madurai - 625012
Tamil Nadu
India
Ph: (91) 78713 64691

Dear Gnanasekar,

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 **October 14, 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

The training program will consist of classroom/Virtual training and on-the-job training. The duration of the classroom/Virtual 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 12 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. Gnanasekar Jothiramalingam
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
Dr. G.K. Raajesh
Placement Officer
Thiagarajar College of Engineering
Madurai-625 015

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ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Mr. Gnanasekar Jothiramalingam
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				



ManpowerGroup Services India Pvt. Ltd.
Sul No A-1A, 1st Floor,
Gobind Market, H-Block,
Indira Palace, Connaught Circus,
New Delhi - 110001

CIN - U74810DL1927PTC085691

T : +91 - 11- 66497500
www.manpowergroup.co.in



Manpower

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

Date: 07-Dec-22

Name: KANNAN B

Subject: OFFER FOR FIXED TERM CONTRACT

Dear KANNAN B,

With reference to your request for appointment with ManpowerGroup Services India Pvt. Ltd, we have the pleasure in offering you the position of **Field Services** in our organization on a Fixed Term Contract basis. The detail of the offer is as follow –

Start date of Assignment	: 30-Jan-2023
End date of Assignment	: 28-May-2023
CTC per Month	: Rs. 29,258/-


Any statutory dues like PF, ESI, Bonus etc, if applicable, will be Paid / Deducted as per law.

All taxes will be deducted as applicable by law.

If you wish to accept this offer, kindly send the accepted copy of the same along with copy of your accepted resignation letter or relieving letter (if applicable) & necessary documents mentioned in this letter. In case the signed acceptance and required documents are not received by Manpower within 7 days of the offer date, Manpower at their discretion reserve their right to treat this offer as withdrawn automatically without further notice.

Your employment will be further subject to the verification of your credentials, testimonials and other particulars provided by you at the time of your recruitment. In case, at any stage, it is found that any information is false or misleading or any material information is suppressed. Then notwithstanding the fact that you have joined duty upon selection you will lose lien on your employment and be liable to be discharged forthwith

A detailed appointment letter would be issued to you upon your joining and submission of all necessary documents mentioned in this letter.



 Signature
 Authorized Signatory

 Signature
 Accepted By
 KANNAN B

R. Praveen Kumar

Dr. ... sh
Placement Officer
Thiagarajar College of Engineering
Madurai-625 015

Date - 1-April-2023

To,

Mr. Praveen Kumar R

Emp ID – GWL 1188

Subject: Transfer of your Services from Galaxy Infotech to Galaxy Web Links Limited

Dear Mr. Praveen Kumar R

This is to inform you that your services as "Senior Quality Engineer" at Galaxy Infotech stand transferred to another group entity i.e. Galaxy Web Links with effect from 1 April-2023.

For the purpose of seniority/experience and other statutory benefits (like Gratuity) your date of appointment at Galaxy Infotech would be taken as the joining date. You will continue to receive the same benefits as received by you in your current employment and there is no change in your service conditions.

Pursuant to your transfer to Galaxy Web Links Limited, you will be registered with the Employee Provident Fund Department and contribution to your PPF account will be made by Galaxy Web Links

At the time of completion of your services, a joint experience certificate will be issued by Galaxy Weblinks Limited and Galaxy Infotech


As per the agreed terms, kindly acknowledge the transfer of your services.

Regards

For Galaxy Weblinks Limited	Name – Mr. Praveen Kumar R
Sign - Ram Priya A Sr. HR Executive	Sign - <i>R. Praveen Kumar</i>



HRD/3T/20-21/1000707404


Dr. Rajesh
Placement Officer
Thiagarajar College of Engineering
Madurai-625 015

Mr. Rajesh Kumar Ponraj
Candidate ID: 1000707404
28, Patti Street
Sivakasi
Sivakasi - 626123
Tamil Nadu
India
Ph: (91) 82208 84678

September 25, 2020

Dear Rajesh Kumar,

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: 2020.09.25 19:42:30 +05:30
Reason: Offer Letter
Location: Bangalore



HRD/3T/20-21/1000707404

September 25, 2020

Mr. Rajesh Kumar Ponraj
Candidate ID: 1000707404
28, Patti Street
Sivakasi
Sivakasi - 626123
Tamil Nadu
India
Ph: (91) 82208 84678

Dear Rajesh Kumar,

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 **October 14, 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

The training program will consist of classroom/Virtual training and on-the-job training. The duration of the classroom/Virtual 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 12 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. Rajesh Kumar Ponraj
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. RETIARAL 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				

GR

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. Rajesh Kumar Ponraj
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





Zoho Corporation Private Limited

Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.

Ph: +91 - 44 - 6744 7070

www.zohocorp.com

SEZ Unit

Date: 26-May-2021

To

Mr.SABARI VASAGAN L,
NO:13/2, 7TH CROSS STREET,
2ND MAIN ROAD,SUBRAMANIYAPURAM,
MADURAI-625011, TAMIL NADU.

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

Dear Mr.SABARI VASAGAN L,

OFFER OF EMPLOYMENT

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

REMUNERATION

Your annual Cost to Company will be **Rs.600000/- (RUPEES SIX LAKH ONLY)**. The break-up of your gross salary and information specific to bonus and gratuity are set out in Annexure A. Salary will be paid by the last day of each month. All additional benefits that Zoho currently provides employees are set out in Annexure B.

DATE OF JOINING

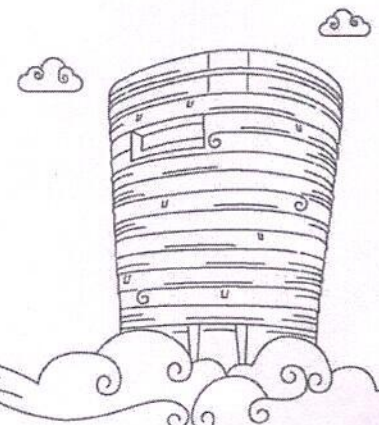
Your date of appointment is effective from your date of joining .

PROBATION

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.





ANNEXURE A

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

NAME : SABARI VASAGAN L
 DESIGNATION : MEMBER TECHNICAL STAFF

Details	Monthly	Annual
Basic	20000	240000
HRA	10000	120000
Other Allowance & Flexible component	17600	211200
Gross Salary	47600	571200
Employer Provident Fund (12% of Basic+TA)*	2400	28800
Cost To Company (CTC)	50000	600000

* 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 per month as employer contribution and an equal amount will be deducted from your salary as your contribution towards the fund.

OTHER BENEFITS:

PROSPERITY SHARING PLAN

PSP (Prosperity Sharing Plan) is a one time bonus scheme derived based on company's productivity. Every year during April or May, we will decide on extending this scheme to our confirmed employees after reviewing the company's growth and productivity. Based on your performance and confirmation you may be eligible for the same as determined by your manager, subject to scheme existence for that year.

GRATUITY

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





HRD/3T/20-21/1000707419

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

September 25, 2020

Ms. Shilpa Ramesh Babu
Candidate ID: 1000707419
55, Panthadi
3Rd Street.
Madurai - 625001
Tamil Nadu
India
Ph: (91) 73390 94230

Dear Shilpa,

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: 2020.09.25 19:42:31 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/20-21/1000707419

September 25, 2020

Ms. Shilpa Ramesh Babu
Candidate ID: 1000707419
55, Panthadi
3Rd Street.
Madurai - 625001
Tamil Nadu
India
Ph: (91) 73390 94230

Dear Shilpa,

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 **October 14, 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

The training program will consist of classroom/Virtual training and on-the-job training. The duration of the classroom/Virtual 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 12 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	Ms. Shilpa Ramesh Babu
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
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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	Ms. Shilpa Ramesh Babu
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
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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		
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SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

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* 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



Cognizant

06-Dec-2019

Dear Soundarya S,
MCA, Computer Application
Thiagaraja College of Engineering



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

Candidate ID – 13715678

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

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

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

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

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

Please note

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

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

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

Suresh Bethovandu
Global Head-Talent Acquisition

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

Signature :

Date:

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

Annexure A

Name: Soundarya S

Designation: Programmer Analyst Trainee

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

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

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

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

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

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

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

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



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

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

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

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

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



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

Offer: Computer Consultancy
Ref: TCSL/CT20192770111/Chennai
Date: 19/03/2021

Mr. Sree Narasimman Manikka Kannan
2426, Tnhb Colony,
Villapuram,
Madurai-625011,
Tamilnadu.
Tel# 91-8248450445

Dear Sree Narasimman Manikka Kannan,

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 ₹3,53,578/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, 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 given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore / TCS Xperience (detailed under Terms & Conditions). 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/CT20192770111

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 TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



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

GROSS SALARY SHEET

Annexure 1

Name	Sree Narasimman Manikka Kannan
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	15,000	1,80,000
Bouquet Of Benefits #	8,785	1,05,420
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	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
TOTAL GROSS	28,807	3,53,578

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 TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** 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	6,000	72,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	1,035	12,420
GROSS BOUQUET OF BENEFITS	8,785	1,05,420

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TCSL/CT20192770111

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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

HR/APP/1000/2022

Osiz Technologies Pvt.Ltd.

No-22,Astalakshmi Nagar,
Thanakankulam,Thirunagar,
Madurai-625 006.
Ph: 91 452-2482754



4/18/2022

Vengateshwari R**OSZ1049**

3/53,Kaliyaman Kovil Street,
Kappalur,
Madurai-625008

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

Dear Vengateshwari R,

With reference to your acceptance of offer, Osiz family is pleasure to appoint you for the position of **Programmer** from 4/18/2022 on the following terms and conditions:

1.Place of Work: You will be placed at **Madurai** and can be transferred to any other location / department within India or to any present or future affiliate or associate company in India on 30 days' notice. Thereafter you will be governed by the rules and regulation of the transferred place/entity. As a part of your employment, you may have to undertake National and/or International travel.

2.Reporting: You will be reporting to **Venkateswaran M** or a person nominated by him/her.

3.Leave: You will be eligible for leave as per Company rules, as set out in the leave policy and as amended from time to time. All leave must be prior approved and will be approved depending on the requirement of work. In case of leave not approved in advance due to sickness, a medical certificate along with the leave application requires to be submitted. Please note that in the event of your remaining absent or overstaying your leave without sanction for seven days continuously, your services are subject to termination without notice or intimation.

4.Termination of Service: The management reserves the right to terminate your services with or without assigning any reason. Similarly, you shall be at liberty to resign from services after giving 30 Days of Notice during your Probation and 3 months of Notice on Confirmation. On acceptance of the notice of termination, you will return to the Company all books, materials, documents, drawings, data or records belonging to the Company or any of its affiliates or customers and you shall not make or retain any copy thereof. In case of unsatisfactory feedback on your reference checks the organization will take appropriate action as it deem fit.

5.Other Rules & Regulations:

a.You will be governed by the rules and regulations as applicable, enforced, amended or altered from time to time during the course of your employment.

b.You will not engage yourself in any business or enterprise or work for any other company, gratuitously or for profit, without the previous specific written consent of the Company. You will not have any interest, financial or otherwise, directly or indirectly, in any firm, company or body with whom the Company has, or contemplates having business relations without disclosing the fact in writing to the Company immediately when it comes to your knowledge that such business relations are being contemplated or made.

c.We understand that the address given by you in the application is your present and permanent address and is entered as such in our records. Any changes in address should be immediately intimated to the Company.

Vengateshwari R R-Vengateshwari 21/06/2022

HR/APP/1000/2022

Osiz Technologies Pvt.Ltd.

No-22, Aṣṭalakṣmī Nagar,
Thanakankulam, Thirunagar,
Madurai-625 006.

Ph: 91 452-2482754



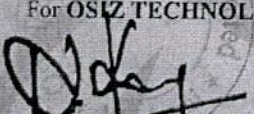
- d. If at any given time the management finds that the information supplied by you at the time of interview or thereafter is false and/ or if the management finds that you have violated any law your appointment will stand terminated without any notice.
- e. In accepting this appointment and performing your obligations and services under it, you warrant that you will not be in breach of obligations under any other previous employment or appointment; in the event of such a breach, you and not the Company, will be wholly and solely responsible and liable for any damages.
8. Probation: You will be on probation for a period of six months from the day of joining duty, on satisfactory completion your appointment will be confirmed by default. If however, the management is not satisfied with your work or conduct, your probation is liable to extend for a period of maximum 3 months.
9. Annual Performance Appraisal: You will be eligible for Appraisal Cycle in the financial Year upon completion of 1 year - i.e. Annual Appraisal
10. Confidentiality: You will maintain full confidentiality and keep all information whether disclosed to you or otherwise received by you or to which you have access to, and relating to the Company, its customers, pricing policy, databases, discount policy, marketing strategies, commission plans, business modules, business plans, corporate strategy, agreements, or understandings with its employees or any third party and customers list, fully secure and secret.
11. Training: At the time of your joining the organization and/ or at any time during your employment, you may be required to participate in training programs. The organization may invest a substantial amount of time, effort, money & resources in imparting, either directly or indirectly, this training to you. You are solely responsible for your own safety and if you believe it poses risk to yourself you are welcome to refrain from these travels giving sufficient reasons.

This offer of employment is subject to satisfactory verification and submission of the following documents. Please note that in the event the Company is not satisfied with verification, the Company reserves the right to withdraw or delay this offer of employment.

Please return the duplicate copy of the letter of appointment duly signed as a token of your having accepted the appointment along with two passport size photographs, the clearance letter from your previous employer and copies of education certificate and experience certificate at the time of joining.

OSIZ TECHNOLOGIES PVT LTD family welcomes you and wishes you a rewarding career with us.

For OSIZ TECHNOLOGIES PVT LTD.


Kamala Kannan N
Chief Operating Officer

I have read the above terms and conditions and the same are acceptable to me

Vengateshwari R. R. Vengatchi 21/06/2022

Emp Name with Signature and Date

P/APP/1000/2022

Osiz Technologies Pvt.Ltd.

No-22,Astalakshmi Nagar,
Thanakankulam,Thirunagar,
Madurai-625 006.
Ph: 91 452-2482754

**Annexure: Salary Breakup & Work Timings**

Heads	per month	per annum
Basic	8,800	105,600
HRA	4,400	52,800
Conveyance	1,600	19,200
Medical Allowance	1,250	15,000
Fixed Allowance	2,250	27,000
Special Allowance	1,985	23,820
Gross Salary	20,285	243,420
Less: Employee's Contributions		
Provident Fund	1,056	12,672
ESI	150	1,824
Insurance	30	360
Net Salary (Before Tax) *	19,047	228,924
Add: Employer's Contributions		
Provident Fund	1,056	12,672
ESI	659	7,908
Total CTC	22,000	264,000

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

* Tax will be determined based on the individuals' and investment plans and shall be deducted at source.

Reimbursement & Incentives will be applicable as per company policy

You will be eligible for any additional allowance or incentives only if your employment status is "active" at the time of disbursement of said payment.

Working Timings: As per location norms

For OSIZ TECHNOLOGIES PVT LTD.

Kamala Kannan N
Chief Operating Officer

I have read the above terms and conditions and the same are acceptable to me

Vengateshwar R Rengabali 21/06/2022

Emp Name with Signature and Date



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

Offer: Computer Consultancy
Ref: TCSL/DT20184386705/Chennai
Date: 28/09/2019

Mr. Viknesh
3c/12Vallinayagapuram-1st Street,
Svm Milk Depot,
Tuticorin-628008,
Tamilnadu.
Tel# 91-9965219652

Dear Viknesh,

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 **IT Infrastructure Services (ITIS)** 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. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 7 Days, 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 given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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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

**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 TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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

GROSS SALARY SHEET

Annexure 1

Name	Viknesh
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
Xplore/ Learning Incentive****		Upto 60,000

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 TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore 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.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. 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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TATA CONSULTANCY SERVICES
 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

Buyers Road

India Private Limited

experience.com

1 June 2021

Ms Yogalakshmi S
3/74, Yadhavar street,
T.Devanur, Thirukoilur (Thaluk),
Villupuram district, 605752.

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

Dear Yogalakshmi

Sub: Offer of Appointment

We are pleased to offer you the position of **Software Engineer - Level I** in our organisation based at Chennai. You are requested to join us on or before **1st June 2021**. Please note this offer is valid subject to your joining no later than 1st June 2021.

You will be on Probation for a period of 3 Months from the date of joining.

Your compensation on Cost to Company will be Rs. **5,31,200 Lakhs** per annum. (Rupees Five Lakhs Thirty One Thousand Two Hundred Only) inclusive of all statutory components.

You are required to furnish the following documents at the time of joining:

1. Relieving Letter and last month payslip from previous employer
2. Copy of Academic certificates
3. Copy of Passport
4. Copy of Pan Card, Aadhaar and Address Proof
5. Photographs 2 Nos

Please sign and return a copy of this letter as a token of your acceptance. Congratulations on your appointment and wish you a long and successful career with us.

Regards

For **Buyers Road India Private Limited.**

**Saravanan
Samidurai**

Digitally signed by
Saravanan Samidurai
Date: 2021.06.01 16:07:58
+05'30'

**Saravanan S
Director**

I have read and understood the terms and conditions stated in the letter and hereby signify my acceptance of the same.

NAME

Akshaya Vibgyor No: 139/4 Third Floor Kodambakkam High Road,
Nungambakkam, Chennai, Tamil Nadu 600034, India

Signature

www.experience.com

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

Salary Breakup: Yogalakshmi

Earnings (A)	Amount	Deductions (B)	Amount
Basic	16896.00	Provident Fund	2028.00
HRA	8448.00	Professional Tax	208.00
Conveyance allowance	4224.00	TDS Deduction	
Medical Allowance	4224.00	Other Deductions	-
Special Allowance	8448.00		
Total (A) =	42239.00	Total (B) =	2236 .00

Salary (Gross) PM = 42239.00

(A-B) Salary (Net) PM = 40003.00

CTC = Earnings
+ Savings
Contributions.

CTC (PM) 42239.00 + 2028.00 = 44276.00

CTC (Annual) 506868.00 + 24336.00 = 531204.00



Offer: Computer Consultancy
Ref: TCSL/CT20192770172/Chennai
Date: 28/09/2019

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

Mr. Bala Chandran
 142Kvk.Samy Street,
 Meenakshi Nagar,
 Madurai-625009,
 Tamil Nadu.
 Tel# 91-8637625934

Dear Bala Chandran,

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. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 7 Days, 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 given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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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
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 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 TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms

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TCSL/CT20192770172

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

GROSS SALARY SHEET

Annexure 1

Name	Bala Chandran
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
Xplore/ Learning Incentive****		Upto 60,000

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 TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore 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.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

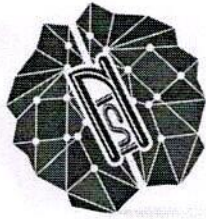
Component Category	Monthly	Annual
House Rent Allowance	4,400	52,800
Leave Travel Assistance	917	11,000
Food Card	500	6,000
Personal Allowance	7,640	91,680
GROSS BOUQUET OF BENEFITS	13,457	1,61,480

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



Neural Schema
infotech Pvt. Ltd.

Neuralschema Infotech Pvt. Ltd
Y2/41, SAF Games Village, Koyambedu
Chennai, Tamil Nadu 600040
Email : connect@neuralschemait.com

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

Dear Manikandan,

With reference to the discussions that we had with you; we are pleased to appoint you **[Manikandan G]** as **Software Engineer in Neuralschema Infotech Private Limited** as a professional.

Your mode of work will be Remote Work. Your Annual Total Compensation will be Rs.6,50,000 (Six Lakh and Fifty Thousand Rupees). The details are in Annexure I below.

Your appointment will be governed by the terms and conditions of employment presented in Annexure II. You will also be governed by the rules and regulations in vogue and those that may change from time to time. At the time of formally resigning from services, you shall have to serve the notice period of 90 days. Your compensation is highly confidential and if the need arises, you may discuss it only with your manager.

Your expected joining date is **22nd May 2023**. At the time of joining, please submit the following documents:

- **Photocopy of your Passport, Aadhaar, Pan Card, Certificates, and Mark Sheets in support of your educational qualifications.**
- **5 passport size color photographs.**

Neuralschema is keen that there is a secure environment for clients and internally too. Please refer Annexure II for more details.

Please note:

- This appointment is subject to satisfactory professional reference checks.
- This offer from Neuralschema is valid for 2 weeks only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing.

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, sign the duplicate of this offer as your acceptance and forward the same to us.

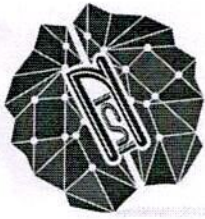
Your Sincerely,
for Neuralschema Infotech Private Limited

[Signature]

Mathi Krishnan,
CEO

I accept the offer on the terms and conditions and shall report to work on _____

Signature



Neural Schema
infotech Pvt. Ltd.

Neuralschema Infotech Pvt. Ltd
Y2/41, SAF Games Village, Koyambedu
Chennai, Tamil Nadu 600040
Email : connect@neuralschemait.com

Annexure - I

Manikandan

S No	Description	Annual
1	Professional Charges	6,50,000
Annual Total Compensation		6,50,000 INR



01st July, 2022

Strictly Confidential

Name : Balaji Baskar (Emp. No. 8427)
Designation: Software Engineer - IOT
Onward Technologies Ltd

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

Sub: Compensation Revision

Dear Balaji Baskar,

Based on your performance & feedback from your manager we are pleased to share your revised compensation which is with effect from **July 1, 2022**.

It is vital that we continue to focus on creating value for our clients and exceed their expectations. We truly believe in your potential and your commitment in delivering quality with integrity.

Your revised compensation is **INR 780,316** per annum.

Please note that all other terms and conditions of your employment remain unchanged and will be as per the company policy.

We take this opportunity to congratulate you for your performance and valuable contribution.

Wish you all the best for coming financial year. Let us work together to build a stronger Onward Technologies.

Yours Sincerely,
For Onward Technologies Ltd

Sujata Singh
Executive Vice President - HR

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



Annexure			
Employee Name:		Balaji Baskar	
Designation:		Software Engineer - IOT	
Grade		L1	
Salary Components		Per Month (INR)	Per Annum (INR)
A	Basic	32,513	390,156
	House Rent Allowance	16,257	195,084
	Transport Allowance	1,600	19,200
	LTA	2,709	32,508
	Medical Allowance	1,250	15,000
	Supplementary Allowance	5,031	60,372
	Monthly Deferred Bonus	0	0
	Gross Salary	59,360	712,320
B	Retiral and other Benefits		
	Employer's Contribution toward Provident Fund	3,902	46,824
	Premium for Gratuity	1,564	18,768
	Premium for Mediclaim	200	2,400
	ESIC	0	0
	Total Retiral and other Benefits	5,666	67,992
C	Total Base Compensation (A+B)	65,026	780,312
D	Variable Compensation (Annual)		0
E	Total Cost-to-Company (C+D)		780,316
Notes:			
Take home salary = {A} - {Monthly PF contribution + Professional tax + Income tax (as applicable) + any other deductions e.g. ESIC if applicable}			
Gratuity will be paid as per gratuity policy			
GIC Deduction: As per your grade Rs. 300 will be deducted from your Gross Salary every month as premium for mediclaim (Employee Contribution), For mediclaim policy details - refer to Employee handbook			

Yours Sincerely,
 For Onward Technologies Ltd.

S. Singh

Sujata Singh
 Executive Vice President - HR



HRD/3T/20-21/1000707459

Gov

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

Ms. Ishwarya Muralidharan
Candidate ID: 1000707459
10/1, SBI Staff 2nd Colony,
Ponmeni,
Madurai - 625010
Tamil Nadu
India
Ph: (91) 90434 88839

September 25, 2020

Dear Ishwarya,

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: 2020.09.25 19:42:34 +05:30
Reason: Offer Letter
Location: Bangalore


ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Ishwarya Muralidharan
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

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ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Ishwarya Muralidharan
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

HRD/FINALSEMTRG/2019/13420685

December 4, 2019

Ramanujam Srinivasan.

Thiagarajar College of Engineering

Dear Ramanujam,

This is in reference to the Program (as defined in the Training Agreement) as per the Training Agreement executed on _____ between you ("**Trainee**" hereafter) and Infosys Limited ("**Infosys**" hereafter), a corporation organised 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 23, 2019 |
| 2. Duration of the program | : | 14 to 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 Infosys) and from Mysore upon completion of the Program., Should you be required to travel to offices of Infosys located in different cities as part of your Program, Infosys shall bear the cost of such travel. Please note that 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 Infosys 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 Policy 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 policies of Infosys.

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: 2019.12.04 17:30:35 +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 stylized and cursive.

RICHARD LOBO
EVP - Head HR



Offer : Computer Consultancy
Ref : TCSL/EP2022IR0605850/ Mumbai/1864094
Date : 05-MAY-2022

Ms. Akila
843, Housing Board, Villapuram
Madurai, Tamil Nadu, India
Tel No.: 8667270277


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

Sub: Letter of Offer and Terms of Employment

Dear Ms.Akila,

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

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the position of Asst.Systems Engineer in Grade C1Y at TCS - Chennai. Your gross salary including all benefits will be Rs. 3,58,507/- per annum. Annexure 1 provides a break-up of the compensation package.

Kindly confirm your acceptance of this offer on-line through the option 'Accept Offer letter' and propose your tentative date of joining. If not accepted within 7 days, this offer is liable to lapse at the discretion of TCSL. Please initiate your Background Check and submit required documents online within 5 days of your offer acceptance. Kindly note that your Offer is subject to a positive background check.

On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by TCSL.

Offer Letter Validity

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.

If you accept the offer from TCSL and fail to join within 120 days from the date of offer, the offer will stand automatically terminated.

We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



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

Girish Nandimath

Global Head -Talent Acquisition



Encl :

Annexure 1: Benefits Gross Salary Sheet

Annexure 2: Document Submission

Annexure 3: List of TCSL Offices

Annexure 4: Confidentiality, Data and Intellectual Property Protection

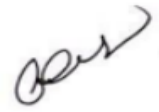
TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

185/188 Loyds Road Chennai 600 086 India

Tel 91 44 66164111 Fax 91 44 66164050 Website www.tcs.com

Registered Office Nirmal Building 9th Floor Nariman Point Mumbai – 400021



Annexure 1
GROSS SALARY SHEET

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

Name	Ms.Akila		
Designation	Asst.Systems Engineer		
Grade	C1Y	Relevant Experience	1 year

Table 1: Compensation Details: (All Components are in Rs.)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Monthly	13,770	1,65,240
Bouquet Of Benefits #	8,533	1,02,390
2) Performance Pay		
Monthly Performance Pay	2,100	25,200
Performance Bonus *	1,400	16,800
3) City Allowance	1,100	13,200
4) Annual Components/Retirals		
Health Insurance	NA	7,900
Provident fund	1,652	19,829
Gratuity	662	7,948
Total of Annual Components & Retirals	2,315	35,677
TOTAL GROSS	29,217	3,58,507

Refer to Table 2 for TCSL defined Structure

In case, you wish not to opt for the BoB, Defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis


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

Component Category	Monthly	Annual
House Rent Allowance	6,885	82,620
Leave Travel Assistance	1,148	13,770
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	8,533	1,02,390



Offer : Computer Consultancy
Ref : TCSL/EP2022IR0605850/ Mumbai/1864094
Date : 05-MAY-2022

Ms. T.Gayathri
53/6, South car Street, Thenkarai
Periyakulam, Theni (dt), Tamil Nadu, India
Tel No.: 7339130525


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

Sub: Letter of Offer and Terms of Employment

Dear Ms. Gayathri,

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

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the position of Asst.Systems Engineer in Grade C1Y at TCS - Chennai. Your gross salary including all benefits will be Rs. 3,58,507/- per annum. Annexure 1 provides a break-up of the compensation package.

Kindly confirm your acceptance of this offer on-line through the option 'Accept Offer letter' and propose your tentative date of joining. If not accepted within 7 days, this offer is liable to lapse at the discretion of TCSL. Please initiate your Background Check and submit required documents online within 5 days of your offer acceptance. Kindly note that your Offer is subject to a positive background check.

On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by TCSL.

Offer Letter Validity

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.

If you accept the offer from TCSL and fail to join within 120 days from the date of offer, the offer will stand automatically terminated.

We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



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Girish Nandimath

Global Head -Talent Acquisition



Encl :

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Annexure 4: Confidentiality, Data and Intellectual Property Protection

TATA CONSULTANCY SERVICES

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185/188 Iloyds Road Chennai 600 086 India

Tel 91 44 66164111 Fax 91 44 66164050 Website www.tcs.com

Registered Office Nirmal Building 9th Floor Nariman Point Mumbai – 400021

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

Annexure 1

GROSS SALARY SHEET

Name	Ms.T.Gayathri		
Designation	Asst.Systems Engineer		
Grade	C1Y	Relevant Experience	1 year

Table 1: Compensation Details: (All Components are in Rs.)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Monthly	13,770	1,65,240
Bouquet Of Benefits #	8,533	1,02,390
2) Performance Pay		
Monthly Performance Pay	2,100	25,200
Performance Bonus *	1,400	16,800
3) City Allowance	1,100	13,200
4) Annual Components/Retirals		
Health Insurance	NA	7,900
Provident fund	1,652	19,829
Gratuity	662	7,948
Total of Annual Components & Retirals	2,315	35,677
TOTAL GROSS	29,217	3,58,507

Refer to Table 2 for TCSL defined Structure

In case, you wish not to opt for the BoB, Defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis

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

Component Category	Monthly	Annual
House Rent Allowance	6,885	82,620
Leave Travel Assistance	1,148	13,770
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	8,533	1,02,390

TATA CONSULTANCY SERVICES

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Registered Office Nirmal Building 9th Floor Nariman Point Mumbai – 400021



Offer : Computer Consultancy
Ref : TCSL/EP2022IR0605850/ Mumbai/1864094
Date : 05-MAY-2022

Ms. S.B.Mehavardhini
25A, Mamsapuram 4th street,
Thirumangalam, Madurai(dt), Tamil Nadu, India
Tel No.: 8248691677


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

Sub: Letter of Offer and Terms of Employment

Dear Ms.Mehavardhini,

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

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the position of Asst.Systems Engineer in Grade C1Y at TCS - Chennai. Your gross salary including all benefits will be Rs. 3,58,507/- per annum. Annexure 1 provides a break-up of the compensation package.

Kindly confirm your acceptance of this offer on-line through the option 'Accept Offer letter' and propose your tentative date of joining. If not accepted within 7 days, this offer is liable to lapse at the discretion of TCSL. Please initiate your Background Check and submit required documents online within 5 days of your offer acceptance. Kindly note that your Offer is subject to a positive background check.

On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by TCSL.

Offer Letter Validity

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If you accept the offer from TCSL and fail to join within 120 days from the date of offer, the offer will stand automatically terminated.

We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



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Girish Nandimath

Global Head -Talent Acquisition



Encl :

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Annexure 4: Confidentiality, Data and Intellectual Property Protection

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

Annexure 1
GROSS SALARY SHEET

Name	Ms.S.B.Mehavardhini		
Designation	Asst.Systems Engineer		
Grade	C1Y	Relevant Experience	1 year

Table 1: Compensation Details: (All Components are in Rs.)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Monthly	13,770	1,65,240
Bouquet Of Benefits #	8,533	1,02,390
2) Performance Pay		
Monthly Performance Pay	2,100	25,200
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Component Category	Monthly	Annual
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Food Card	500	6,000
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Registered Office Nirmal Building 9th Floor Nariman Point Mumbai – 400021



Offer : Computer Consultancy
Ref : TCSL/EP2022IR0605850/ Mumbai/1864094
Date : 05-MAY-2022

Ms. D.Siva Gowri
3, Drowpathy amman koil South Street,
south veli st, Madurai, Tamil Nadu, India
Tel No.: 9843707080

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

Sub: Letter of Offer and Terms of Employment

Dear Ms.Siva Gowri,

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

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the position of Asst.Systems Engineer in Grade C1Y at TCS - Chennai. Your gross salary including all benefits will be Rs. 3,58,507/- per annum. Annexure 1 provides a break-up of the compensation package.

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We look forward to having you in our global team.

Yours Sincerely,

For TATA Consultancy Services Limited



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Girish Nandimath

Global Head -Talent Acquisition



Encl :

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Annexure 1
GROSS SALARY SHEET

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

Name	Ms.D.Siva Gowri		
Designation	Asst.Systems Engineer		
Grade	C1Y	Relevant Experience	1 year

Table 1: Compensation Details: (All Components are in Rs.)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Monthly	13,770	1,65,240
Bouquet Of Benefits #	8,533	1,02,390
2) Performance Pay		
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Leave Travel Assistance	1,148	13,770
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	8,533	1,02,390



Offer : Computer Consultancy
Ref : TCSL/EP2022IR0605850/ Mumbai/1864094
Date : 05-MAY-2022

Ms. A.D.Samrishta
4/476, Arun nagar, Pillarsilai
Nagamalai pudukkottai, Madurai, Tamil Nadu, India
Tel No.: 7871711104


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

Sub: Letter of Offer and Terms of Employment

Dear Ms.Samrishta,

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

This offer is based on your profile, relevant work experience and performance in the selection process. You have been selected for the position of Asst.Systems Engineer in Grade C1Y at TCS - Chennai. Your gross salary including all benefits will be Rs. 3,58,507/- per annum. Annexure 1 provides a break-up of the compensation package.

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Yours Sincerely,

For TATA Consultancy Services Limited



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

Girish Nandimath

Global Head -Talent Acquisition



Encl :

Annexure 1: Benefits Gross Salary Sheet

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Annexure 3: List of TCSL Offices

Annexure 4: Confidentiality, Data and Intellectual Property Protection

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Tel 91 44 66164111 Fax 91 44 66164050 Website www.tcs.com

Registered Office Nirmal Building 9th Floor Nariman Point Mumbai – 400021

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

Annexure 1
GROSS SALARY SHEET

Name	Ms.A.D.Samrishta		
Designation	Asst.Systems Engineer		
Grade	C1Y	Relevant Experience	1 year

Table 1: Compensation Details: (All Components are in Rs.)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Monthly	13,770	1,65,240
Bouquet Of Benefits #	8,533	1,02,390
2) Performance Pay		
Monthly Performance Pay	2,100	25,200
Performance Bonus *	1,400	16,800
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