



# 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 2020 – 2021 (3 years batch)

Sl. No.	Reg. No.	Name of the Student	Department	Name of the Company	Annual CTC	Offer Letter Link
1	18Y001	ABISHEK	MCA	TCS	353,578	Offer Letter
2	18Y002	ARAVIND RAJ J	MCA	TCS	353,578	Offer Letter
3	18Y003	ARIYA MEENA M	MCA	TCS	353,578	Offer Letter
4	18Y004	ARJUN.JVR	MCA	Voice Tech Solutions (intern only)	150,000	Offer Letter
5	18Y005	ASMA N	MCA	ICON Clinical Research Limited	225,000	Offer Letter
6	18Y006	BALAGURU R	MCA	Accenture	450,000	Offer Letter
7	18Y008	DEVA BALA SUBRAMANIAN S	MCA	TCS	301,571	Offer Letter
8	18Y010	DIVYA. E	MCA	ICON Clinical Research Limited	225,000	Offer Letter
9	18Y011	DURGA LAKSHMI R	MCA	ICON Clinical Research Ltd	325,000	Offer Letter
10	18Y012	GANESHPRIYA M	MCA	Nggawe Nirman Technology, Bangalore	400,000	Offer Letter
11	18Y016	ILAYA BHARATHI T K	MCA	Amazon	400,000	Offer Letter
12	18Y018	JANANI V	MCA	Accenture	450,000	Offer Letter
13	18Y019	JEGATH RAJ	MCA	Accenture	450,000	Offer Letter
14	18Y023	KARTHIKEYAN R	MCA	Icon Clinical Research India private limited	325,000	Offer Letter
15	18Y025	KIRUBHAGARAN V	MCA	Icon Clinical Research India private limited	325,000	Offer Letter
16	18Y027	MANI VASAGAM	MCA	Cognizant	401,988	Offer Letter
17	18Y029	MONIKA M	MCA	ICON Clinical Research Ltd	225,000	Offer Letter
18	18Y030	MUGESH G	MCA	Atos	330000	Offer Letter
19	18Y031	MYTHILI KN	MCA	Atos Syntel	340,000	Offer Letter
20	18Y032	NAGA NANDHINI	MCA	Conduent	320,000	Offer Letter
21	18Y035	M. PARVATHI	MCA	ICON Clinical Research Limited	225,000	Offer Letter
22	18Y036	A. PRADEEP KUMAR	MCA	Cognizant	221,251	Offer Letter



# 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

Sl. No.	Reg. No.	Name of the Student	Department	Name of the Company	Annual CTC	Offer Letter Link
23	18Y038	RAJASHREE T	MCA	TCS	353,578	Offer Letter
24	18Y039	RAJMOHAN P	MCA	Accenture	450,000	Offer Letter
25	18Y041	SANTHOSHINI S.R	MCA	Accenture	450,000	Offer Letter
26	18Y042	SARAVANA PRIYA R	MCA	Accenture	450,000	Offer Letter
27	18Y043	G. SELVI RAJESWARI	MCA	ICON Clinical Research limited	225,000	Offer Letter
28	18Y046	SINDHUJA P	MCA	Rheinbruke IT consulting	330,000	Offer Letter
29	18Y047	C.SIVASHANKAR	MCA	Zoho	456,000	Offer Letter
30	18Y049	SOWMYA S	MCA	Cognizant	401,988	Offer Letter
31	18Y051	SURYA S	MCA	Rhein Brucke	330,000	Offer Letter
32	18Y052	VARDHINI.V.B	MCA	TCS	353,578	Offer Letter
33	18Y054	VASUMATHY V	MCA	TCS	353,578	Offer Letter
34	18Y059	GANDHIMATHY.K	MCA	ICON Clinical Research Ltd	225,000	Offer Letter
35	18Y060	MADHURANANTHAM M	MCA	Tata Consultancy Services, Chennai	353,578	Offer Letter
36	18Y061	PUSHPAKALA K	MCA	Tata Consultancy Services Ltd	353,578	Offer Letter
37	18Y062	SALAMUDEEN M S	MCA	Tata Consultancy Services Limited	353,578	Offer Letter
38	18Y063	SANKARA NARAYANAN S	MCA	Mphasis	400,000	Offer Letter
39	18Y064	SOWBARNIKA P P	MCA	Centelon (intern only)	200,000	Offer Letter
40	18Y065	SUSMITHA N	MCA	Voice tech solutions (intern only)	150,000	Offer Letter
41	18Y007	BANUPRIYA M	MCA	TCS	358,507	Offer Letter
42	18Y017	INDHIRANI V	MCA	TCS	358,507	Offer Letter



Offer: Computer Consultancy  
Ref: TCSL/CT20213763135/Chennai  
Date: 18/10/2021

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

Mr. Abishek Kumaresan  
181,V.O.C 4th Cross StreetMadurai,  
Solai Alagu Puram,  
Madurai-625011,  
Tamil Nadu.  
☎# -8248906967

Dear Abishek Kumaresan,

**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.



Offer: Computer Consultancy  
Ref: TCSL/CT20213780434/Chennai  
Date: 11/11/2021

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

Mr. Aravind Raj J  
56/HAlageshapuram 2nd Street,  
Alageshapuram 2nd,  
Thoothukudi-628002,  
Tamilnadu.  
Tel# 91-8124434376

Dear Aravind Raj J,

**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/CT20213780434

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](http://www.tcs.com)

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

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



Offer: Computer Consultancy  
 Ref: TCSSL/CT20203323983/Chennai  
 Date: 10/01/2021

Ms. Ariya Meena M  
 Door No:45Srinivasa Nagar 2nd Street,  
 Thirunagar,  
 Madurai-625006,  
 Tamil Nadu.  
 Tel# 91-9940100417

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

Dear Ariya Meena M,

**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. 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.

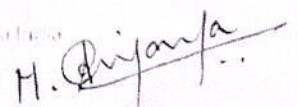
Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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 &

TCS Confidential  
 TCSSL/CT20203323983

**TATA CONSULTANCY SERVICES**  
 Tata Consultancy Services Limited

21, 21-24, Kamarajar Nagar, Sholinganallur, Old Madhavipuram, Chennai-600 151, Tamil Nadu, India  
 Tel: 91-44-6616 2222 Fax: 91-44-6616 2555 Website: www.tcs.com  
 Registered Office: Naraina Building, 9th Floor, Naraina Point, New Delhi-110 028  
 TCS Careers Service Line: 1800 209 3344 Email: careers@tcs.com

  
 H. Pranjana



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.

## COMPENSATION AND BENEFITS

### **BASIC SALARY**

You will be eligible for a basic salary of ₹15,000/- per month.

### **BOUQUET OF BENEFITS (BoB)**

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

#### **1. House Rent Allowance (HRA)**

Your HRA will be ₹6,000/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

#### **3. Personal Allowance**

You will be eligible for a monthly personal allowance of ₹1,035/- per month. This component is subject to review and may change as per TCSL's compensation policy.

#### **4. Food Card**

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB

TCS Confidential  
TCSL/CT20203323983

2

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

415/21-24, Kurnaran 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 Service Line: 1800 209 3311 Email: careers@tcs.com

*M. Vijayaraja*



**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**

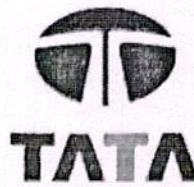


[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

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

TCS Confidential  
TCS Confidential  
TCSL/CT20203323983  
TCSL/CT20203323983

**TATA CONSULTANCY SERVICES**  
**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited



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

## GROSS SALARY SHEET

Annexure 1

Name	Ariya Meena M
Designation	Assistant System Engineer-Trainee
Institute Name	Thiagarajar College Of Engineering, Madurai

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	8,785	1,05,420
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
<b>TOTAL GROSS</b>	<b>28,807</b>	<b>3,53,578</b>
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 Program.

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

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

TCS Confidential  
 TCSL/CT20203323983

13

**TATA CONSULTANCY SERVICES**  
 Tata Consultancy Services Limited

91, 2/21-24, Kamaraj Nagar, Sholinganallur, Old Mahalingapuram, Chennai-600 119 Tamil Nadu, India  
 Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com  
 Registered Office: Nirmal Building, 20th Floor, Nandanam Point, Madurai-625 021  
 TCS Careers Service Line: 1800 299 1111 E-mail: careers\_tcs@com

*M. Rajaraja*





**Voicetech Solutions Pvt. Ltd.**  
Perfection Leads to Innovation

URL : www.voicetech-solutions.com

## PRIVATE AND CONFIDENTIAL

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

Reference: Appointment of Arjun

Date: 1<sup>st</sup> May 2021

Name of the Candidate: Arjun

Place: 44/13B Old Punjai Mettu street southgate, Madurai-1

Dear Arjun,

We are pleased to offer you an appointment as **Software Engineer** in Voicetech Solutions Pvt Ltd . You will be placed in Engineering division, reporting to Abbas Ali 12/13 Konark street samad line, Pudukote Keeranur post at Madurai 622502.

The following are the terms and conditions of your appointment.

### Commencement/Terms:

- You shall be required to join our office on or before 5<sup>th</sup> May 2021

### Remuneration:

- Your Salary Package will be Rs. 1,20,000/- (One lakh Twenty Thousand Only) Per Annum and will be enhanced to Rs. 1,50,000/- (One lakh Fifty Thousand Only) on performance and confirmation after three months.

### Other Terms and Conditions of Services:

- Professional Ethics & Confidentiality:** while you are in the services of the Company, you are not permitted to carry on any business or profession or



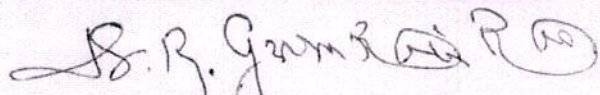
**Voicetech Solutions Pvt. Ltd.**  
Perfection Leads to Innovation


URL : [www.voicetech-solutions.com](http://www.voicetech-solutions.com)

enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will Devote your whole time and attention to your office work to promote the interest of the Company and will not divulge to any person or utilize any of the Company's secret or other related information (which you may possess by reason on your association with the Company) outside the Company.

- **IT Security Practices & Procedures:** while you are in the services of the Company, you will adhere to the IT Security Practices & Procedures as prescribed by the Company.
- **Notice Period:** During the Employment, your services would be liable to be terminated by the Company without giving any reason during probationary period. During the employment, if you decide to leave the Company's services, you will be required to give sixty days notice period
- **Transfer:** The Company shall have the right to transfer you to any of its offices or Group Companies in India or abroad.
- **Joining Competitor:** In the event of termination of your services by the Company or your resignation from the services of the Company, you shall not join any Voice Self Service product development company for the period of six months from the date of resignation/termination.
- During the tenure with us any discovery, invention, patents etc. derived shall belong to firm and its associates or group of companies.
- In case of termination of the employment, then the stock option plan will be effective only upto the period of employment and the partial month is not counted towards the stock option plan.
- We welcome you to the VOICE TECH family.

**For Voicetech Solutions Pvt Ltd**

  
**Authorised Signature**



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

Dear Asma,

Following on from our recent discussion, I am delighted to confirm our offer to you with ICON Clinical Research Ltd.

Position Offered: Assist Clin Data Programmer

Manager: Uma Nithyanandhan

Based: India, Chennai

Salary: 225,000.00

Start Date: 03/08/2021

**Benefits:**

36 days (12 Personal Leave + 12 Vacation Leave + 12 Sick leave) + 14 statutory holidays

Target Bonus 5%

Medical Insurance - Personal Accident cover: 2 x the employees CTC

Life Insurance Cover: 2 x employees CTC

Transport allowance - Commute provided to all staff to and from office, from designated pick up points  
40 hours working week.

In your new role with us, you will have the opportunity to help our customers accelerate the development of drugs and devices that help save lives and improve the quality of lives around the world. Our ICON culture and core values, Accountability and Delivery, Collaboration, Partnership and Integrity are shared across the company.

As discussed and agreed upon at the time of your interview with ICON for the position of Assistant Clinical Data Programmer, you are hereby advised that your appointment is subject to your agreement to serve ICON for a minimum period of 18 months under the following terms:

As a measure to ensure that the knowledge and expertise acquired by you as a part of the training provided is retained within the organization, you agree to serve ICON Clinical Research India Pvt. Ltd. for a minimum period of 18 months from your date of joining. If you terminate your employment prior to the completion of 18 months from your date of joining, you undertake to pay the company a sum of 2,00,000.00 INR towards training costs.

In the event of your leaving ICON, via resignation or termination due to under performance or misconduct as per the employee handbook, the training costs will need to be repaid to the company on the following basis:

0-12 months' service from the date of appointment 100% repayable.

13-18 months' service from the date of appointment 50% repayable.

All other terms of employment will remain as per your employment contract. All matters relating to this agreement are strictly confidential between you and the company, and should be treated as such.

Upon acceptance, you will receive an email from our third party background verification company, HireRight, asking you to follow a link to enter your information to start your debarment and background check. Please complete this request within 24 hours of receipt, delay completing this may affect your start date.

We hope that you are pleased to receive our offer of employment, please confirm by accepting the check box in Workday to formally accept and complete your personal information. As soon as I receive this, a formal contract of employment/ offer letter will be sent to you.



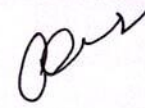
We look forward to welcoming you aboard and in the meantime, if you have any questions, please do not hesitate to contact me via email or by phone.  
Congratulations!

Gopinath M S

**BE YOURSELF,  
MAKE A DIFFERENCE.**

**accenture**

Strictly Private and Confidential



Date:03-Nov-2021

Balaguru Ravi  
C10296687

2/22,Gokale street, Narayanapuram, Madurai-625014

9750772711

Dear Balaguru Ravi,

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

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 3.0 (Oct 2021)

1

Candidate's Signature

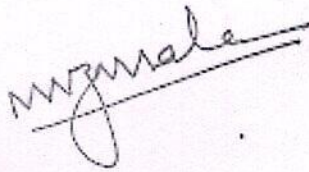
After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on <https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mahesh Vasudeo Zurale  
Senior Managing Director  
Lead, Advanced Technology Center, India

[ Insert full legal name]

**ANNEXURE 1****COMPENSATION & BENEFITS**

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

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

<b>Total Cash Compensation Elements</b>	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
<b>(D) Additional Benefits</b>	
Gratuity as per law <sup>#</sup>	9,500
Insurance Premium(notional value)	
<b>Total Cash Compensation + Total Additional Benefits (A+B+C+D)</b>	<b>450000</b>

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.



Offer: BUSINESS PROCESS SERVICES  
Ref: TCSL/DT20218968988/Chennai/BPS/BSPA  
Date: 09/11/2021

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

Mr. Deva Bala Subramanian S  
4/290  
Ponni Street, Kurinji Nagar, Athikulam  
Reserveline  
Madurai-625014  
Tamil Nadu  
Tel# 91-7904296488

Dear Mr. Deva Bala Subramanian S,

**Sub: Letter of Offer and Terms of Traineeship**

We 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 traineeship.

We are suitably impressed with your credentials and feel that your working with us will be mutually beneficial and rewarding. We are pleased to inform you that you have been selected for the position of **SENIOR PROCESS ASSOCIATE** in Grade BPO2 and your present posting will be at Chennai . Your Gross Salary / Annual Compensation Package including all benefits will be Rs. 3,01,571/- per annum. Annexure 1 provides a break-up of the compensation package.

Kindly confirm your acceptance of this offer by proposing your date of joining and signing Annexure 2.

Your failure to accept the offer of the company within 7 days may lead to a presumption that you are not interested in working in the company and the offer will stand revoked automatically at the sole discretion of the company.

On joining and successful completion of joining formalities, you will be issued a Letter of Appointment by the company. Joining formalities include a submission of a PAN Card and non submission of the same will delay your joining duty. The offer of employment is also subject to the individual being eligible and legally permissible to work such as having a valid work permit or not being disqualified from being appointed by any law.

If the requirements of the joining formalities including submission of PAN Card are not complied with by you within 30 days of your date of joining, this offer of employment would stand revoked at the sole discretion of the company. Your offer is subject to a positive background check.

TCS decision of releasing the Offer of Employment and allowing you to join the organization before completion of your final semester examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the aforesaid condition specified in the Terms of Employment. The status of your course completion with requisite marks will be reviewed periodically. The Management reserves the right to revoke the Offer / Appointment if it is later established that you do not meet the requisite criteria as per TCS Selection Guidelines. Please refer to the "Terms of Traineeship". Your appointment is subject to completion of your course within stipulated time and scoring minimum aggregate marks as per TCS Selection Guidelines, as most specifically stated in the Offer of Employment.

Private and Confidential  
TCSL/DT20218968988

1

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
6<sup>th</sup> Floor III Phase, Spencer Plaza 769, Anna Salai, Chennai - 600 002, India  
Ph.: +91 44 66164111 Fax 91 44 6616 4050 E-mail: corporate.office@tcs.com, Website: http://www.tcs.com  
Registered Office 9th Floor, Nirmal Building, Nariman Point, Mumbai 400 021  
Corporate Identification No. (CIN): L22210MH1995PLC084781





**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 the 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 sole discretion of TCSL

We look forward to having you in our global team.

Yours Sincerely,

For Tata Consultancy Services Limited.

Girish V. Nandimath  
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 Gross Salary Sheet  
Annexure 2: Confidentiality, Data and Intellectual Property Protection Terms



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

**GROSS SALARY SHEET**
**Annexure 1**

Name	Deva Bala Subramanian S
Designation	SENIOR PROCESS ASSOCIATE
Grade	BPO2

**Table 1: Compensation Details (All Components in Rs)**

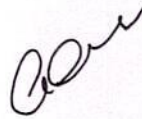
Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	11,319	1,35,828
Bouquet Of Benefits #	7,971	95,655
<b>2) Performance Pay</b>		
Monthly Performance Pay	2,900	34,800
<b>3) City Allowance</b>	380	4,560
<b>4) Annual Components/Retirals</b>		
Medical Insurance	NA	7,900
Provident Fund(at 12% of Basic Salary)	1,358	16,296
Gratuity(at 4.81% of Basic Salary)	544	6,533
Total of Annual Components & Retirals	1,902	30,733
<b>TOTAL GROSS</b>	<b>24,473</b>	<b>3,01,571</b>

# 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.

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

Component Category	Monthly	Annual
House Rent Allowance	4,528	54,336
Leave Travel Assistance	943	11,319
Food Coupons	2,500	30,000
Personal Allowance	0	0
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,971</b>	<b>95,655</b>



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

Dear Divya. E,

Following on from our recent discussion, I am delighted to confirm our offer to you with ICON Clinical Research Ltd.

Position Offered: Assist Clin Data Programmer

Manager: Uma Nithyanandhan

Based: India, Chennai

Salary: 225,000.00

Start Date: 03/08/2021

**Benefits:**

36 days (12 Personal Leave + 12 Vacation Leave + 12 Sick leave) + 14 statutory holidays

Success Sharing Plan Bonus Scheme

Medical Insurance - Personal Accident cover: 2 x the employees CTC

Life Insurance Cover: 2 x employees CTC

Transport allowance - Commute provided to all staff to and from office, from designated pick up points  
40 hours working week.

In your new role with us, you will have the opportunity to help our customers accelerate the development of drugs and devices that help save lives and improve the quality of lives around the world. Our ICON culture and core values, Accountability and Delivery, Collaboration, Partnership and Integrity are shared across the company.

As discussed and agreed upon at the time of your interview with ICON for the position of Assistant Clinical Data Programmer, you are hereby advised that your appointment is subject to your agreement to serve ICON for a minimum period of 18 months under the following terms:

As a measure to ensure that the knowledge and expertise acquired by you as a part of the training provided is retained within the organization, you agree to serve ICON Clinical Research India Pvt. Ltd. for a minimum period of 18 months from your date of joining. If you terminate your employment prior to the completion of 18 months from your date of joining, you undertake to pay the company a sum of 2,00,000.00 INR towards training costs.

In the event of your leaving ICON, via resignation or termination due to under performance or misconduct as per the employee handbook, the training costs will need to be repaid to the company on the following basis:

0-12 months' service from the date of appointment 100% repayable.

13-18 months' service from the date of appointment 50% repayable.

All other terms of employment will remain as per your employment contract. All matters relating to this agreement are strictly confidential between you and the company, and should be treated as such.

Upon acceptance, you will receive an email from our third party background verification company, HireRight, asking you to follow a link to enter your information to start your debarment and background check. Please complete this request within 24 hours of receipt, delay completing this may affect your start date.

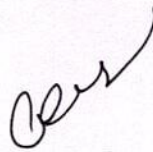
We hope that you are pleased to receive our offer of employment, please confirm by accepting the check box in Workday to formally accept and complete your personal information. As soon as I receive this, a formal contract of employment/ offer letter will be sent to you.



We look forward to welcoming you aboard and in the meantime, if you have any questions, please do not hesitate to contact me via email or by phone.

Congratulations!

Gopinath M S



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

Dear DURGA Lakshmi,

Following on from our recent discussion, I am delighted to confirm the details we covered within our verbal offer with ICON Clinical Research Ltd:

Position Offered: Assist Clin Data Programmer

Manager: Manikutty Joy

Based: India, Chennai

Salary: 325,000.00

Start Date: 09/06/2021

**Benefits:**

36 days (12 Personal Leave + 12 Vacation Leave + 12 Sick leave) + 14 statutory holidays

Target Bonus -April 2022

Medical Insurance - Personal Accident cover: 2 x the employees CTC

Life Insurance Cover: 2 x employees CTC

Transport allowance - Commute provided to all staff to and from office, from designated pick up points  
40 hours working week.

In your new role with us, you will have the opportunity to help our customers accelerate the development of drugs and devices that help save lives and improve the quality of lives around the world. Our ICON culture and core values, Accountability and Delivery, Collaboration, Partnership and Integrity are shared across the company.

As a measure to ensure that the knowledge and expertise acquired by you as a part of the training provided is retained within the organization, you agree to serve ICON Clinical Research India Pvt. Ltd. for a minimum period of 18 months from your date of joining. If you terminate your employment prior to the completion of 18 months from your date of joining, you under take to pay the company a sum of 2,00,000.00 INR towards training costs.

In the event of your leaving ICON, via resignation or termination due to under performance or misconduct as per the employee handbook, the training costs will need to be repaid to the company on the following basis: 0-12 months' service from the date of appointment 100% repayable. 13-18 months' service from the date of appointment 50% repayable.

All other terms of employment will remain as per your employment contract. All matters relating to this agreement are strictly confidential between you and the company, and should be treated as such

Upon acceptance, you will receive an email from our third party background verification company, HireRight, asking you to follow a link to enter your information to start your debarment and background check. Please complete this request within 24 hours of receipt, delay completing this may affect your start date.

We hope that you are pleased to receive our verbal offer, please confirm by accepting the check box in Workday to formally accept and complete your personal information. When we receive this, your formal contract of employment/ offer letter will be sent to you.

We look forward to welcoming you aboard and in the meantime, if you have any questions, please do not hesitate to contact me via email or by phone.

Congratulations!



Sutapa Chakraborty

**Private and Confidential**

Ref # NNT/HR/2021/1268  
Date: 30-Nov-2021

**Ganeshpriya Marimuthu**  
122/5, North Street, Asilapuram,  
Cholapuram(Post), Rajapalayam(Taluk),  
Virudhunagar - 626139

Dear Ganeshpriya Marimuthu,

**Offer of Employment**

We are pleased to offer you (herein after also referred to as Employee) full-time employment in the position of **Software Engineer – IC1** with Nggawe Nirman Technologies Pvt. Ltd, effective 01-Dec-21, herein after referred to also as Company.

**1. Remuneration**

- The break-up of your annual gross salary and benefits details along with some conditions applicable are set out in Appendix.
- Salary will be paid into your salary account by the 5<sup>th</sup> day of each month.

**2. Salary Revision**

Your remuneration will be subject to annual review, or at such times as may be appropriate. Review dates are set by Corporate Headquarters. The result of any remuneration review will take your performance into account.

**3. Place of work**

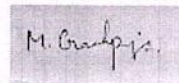
Your normal place of work will be at the Company's facility at Miller's Road in Bangalore. The company reserves the right to change your place of work within India. Your services shall be transferrable to any of the branches of the Company, or associated companies or any other companies of Nggawe Nirman Technologies Pvt. Ltd. group. You may be required to travel within and outside India

**4. Working Hours**

- The normal working hours are 9:30 AM to 6:00 PM with 30 minutes lunch break Monday thru Friday. However due to business exigencies employees may be required to work at different timings and on weekends/ holidays which may be prescribed by the manager from time to time.
- For the businesses that operate on a 24x7 basis, employees may be required to work at different times including night. In all such cases, the actual working hours shall be as prescribed by manager.

**5. Probation Period**

The first six (6) months of your employment shall be considered a probationary period. This period can be extended for a further period of one (1) month at the election of the Company, and you would not be deemed to be confirmed unless a confirmation letter is given to you in writing. During the probation, or its extension, either party may terminate this relationship with one (1) month notice.



## APPENDIX

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

**Compensation and Benefits**

1. All entitlements given below are applicable after you have joined Company. The entitlements are subject to company policies / procedures / guidelines that may be issued / modified from time to time. All perquisites and benefits including reimbursements are subject to Income Tax provisions, which may be applicable, including taxation on perquisite value. You shall not discuss your compensation stated hereinabove with the other employees as the same is a personal matter between you and the Company.

2. These entitlements shall cease upon the termination of your employment with Company. These entitlements may also cease if you need to take long-termed personal leave of absence. You will need to check with your local HR team for details.

**Compensation Structure:**

<b>Salary Components*</b>	<b>Per Annum (INR)</b>
Basic	160,000
HRA	64,000
Leave Travel Allowance	13,333
Special Allowance	133,371
Gross Salary	370,704
<b>Employer Contribution</b>	
Employer's PF Contribution	21,600
Gratuity Contribution	7,696
<b>Total Salary</b>	<b>400,000</b>

- On successfully completing continuous twelve months with us, you would qualify for a One-time Retention Pay of INR 100,000 (One lakh only). This amount would be processed along with the paycheck of your anniversary month with the Company.

The Retention Pay amount shall not be payable by the company in case the employee resigns from the services of the company or is terminated for cause before completing continuous twelve months with the company.

\* All statutory deduction applicable as per law.

3. The Company, at any time, reserves the right to review and restructure its Compensation Package.

**4. House Rent Allowance**

This is a part of your annual gross salary and paid as an allowance.

**5. Provident Fund/ Employee Pension Scheme**

You will be required to subscribe to the Provident Fund scheme as may be applicable to you. The company will contribute 12% of your Basic salary (or INR 21,600 pa whichever is higher) toward this fund/ scheme.

**6. Gratuity**

Gratuity will be payable in line with the statutory provisions, upon separation from the company, subject to completion of minimum of five years of employment with Company.

*M. Grandjean*





*Dr. G.K. Raajesh*

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

08 July 2021

**PRIVATE & CONFIDENTIAL**

To whom it may concern,

**Re: Ilaya Bharathi T K**

**Address: D-24, Palar Street,, Block-17, Neyveli Township, Cuddalore, 607801**

This letter is to confirm that **Ilaya Bharathi T K** is currently employed at Amazon Development Centre (India) Private Limited.

Ilaya Bharathi T K is employed as a **Associate - Catalog, EN** and commenced employment with Amazon on **12 July 2021**.

The above information is given in the strictest confidence and with no liability accepted by the company or any of our employees. This information should not be divulged to any third party without first seeking permission from the respective Amazon entity.

On behalf of  
**Amazon Development Centre (India) Private Limited**

Kind Regards,

Soumya V  
ERC Delivery Hub Leader, Employee Services

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

**BE YOURSELF,  
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:17-Apr-2021

Janani Vijayakumar  
C9402201

20C, Meenakshipuram lane, Old Mahalipatti road, South veli street  
8300736903

Dear Janani Vijayakumar,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level-12**

**Job Family Group - Software Engineering**



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA or above, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Version 6.1 Feb 2021

1

*Janani V.*  
Candidate's Signature

Reference Id: 98734b2e-1bd5-407f-a7f4-19438c89e4da\_1  
Signed By: Mahesh Vasudeo Zurale



**ANNEXURE 1**

**COMPENSATION & BENEFITS**

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

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

<b>Total Cash Compensation Elements</b>	
	<b>Annual (INR)</b>
(A) Annual Fixed Compensation	3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32,500
Maximum Annual Total earning potential (A+B)	4,15,500
<b>(C) Joining Bonus</b>	
Joining Bonus (Refer to the section C)	25,000
<b>(D) Additional Benefits</b>	
Gratuity as per law# + Insurance Premium (notional value)	9,500
<b>Total Cash Compensation + Total Additional Benefits (A+B+C+D)</b>	<b>4,50,000</b>

**(A) Annual Fixed Compensation**

• Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

**(B) Local Variable Bonus (LVB)**

• As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

**(C) Joining Bonus**

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

# BE YOURSELF, MAKE A DIFFERENCE.



Strictly Private and Confidential

Date:09-Nov-2021

Jegathraj Jawaharlal  
C10328583

1/D Thiyagi Sankaralingar Street, Jaihindpuram 1st Street  
8668071933

Dear Jegathraj Jawaharlal,

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

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 3.0 (Oct 2021)

1

Candidate's Signature

Reference Id: 47711b1e-81a9-47da-8000-d40f165a2a80\_1  
Signed By: Mahesh Vasudeo Zurale

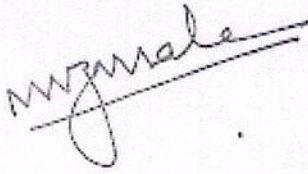
After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have a query, please raise them on <https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mahesh Vasudeo Zurale  
Senior Managing Director  
Lead, Advanced Technology Center, India

[ Insert full legal name]

**ANNEXURE 1****COMPENSATION & BENEFITS**

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

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

<b>Total Cash Compensation Elements</b>	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
<b>(D) Additional Benefits</b>	
Gratuity as per law <sup>#</sup>	9,500
Insurance Premium(notional value)	
<b>Total Cash Compensation + Total Additional Benefits (A+B+C+D)</b>	<b>450000</b>

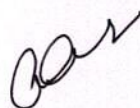
(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.



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



Dear KARTHIKEYAN,

Following on from our recent discussion, I am delighted to confirm the details we covered within our verbal offer with ICON Clinical Research Ltd:

Position Offered: Assist Clin Data Programmer

Manager: Manikutty Joy

Based: India, Chennai

Salary: 325,000.00

Start Date: 09/06/2021

**Benefits:**

36 days (12 Personal Leave + 12 Vacation Leave + 12 Sick leave) + 14 statutory holidays

Target Bonus -April 2022

Medical Insurance - Personal Accident cover: 2 x the employees CTC

Life Insurance Cover: 2 x employees CTC

Transport allowance - Commute provided to all staff to and from office, from designated pick up points  
40 hours working week.

In your new role with us, you will have the opportunity to help our customers accelerate the development of drugs and devices that help save lives and improve the quality of lives around the world. Our ICON culture and core values, Accountability and Delivery, Collaboration, Partnership and Integrity are shared across the company.

As a measure to ensure that the knowledge and expertise acquired by you as a part of the training provided is retained within the organization, you agree to serve ICON Clinical Research India Pvt. Ltd. for a minimum period of 18 months from your date of joining. If you terminate your employment prior to the completion of 18 months from your date of joining, you undertake to pay the company a sum of 2,00,000.00 INR towards training costs.

In the event of your leaving ICON, via resignation or termination due to under performance or misconduct as per the employee handbook, the training costs will need to be repaid to the company on the following basis: 0-12 months' service from the date of appointment 100% repayable. 13-18 months' service from the date of appointment 50% repayable.

All other terms of employment will remain as per your employment contract. All matters relating to this agreement are strictly confidential between you and the company, and should be treated as such

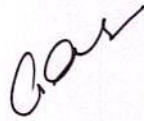
Upon acceptance, you will receive an email from our third party background verification company, HireRight, asking you to follow a link to enter your information to start your debarment and background check. Please complete this request within 24 hours of receipt, delay completing this may affect your start date.

We hope that you are pleased to receive our verbal offer, please confirm by accepting the check box in Workday to formally accept and complete your personal information. When we receive this, your formal contract of employment/ offer letter will be sent to you.

We look forward to welcoming you aboard and in the meantime, if you have any questions, please do not hesitate to contact me via email or by phone.

Congratulations!

Sutapa Chakraborty



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

Dear KIRUBHAGARAN,

Following on from our recent discussion, I am delighted to confirm the details we covered within our verbal offer with ICON Clinical Research Ltd:

Position Offered: Assist Clin Data Programmer

Manager: Manikutty Joy

Based: India, Chennai

Salary: 325,000.00

Start Date: 09/06/2021

**Benefits:**

36 days (12 Personal Leave + 12 Vacation Leave + 12 Sick leave) + 14 statutory holidays

Target Bonus -April 2022

Medical Insurance - Personal Accident cover: 2 x the employees CTC

Life Insurance Cover: 2 x employees CTC

Transport allowance - Commute provided to all staff to and from office, from designated pick up points  
40 hours working week.

In your new role with us, you will have the opportunity to help our customers accelerate the development of drugs and devices that help save lives and improve the quality of lives around the world. Our ICON culture and core values, Accountability and Delivery, Collaboration, Partnership and Integrity are shared across the company.

As a measure to ensure that the knowledge and expertise acquired by you as a part of the training provided is retained within the organization, you agree to serve ICON Clinical Research India Pvt. Ltd. for a minimum period of 18 months from your date of joining. If you terminate your employment prior to the completion of 18 months from your date of joining, you undertake to pay the company a sum of 2,00,000.00 INR towards training costs.

In the event of your leaving ICON, via resignation or termination due to under performance or misconduct as per the employee handbook, the training costs will need to be repaid to the company on the following basis: 0-12 months' service from the date of appointment 100% repayable. 13-18 months' service from the date of appointment 50% repayable.

All other terms of employment will remain as per your employment contract. All matters relating to this agreement are strictly confidential between you and the company, and should be treated as such

Upon acceptance, you will receive an email from our third party background verification company, HireRight, asking you to follow a link to enter your information to start your debarment and background check. Please complete this request within 24 hours of receipt, delay completing this may affect your start date.

We hope that you are pleased to receive our verbal offer, please confirm by accepting the check box in Workday to formally accept and complete your personal information. When we receive this, your formal contract of employment/ offer letter will be sent to you.

We look forward to welcoming you aboard and in the meantime, if you have any questions, please do not hesitate to contact me via email or by phone.

Congratulations!

Sutapa Chakraborty





23-Nov-2021

Dear Mani Vasagam,  
MCA, Computer Application  
Thiagarajar College of Engineering, Madurai

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

Candidate ID – 14958608

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR Rs. **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. 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.

Please note:

1. This appointment is subject to satisfactory background verification including 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

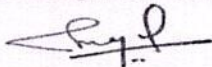
### 3.3 GenC Training Post joining:

a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.

b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.



Maya Sreekumar  
Vice President – Human Resources

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

Signature:

Date:

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

## Compensation and Benefits

Name: Mani Vasagam

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
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*	7349	88,188
<b>Annual Gross Compensation</b>			<b>359,988</b>
Incentive Indication (per annum)**			22,500
<b>Annual Total Compensation</b>			<b>382,488</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>401,988</b>

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
- 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

## Leave &amp; Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy



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

Dear Monika,

Following on from our recent discussion, I am delighted to confirm our offer to you with ICON Clinical Research Ltd.

Position Offered: Assist Clin Data Programmer

Manager: Uma Nithyanandhan

Based: India, Chennai

Salary: 225,000.00

Start Date: 03/08/2021

**Benefits:**

36 days (12 Personal Leave + 12 Vacation Leave + 12 Sick leave) + 14 statutory holidays

Success Sharing Plan Bonus Scheme

Medical Insurance - Personal Accident cover: 2 x the employees CTC

Life Insurance Cover: 2 x employees CTC

Transport allowance - Commute provided to all staff to and from office, from designated pick up points  
40 hours working week.

In your new role with us, you will have the opportunity to help our customers accelerate the development of drugs and devices that help save lives and improve the quality of lives around the world. Our ICON culture and core values, Accountability and Delivery, Collaboration, Partnership and Integrity are shared across the company.

As discussed and agreed upon at the time of your interview with ICON for the position of Assistant Clinical Data Programmer, you are hereby advised that your appointment is subject to your agreement to serve ICON for a minimum period of 18 months under the following terms:

As a measure to ensure that the knowledge and expertise acquired by you as a part of the training provided is retained within the organization, you agree to serve ICON Clinical Research India Pvt. Ltd. for a minimum period of 18 months from your date of joining. If you terminate your employment prior to the completion of 18 months from your date of joining, you undertake to pay the company a sum of 2,00,000.00 INR towards training costs.

In the event of your leaving ICON, via resignation or termination due to under performance or misconduct as per the employee handbook, the training costs will need to be repaid to the company on the following basis:

0-12 months' service from the date of appointment 100% repayable.

13-18 months' service from the date of appointment 50% repayable.

All other terms of employment will remain as per your employment contract. All matters relating to this agreement are strictly confidential between you and the company, and should be treated as such.

Upon acceptance, you will receive an email from our third party background verification company, HireRight, asking you to follow a link to enter your information to start your debarment and background check. Please complete this request within 24 hours of receipt, delay completing this may affect your start date.

We hope that you are pleased to receive our offer of employment, please confirm by accepting the check box in Workday to formally accept and complete your personal information. As soon as I receive this, a formal contract of employment/ offer letter will be sent to you.



We look forward to welcoming you aboard and in the meantime, if you have any questions, please do not hesitate to contact me via email or by phone.

Congratulations!

Gopinath M S

*Car*  
Dr. C...  
Placement Officer  
Thiagarajar College of Engineering  
Madurai-625 015

Date: 15/12/2021

Intent to Offer

Dear Mugesh Ganesan

Syntellect ID: ASBE20184768

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
- b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

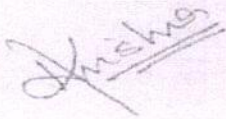
You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

# Atos Syntel

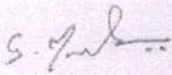
For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,  
For Syntel Pvt. Ltd,



Adarsh Krishna  
Deputy General Manager – Human Resource

I have read this Offer of Intent and accept the stipulated terms and conditions



Signature

Encl: Annexure

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

Atos | Syntel

ANNEXURE A

SALARY DISTRIBUTION

Name:	Mugesh Ganesan	
Designation:	Associate Consultant	
Band & Grade:	GCM 1	
<b>Pay and Allowance</b>	<b>Monthly</b>	<b>Yearly</b>
Basic Pay	9,625	115,500
HRA	4,813	57,750
Basket of Allowances (BOA)	9,229	110,750
Statutory Bonus	2,033	24,400
<b>Gross Salary</b>	<b>25,700</b>	<b>308,400</b>
Provident Fund (PF)	1,800	21,600
<b>Retirals</b>	<b>1,800</b>	<b>21,600</b>
<b>Cost to Company (OTE)</b>	<b>27,500</b>	<b>330,000</b>



**ANNEXURE B**

We would also like you to brush up your concepts on the below foundation skills - your expertise on the aforesaid topics could enable you get an opportunity to work on some in-demand skills which are critical to the organization. You would have an opportunity to be fast tracked into training and get assigned to projects sooner.

SQL	DML, DDL, DQL, TCL, DCL, Sub Query, Joins, Sets, Date & String Functions, Constraints
HTML5	Form Elements & Attributes, Video, Audio, Events, Doctypes
CSS3	Selectors, Box Model, Backgrounds
Java Script	Statements, Functions, Events, Array, Date, Conditions
JS JSON	JSON basic, JSON vs XML
Core Java	OOPS concepts, Access Specifiers & Modifiers, Packages, Exception Handling, Collections, JDBC

Date: 01/09/2021

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

**Intent to Offer**

Dear Mythili

**Syntellect ID: ASBE2069883**

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
- b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

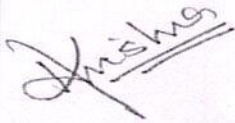
This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

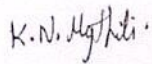
For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,  
**For Syntel Pvt. Ltd,**



**Adarsh Krishna**  
**Deputy General Manager – Human Resource**

**I have read this Offer of Intent and accept the stipulated terms and conditions**



**Signature**

**Encl: Annexure**

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

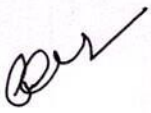
**ANNEXURE A****SALARY DISTRIBUTION**

<b>Name:</b>	<b>Mythili</b>		
<b>Designation:</b>	<b>Associate Consultant</b>		
<b>Band &amp; Grade:</b>	<b>GCM 1</b>		
<b>Pay and Allowance</b>	<b>Monthly</b>	<b>Yearly</b>	
Basic Pay	9,917	119,000	
HRA	4,958	59,500	
Basket of Allowances (BOA)	9,625	115,500	
Statutory Bonus	2,033	24,400	
<b>Gross Salary</b>	<b>26,533</b>	<b>318,400</b>	
Provident Fund (PF)	1,800	21,600	
<b>Retirals</b>	<b>1,800</b>	<b>21,600</b>	
<b>Cost to Company (OTE)</b>	<b>28,333</b>	<b>340,000</b>	

**ANNEXURE B**

We would also like you to brush up your concepts on the below foundation skills – your expertise on the aforesaid topics could enable you get an opportunity to work on some in-demand skills which are critical to the organization. You would have an opportunity to be fast tracked into training and get assigned to projects sooner.

SQL	DML, DDL, DQL, TCL, DCL, Sub Query, Joins, Sets, Date & String Functions, Constraints
HTML5	Form Elements & Attributes, Video, Audio, Events, Doctypes
CSS3	Selectors, Box Model, Backgrounds
Java Script	Statements, Functions, Events, Array, Date, Conditions
JS JSON	JSON basic, JSON vs XML
Core Java	OOPS concepts, Access Specifiers & Modifiers, Packages, Exception Handling, Collections, JDBC


**CONDUENT** 

Conduent Business Services India LLP  
 (Erstwhile Xerox Business Services India LLP)  
 Unit A, 5th Floor, Aviator Building  
 Ascendas, ITPB SEZ  
 International Tech Park Bangalore  
 Whitefield Road, Bangalore - 560 066  
 Tel. +91.80.41190100  
 Fax. +91.80.41190198

**Dr. G. N. Rajeswari**  
**Placement Officer**  
**Thiagarajar College of Engineering**  
**Madurai-625 015**

September 24, 2021

**Naga Nandhini R**  
 Plot 21, Pasupathi Nagar, 2nd Street,  
 T Nagar, Madurai, Tamil Nadu - 625017.

**SUB: APPOINTMENT LETTER**

Dear Nandhini,

With reference to your application for employment and subsequent interview and discussions, we are pleased to issue you this Appointment Letter ("Employment Contract") to appoint you as **Application Development & Support Engineer I** with Conduent Business Services India LLP ("Conduent") on the following terms and conditions:

**1. Compensation and Benefits**

- (a) Your gross salary will be **INR 3,20,000.00 (Indian Rupees Three Lakh and Twenty Thousand Only)** per annum. Your salary will be prorated and paid on a monthly basis as per the Company payroll cycle. Conduent will deduct taxes as appropriate and consistent with the Indian tax regulations from time to time. You will be responsible for your tax liabilities under applicable tax laws and regulations. Conduent may vary, amend, revise and modify the compensation and benefits mentioned under this Employment Contract/policies, including reducing the amounts and benefits offered should Conduent consider it expedient to do so.
- (b) Details of your compensation and benefits are provided as an Annexure to this Employment Contract.

**2. Working Hours**

Your work schedule will be provided to you by your manager/supervisor upon your joining. You may be required to work beyond the usual business working hours or in shifts as per the business requirement of Conduent.

**3. Leave and Holidays**

Leave including maternity leave, National and Festival holidays will be provided to you in accordance with the applicable law and Company Rules (as defined below).

**4. Place or Work**

Your initial place of work will be at the Conduent Business Services India LLP office located at the International Tech Park, Unit A, 5th Floor, Aviator Building, Ascendas, ITPB SEZ, Whitefield Road, Bangalore, Karnataka – 560 066. However, your services are transferable, and you may be assigned to any location in India or abroad where the Conduent or any of its affiliates, associates, subsidiaries or customers conducts business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.

Regd. Office: Conduent Business Services India LLP

Unit A, 5th Floor, Aviator Building, Ascendas ITPB SEZ, International Tech Park Bangalore, Whitefield Road, Bangalore 560 066

LLPIN: AAH-8881, tele +91.80.41190100, fax +91.80.41190198

E-mail: [conduentservicesindia@conduent.com](mailto:conduentservicesindia@conduent.com) | Website: [www.conduent.com](http://www.conduent.com)

## 5. Probation

- (a) You will be on probation for six (6) calendar months, which may be extended by Conduent if your performance is found unsatisfactory. Your probation period will be considered completed only upon you receiving notification from Conduent.
- (b) During probation, either party may terminate this Employment Contract by giving thirty (30) days prior written notice, and Conduent also has the option to terminate your employment by paying you salary in lieu of requiring you to serve your notice period, either wholly or partially. In the event, you wish to be relieved from the services of Conduent without serving the notice period, Conduent may at its sole discretion relieve you immediately by accepting salary in lieu of notice period or refuse such request for immediate relieving, for business reasons. Notwithstanding the foregoing, Conduent may waive for you, the entire notice period or part thereof, on such terms and conditions as it deems fit.

## 6. Termination

- (a) Post confirmation, either party may terminate this Employment Contract by giving prior written notice of two (2) calendar months to the other party, and Conduent also has the option to terminate your employment by paying you salary in lieu of requiring you to serve your notice period, either wholly or partially. In the event, you wish to be relieved from the services of Conduent without serving the notice period, Conduent may at its sole discretion, relieve you immediately by accepting salary in lieu of notice period or refuse such request for immediate relieving, for business reasons. Notwithstanding the foregoing, Conduent may waive for you, the entire notice period or part thereof, on such terms and conditions as it deems fit.
- (b) Notwithstanding the above, Conduent reserves the right to terminate this Employment Contract with immediate effect, if you are found guilty of any misconduct, breach of any term of this Employment Contract, Company Rules or policy of Conduent or any law.
- (c) Notwithstanding any provisions to the contrary contained herein, Conduent may terminate this Employment Contract or withdraw the offer of employment with immediate effect, upon written notice to you without any further liability, if the results of your background verification/criminal and/or drug test, are unacceptable to Conduent. Without limiting the generality of the foregoing, in the event of termination of this Employment Contract by Conduent pursuant to this section, you shall not be entitled to any severance payment or benefits, including payment in lieu of notice period.
- (d) You will automatically retire on attaining the age of 58 years. You may also be retired earlier if found medically unfit to carry out the responsibilities allocated to you, by the LLP doctor.
- (e) Upon separation from Conduent, you will be required to immediately return, all assets and property (including any leased property) of Conduent including documents, files, books, papers and memos in your possession or custody.

## 7. Abandonment of Service

Absence for a continuous period of ten (10) days without prior approval of your manager (including overstay of leave/training), will be treated as abandonment of service.

## 8. Conflict of Interest

Whilst employed with Conduent:

- a) You will devote your entire time and energy in the services of Conduent and you shall not do or suffer to be done directly or indirectly anything that puts you in conflict with Conduent's business, time or assets. In case you are or feel that you may be in a position that conflicts with

Regd. Office: Conduent Business Services India LLP

Unit A, 5th Floor, Aviator Building, Ascendas ITPB SEZ, International Tech Park Bangalore, Whitefield Road, Bangalore 560 066

LLPIN: AAH-8881, tele +91.80.41190100, fax +91.80.41190198

E-mail: [conduentservicesindia@conduent.com](mailto:conduentservicesindia@conduent.com) | Website: [www.conduent.com](http://www.conduent.com)

this section, you will forthwith inform the HR Department of Conduent and act as per their instructions. Determination of conflict of interest shall be at the sole and absolute determination of Conduent and the decision of Conduent in this respect shall be final and binding.

- b) You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by Conduent to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your manager.
- c) Except in proper course of your employment, or, thereafter, you shall not divulge to any third party any information regarding the affairs or business matters of Conduent or information regarding its customers without prior written approval.
- d) You confirm that you have disclosed fully all of your business interests to Conduent and also agree to disclose fully and completely to Conduent, any such interests that may arise during your course of employment. This shall not only be applicable to you, but shall be applicable to your immediate family members.
- e) You shall not without the prior written consent of Conduent during the continuance of your employment be engaged or interested either directly or indirectly, with or without commercial gain, in any capacity in any trade, business, occupation or activity, which in the opinion of Conduent may hinder or otherwise interfere with the performance of your duties or which may conflict with the interests and business of Conduent. Neither shall you hold any directorship in any other Company without the prior written consent of Conduent.

#### **9. Code of Conduct, Employee Handbook, Policies and Procedures**

- (a) You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with Conduent's Business Code of Conduct, employee handbook policies and procedures ("Company Rules"). All acts subversive of good conduct and discipline like insubordination, gross negligence, corruption, fraud, forgery, misappropriation, etc. and violation of Company Rules shall attract appropriate disciplinary action(s) including and up to termination of employment. Information on Company Rules is available to all employees on Conduent's intranet.
- (b) This Employment Contract read with the Company Rules as applicable to you captures the entire terms of your employment with Conduent. Conduent shall have the right to vary or modify Company Rules at any time, with due notice to employees, if required to be given by law.

#### **10. Non-solicitation**

As the services to be rendered by you on behalf of Conduent are of a special, unique and extraordinary character and given your exposure to Confidential Information of Conduent that will confer upon you a unique competitive advantage, you agree that (a) whilst you are employed by Conduent pursuant to the terms of this letter; and (b) for a period of twelve (12) months after the termination of your employment with Conduent howsoever arising, you will not, directly or indirectly, either on your behalf or on behalf of any person, without the prior written consent of Conduent, as the case may be:

- (a) Attempt in any manner to persuade any consultant, client, customer, vendor or supplier of Conduent or any other person to cease to do business with Conduent or to reduce the amount of business which such consultant, customer, vendor, client or supplier or another person has customarily done or contemplates doing with Conduent, regardless whether the relationship between Conduent and such consultant, customer, vendor, client or supplier or person was originally established, in whole or in part, through your efforts;

**Regd. Office: Conduent Business Services India LLP**

Unit A, 5th Floor, Aviator Building, Ascendas ITPB SEZ, International Tech Park Bangalore, Whitefield Road, Bangalore 560 066

LLPIN: AAH-8881, tele +91.80.41190100, fax +91.80.41190198

E-mail: [conduentservicesindia@conduent.com](mailto:conduentservicesindia@conduent.com) | Website: [www.conduent.com](http://www.conduent.com)





- (b) Employ or offer employment in any capacity to or enter into or offer to enter into association, partnership or joint venture with any person who is then in Conduent's employment or was in Conduent's employment within twelve (12) months prior to your termination of employment; or
- (c) Solicit any business or orders of any client/customer of Conduent unless such solicitations are rendered as an employee of Conduent for the benefit of Conduent, or render any services of the type usually rendered by Conduent for any such client/customer of Conduent (unless such services are rendered as an employee of Conduent), notwithstanding that the relationship between Conduent and such client/customer was originally established in whole or in part, through your part.

You acknowledge and agree that the above restrictions are considered reasonable for the legitimate protection of the business and goodwill of Conduent. In the event of breach or threatened breach of the covenant set forth in this clause, you acknowledge that Conduent will suffer irreparable harm and therefore, Conduent will be entitled to an injunction restraining you from committing such breach and/or claim for damages. Nothing contained herein shall be construed as prohibiting Conduent from pursuing any other remedies available to it for such breach or threatened breach

## 11. Confidentiality

In lieu of the compensation being provided to you by Conduent, you agree to the following:

- (a) During your employment with Conduent and thereafter: (i) You shall observe utmost confidentiality and secrecy regarding Conduent's Confidential Information and act with utmost fidelity; (ii) you shall not use to the detriment or prejudice of Conduent any Confidential Information which you obtained or had access to pursuant to your employment hereunder; or (iii) except as authorized or required by your duties, you shall not disclose or reveal to any person or company any Confidential Information, nor shall you use the same for your own benefit or for the benefit of third parties.
- (b) For the purposes of this Employment Contract, "**Confidential Information**" means non-public information relating to the business, products, affairs, customers, clients, sales, techniques and finances of Conduent or its affiliates, group entities, associate entities or subsidiaries, including its intellectual property, trade secrets, processes, policies, methods, technical data, know-how, operations, manuals, internal documentation, software, source codes, application programming interfaces, UI/UX designs, business strategies etc. or any other information which is designated confidential, or is, by reasonable inference from its nature or the circumstances of its disclosure, evidently confidential. It is clarified that Confidential Information includes anything created or developed by you in the course of your employment with Conduent.
- (c) Your individual remuneration is purely a matter between yourself and Conduent and has been arrived on the basis of your specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time, as Personal and Confidential Information.
- (d) You shall immediately intimate Conduent in the event of any unauthorized disclosure of Confidential Information or actual or suspected loss, theft, unauthorized access, use or disclosure or any breach of confidence by any person to whom you divulged Confidential Information and shall take all reasonable steps to minimize the unauthorized disclosure and immediately return to Conduent all such information and materials, in whatsoever form, including and all copies thereof. Further, you shall also provide Conduent all reasonable assistance in connection with any proceedings which Conduent may institute against such person for breach of confidence.

Regd. Office: Conduent Business Services India LLP

Unit A, 5th Floor, Aviator Building, Ascendas ITPB SEZ, International Tech Park Bangalore, Whitefield Road, Bangalore 560 066

LLPIN: AAH-8881, tele +91.80.41190100, fax +91.80.41190198

E-mail: [conduentservicesindia@conduent.com](mailto:conduentservicesindia@conduent.com) | Website: [www.conduent.com](http://www.conduent.com)

## 12. Data Protection

- (a) You shall comply with Conduent's policies and procedures in relation to privacy and data protection as may be communicated to you from time to time. Any breach of such policies and procedures shall be treated by Conduent as a misconduct and will be dealt with in accordance with the Company Rules and applicable laws.
- (b) You consent to Conduent collecting, retaining, holding, transferring outside India and processing any personal information (including any sensitive personal data or information ("SPDI") as defined under the Information Technology (Reasonable Security Policies and Procedures and Sensitive Personal Data or Information) rules, 2011), both electronically and manually, in relation to you for the purpose of Conduent's administration, business, HR purposes and management as well as for other lawful purposes in connection with the Conduent's business. At all times, your SPDI shall be kept confidential and only be shared or disclosed for the above purposes or other lawful purposes.
- (c) Conduent may reach out to you for obtaining additional consents and approvals at any point in time during your employment with Conduent to enable Conduent to use your personal information. Should you choose to not provide Conduent with such additional consents and approvals, Conduent may need to alter the terms of your employment
- (d) Any change in personal information should be informed to Conduent within seven (7) working days.

## 13. Lay-off Event

- a) "**Layoff Event**" shall mean any event, which is beyond the control of Conduent, which it could not foresee or with a reasonable amount of diligence could not have been foreseen and which substantially affects the performance of the Employment Contract or the business of Conduent, including but without limitation:
  - (i) Natural calamities, including but not limited to floods, earthquakes, epidemic, pandemic;
  - (ii) Acts of any Government, including but not limited to declared or undeclared war, quarantines, embargoes, prohibitions; or
  - (iii) Terrorist attacks, public unrest in work area; or
  - (iv) shortage of power or raw materials, or the accumulation of stocks or the breakdown of machinery or for any other connected reason.
- b) Conduent shall have the right to suspend your services for the duration of the Layoff Event, or any part thereof, if Conduent, in good faith believes it is unable to utilize your services under the Employment Contract due to any such Layoff Event. No compensation will be paid or accrue to you for the duration of such suspension. In the event the Layoff Event continues for a period of more than three (3) months, Conduent shall hold consultation in an endeavor to find a solution to the problem, failing which the Employment Contract may be duly terminated.
- c) Conduent shall not be liable for any default or non-performance of obligations under this Employment Contract, if such default or non-performance of obligations is caused by a Layoff Event.

## 14. Legal Authorization

You agree and confirm that you are authorized to work in India and can provide proof of this with legal documentation. This documentation will be obtained by Conduent, for its legal records, if necessary.

Regd. Office: Conduent Business Services India LLP

Unit A, 5th Floor, Aviator Building, Ascendas ITPB SEZ, International Tech Park Bangalore, Whitefield Road, Bangalore 560 066

LLPIN: AAH-8881, tele +91.80.41190100, fax +91.80.41190198

E-mail: [conduentservicesindia@conduent.com](mailto:conduentservicesindia@conduent.com) | Website: [www.conduent.com](http://www.conduent.com)

**15. Governing Law**

The terms and conditions of this Employment Contract shall be governed by, construed and interpreted in accordance with the laws of India. Any action seeking legal or equitable relief arising out of or relating to the terms of this Employment Contract will be brought only in the courts of Bangalore, India

**16. Entire Agreement**

This Employment Contract, Company Rules and annexures, constitutes the entire agreement between the parties and supersedes all previous oral/written communications, representations, understanding and agreements between the parties, if any. The terms contained herein can be amended or modified at any time by Conduent and you will be duly informed in writing. Your rights set out in this Employment Contract are solely for your benefit and shall not be assignable. At the time of joining Conduent you may be required to accept and sign certain documents, including documents relating to Confidential Information and work product ownership. Such documents shall also form a part and parcel of this Employment Contract.

**17. Employment Start Date**

Your assignment is effective from **September 27, 2021**.

**18. Documents Required**

1. All Education certificates and mark sheets.
2. Two passport size photographs (to be submitted on the date of joining)
3. Relieving certificates from all previous employers
4. Last drawn Salary certificate from previous employer
5. TDS Certificate, Form 16 for current financial year (if available)
6. Experience certificates from previous employers
7. Aadhaar Card (Mandatory)
8. Proof of Identity/ Date of Birth  
Copy of PAN card (Mandatory)  
Copy of Passport (Mandatory)  
Copy of Driving License/Ration card (if available)  
Birth certificate or 10th class mark sheet (if available)
9. Address proof - copy of any one of the following (Passport / Driving License / Ration card / Aadhaar Card / Rent Lease Agreement / Mobile Bill / Bank Statement / Bank Passbook)

**19. Acceptance**

To accept this Employment Contract, please fill up the attached form and return it to us immediately. If we do not receive your acceptance one (1) week from the date of receipt of this Employment Contract, this Employment Contract shall stand revoked, unless Conduent decides otherwise.

We look forward to your commencing work with the Conduent, and to your being part of the Conduent Business Services India LLP family.

Yours Sincerely,

With Warm Regards,  
**For Conduent Business Services India LLP,**

**Anitus Niranjana**  
Director - Human Resources

Regd. Office: Conduent Business Services India LLP

Unit A, 5th Floor, Aviator Building, Ascendas ITPB SEZ, International Tech Park Bangalore, Whitefield Road, Bangalore 560 066

LLPIN: AAH-8881, tele +91.80.41190100, fax +91.80.41190198

E-mail: [conduentservicesindia@conduent.com](mailto:conduentservicesindia@conduent.com) | Website: [www.conduent.com](http://www.conduent.com)

**DECLARATION**

I accept the appointment on the terms and conditions contained in this Employment Contract and annexures, and other conditions and service rules as applicable to the employees of Conduent from time to time and I shall be joining the services of Conduent, no later than **September 27, 2021**

[Signature]

Place: \_\_\_\_\_  
Date: \_\_\_\_\_

Accepted  
Signature ( \_\_\_\_\_ )  
Name: \_\_\_\_\_



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

Dear Parvathi,

Following on from our recent discussion, I am delighted to confirm our offer to you with ICON Clinical Research Ltd.

Position Offered: Assist Clin Data Programmer

Manager: Uma Nithyanandhan

Based: India, Chennai

Salary: 225,000.00

Start Date: 03/08/2021

**Benefits:**

36 days (12 Personal Leave + 12 Vacation Leave + 12 Sick leave) + 14 statutory holidays

Success Sharing Plan Bonus Scheme

Medical Insurance - Personal Accident cover: 2 x the employees CTC

Life Insurance Cover: 2 x employees CTC

Transport allowance - Commute provided to all staff to and from office, from designated pick up points

40 hours working week.

In your new role with us, you will have the opportunity to help our customers accelerate the development of drugs and devices that help save lives and improve the quality of lives around the world. Our ICON culture and core values, Accountability and Delivery, Collaboration, Partnership and Integrity are shared across the company.

As discussed and agreed upon at the time of your interview with ICON for the position of Assistant Clinical Data Programmer, you are hereby advised that your appointment is subject to your agreement to serve ICON for a minimum period of 18 months under the following terms:

As a measure to ensure that the knowledge and expertise acquired by you as a part of the training provided is retained within the organization, you agree to serve ICON Clinical Research India Pvt. Ltd. for a minimum period of 18 months from your date of joining. If you terminate your employment prior to the completion of 18 months from your date of joining, you undertake to pay the company a sum of 2,00,000.00 INR towards training costs.

In the event of your leaving ICON, via resignation or termination due to under performance or misconduct as per the employee handbook, the training costs will need to be repaid to the company on the following basis:

0-12 months' service from the date of appointment 100% repayable.

13-18 months' service from the date of appointment 50% repayable.

All other terms of employment will remain as per your employment contract. All matters relating to this agreement are strictly confidential between you and the company, and should be treated as such.

Upon acceptance, you will receive an email from our third party background verification company, HireRight, asking you to follow a link to enter your information to start your debarment and background check. Please complete this request within 24 hours of receipt, delay completing this may affect your start date.

We hope that you are pleased to receive our offer of employment, please confirm by accepting the check box in Workday to formally accept and complete your personal information. As soon as I receive this, a formal contract of employment/ offer letter will be sent to you.



We look forward to welcoming you aboard and in the meantime, if you have any questions, please do not hesitate to contact me via email or by phone.

Congratulations!

Gopinath M S

Ref No: 16816860  
28-Aug-2021



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

Pradeepkumar A

Dear Pradeepkumar,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Process Executive - Data** with **Cognizant Technology Solutions India Private Limited** ("Cognizant"). Your place of posting will be **Bangalore**.

Your annual total compensation will be **INR 221,251**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **28-Aug-2021**.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

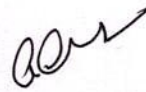
Best regards,  
For **Cognizant Technology Solutions India Private Limited** ("Cognizant"),

Suresh Bethavandu  
**Global Head-Talent Acquisition**

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

Signature:

Date:



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

Name: Pradeepkumar A

Designation: Process Executive - Data

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1482.589286	17,791
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	5384	64,608
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	471	5,652
<b>Annual Gross Compensation</b>			<b>221,251</b>
<b>Annual Total Compensation</b>			<b>221,251</b>
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
<b>Annual Total Remuneration</b>			<b>240,751</b>

As an associate you are 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 Employee's Compensation Act
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act

#### Leave and vacation:

- From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

#### Category of Leave

- Earned Leave – 18 days
- Sick Leave – 12 days
- Casual Leave – 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

#### # Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI





*Dr. G.K. Raajesh*

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

Offer: Computer Consultancy  
Ref: TCSSL/CT20203383767/Chennai  
Date: 10/01/2021

Ms. Rajashree T  
B 22 Executive Hostel Block 20,  
Tuesday Market,  
Neyveli Township-607803,  
Tamilnadu.  
Tel# -8680019883

Dear Rajashree T,

**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. 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 &

TCS Confidential  
TCSSL/CT20203383767

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

*T. Rajashree*

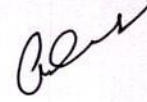
1

415/21-24, Kamaraj Nagar, Sholigalanchi, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India  
Tel: 91 44 5616 2222 Fax: 91 44 5616 2555 Website: www.tcs.com  
Registered Office: Nandan Building, 9th Floor, Naraina Point, Mumbai 400 021  
TCS Career Services: 1800 202 4711 Email: careers@tcs.com

**BE YOURSELF,  
MAKE A DIFFERENCE.**

**accenture**

Strictly Private and Confidential



Date:08-Oct-2021

Rajmohan Palanisamy  
C10226178

7/741 Kambar Street, N.G.O. Colony, Nagamalai,  
9894345393

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

Dear Rajmohan Palanisamy,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature

Reference Id: 456e69a0-7099-46fd-a0d0-6f919a043f1b\_1  
Signed By: Mahesh Vasudeo Zurale

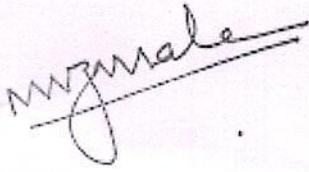
After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to:

<https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurale  
Senior Managing Director  
Lead, Advanced Technology Center, India

ACKNOWLEDGED AND AGREED:

[ Insert full legal name]

ANNEXURE 1**COMPENSATION & BENEFITS**

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

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

<b>Total Cash Compensation Elements</b>	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
<b>(D) Additional Benefits</b>	
Gratuity as per law <sup>#</sup>	9500
Insurance Premium(notional value)	
<b>Total Cash Compensation + Total Additional Benefits (A+B+C+D)</b>	<b>450000</b>

(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

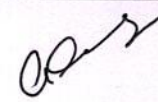
(B) Local Variable Bonus (LVB)

• As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

**BE YOURSELF,  
MAKE A DIFFERENCE.**

**accenture**

Strictly Private and Confidential



Date:10-May-2021

Santhoshini Shetti Rajasekaran  
C9485665

No 36, GROUND FLOOR,PANTHADI 4TH STREET,  
8015415404

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

Dear Santhoshini Shetti Rajasekaran,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company or Accenture as the case maybe") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level-12**

**Job Family Group - Software Engineering**



Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA or above, as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

In the event a government body/Authority exercising its jurisdiction and statutory power/Authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/Authority without any notification to you. The above shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this Offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 14 days (fourteen days) from the date of this letter, post which the link will be disabled for you. If we do not receive your response before the expiration of 14 days (fourteen days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure II along with the signed copy of this Offer letter and Terms of Employment.

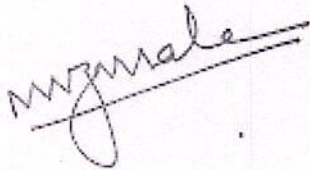
After accepting this Offer, we encourage you visit Countdown to the Company- (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This online, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history-as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/suggestion or have any query, feel free to write an e-mail to <http://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mahesh Vasudeo Zurale  
Senior Managing Director  
Lead, Advanced Technology Center, India

[ Insert full legal name ]

**ANNEXURE 1****COMPENSATION & BENEFITS**

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

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

<b>Total Cash Compensation Elements</b>		<b>Annual (INR)</b>
(A) Annual Fixed Compensation		3,83,000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)		32,500
Maximum Annual Total earning potential (A+B)		4,15,500
<b>(C) Joining Bonus</b>		
Joining Bonus (Refer to the section C)		25,000
<b>(D) Additional Benefits</b>		
Gratuity as per law# + Insurance Premium (notional value)		9,500
<b>Total Cash Compensation + Total Additional Benefits (A+B+C+D)</b>		<b>4,50,000</b>

**(A) Annual Fixed Compensation**

• Your annual fixed compensation is INR 3,83,000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your Income.

**(B) Local Variable Bonus (LVB)**

• As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus program (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB program guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

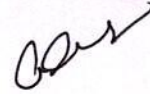
**(C) Joining Bonus**

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

**BE YOURSELF,  
MAKE A DIFFERENCE.**

**accenture**

Strictly Private and Confidential



Date:08-Oct-2021

Saravana Priya Rajamanickam  
C10226108

142, Kothanar compound, solai alagu puram, v.o.c street  
9080456660

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

Dear Saravana Priya Rajamanickam,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

**Job Profile - Application Development Associate**

**Management Level - 12**

**Job Family Group- Software Engineering**



Please refer to:

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

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

1

candidate's Signature

Reference Id: 7a031238-7d8f-4210-bdd9-afee4bab0f05\_1  
Signed By: Mahesh Vasudeo Zurale



After accepting this offer, we encourage you visit Countdown to the Company (<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

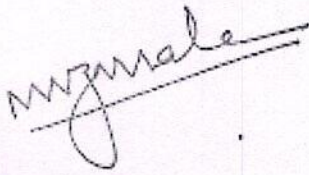
In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to:

<https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:



Mahesh Vasudeo Zurale

Senior Managing Director

Lead, Advanced Technology Center, India

[ Insert full legal name ]

ANNEXURE 1**COMPENSATION & BENEFITS**

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

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

<b>Total Cash Compensation Elements</b>	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
<b>(D) Additional Benefits</b>	
Gratuity as per law <sup>#</sup>	9500
Insurance Premium(notional value)	
<b>Total Cash Compensation + Total Additional Benefits (A+B+C+D)</b>	<b>450000</b>

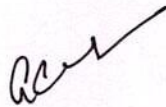
(A) Annual Fixed Compensation

• Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

•As part of your annual total cash compensation, you will be eligible to participate in the FY22 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.



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

Dear Selvi Rajeswari,

Following on from our recent discussion, I am delighted to confirm our offer to you with ICON Clinical Research Ltd.

Position Offered: Assist Clin Data Programmer

Manager: Uma Nithyanandhan

Based: India, Chennai

Salary: 225,000.00

Start Date: 03/08/2021

**Benefits:**

36 days (12 Personal Leave + 12 Vacation Leave + 12 Sick leave) + 14 statutory holidays

Success Sharing Plan Bonus Scheme

Medical Insurance - Personal Accident cover: 2 x the employees CTC

Life Insurance Cover: 2 x employees CTC

Transport allowance - Commute provided to all staff to and from office, from designated pick up points

40 hours working week.

In your new role with us, you will have the opportunity to help our customers accelerate the development of drugs and devices that help save lives and improve the quality of lives around the world. Our ICON culture and core values, Accountability and Delivery, Collaboration, Partnership and Integrity are shared across the company.

Upon acceptance, you will receive an email from our third party background verification company, HireRight, asking you to follow a link to enter your information to start your debarment and background check. Please complete this request within 24 hours of receipt, delay completing this may affect your start date.

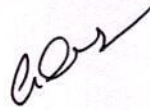
We hope that you are pleased to receive our offer of employment, please confirm by accepting the check box in Workday to formally accept and complete your personal information. As soon as I receive this, a formal contract of employment/ offer letter will be sent to you.

We look forward to welcoming you aboard and in the meantime, if you have any questions, please do not hesitate to contact me via email or by phone.

Congratulations!

Gopinath M S

Wir verbinden Menschen und Technologie



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

Dear Sindhuja Palanisamy,

Greetings from RheinBrücke IT Consulting!!

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

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

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

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

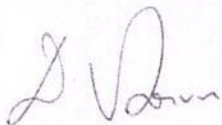
The details of the Compensation package offered to you are given in Annexure – A.

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

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

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

For RheinBrücke IT Consulting,



Varun Dhamodharan  
Head – HR & Corporate Services

Wir verbinden Menschen und Technologie

May 20, 2021

Dear Sindhuja Palanisamy,

**Subject: Offer of Employment**

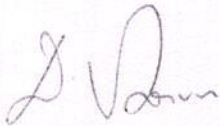
Congratulations! Further to your discussion with us about your employment with us, and the subsequent selection process, we are delighted to offer you a role of **Software Engineer Trainee** with RheinBrücke IT Consulting (the "Company") in Band E and sub band ET . Your location of reporting is Chennai,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

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

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

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

For RheinBrücke IT Consulting,



Varun Dhamodharan  
Head – HR & Corporate Services

## Annexure – A

Name: Ms Sindhuja Palanisamy	Title : Software Engineer Trainee
	Band : E
	Sub-band : ET

Compensation Structure  
Part - I

(All figures in Indian Rupees)

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

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

\* Flexible Benefit Plan:

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

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

**Gratuity:**

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



# 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: 06-May-2021

To

Mr.SIVASHANKAR C,  
6, ISMAILPURAM 7THSTREET,  
MUNICALAI,  
MADURAI-625009, TAMIL NADU.

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

Dear Mr.SIVASHANKAR C,

### 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.396000/- (RUPEES THREE LAKH NINETY SIX THOUSAND 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

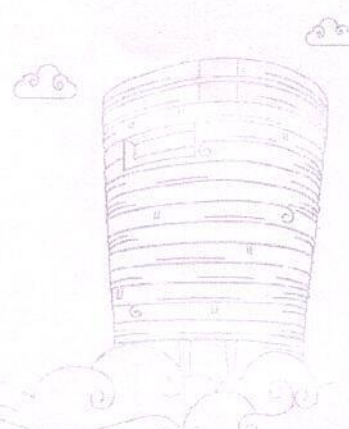
Your date of appointment is effective from your date of joining after successful completion of your curriculum.

### 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.



**VALIDITY**

This offer of employment is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **13-May-2021**. Your signature indicates your acceptance of the terms and conditions of this employment.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation e-mail from us.

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

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

With best wishes,

Yours sincerely,  
For ZOHO CORPORATION PRIVATE LIMITED

Mohammed Sohail  
Manager - HR

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature: *Sivashankar*

Date of Offer acceptance: 06 May 2021

Name : SIVASHANKAR C

Place : Madurai







ANNEXURE A

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

NAME : SIVASHANKAR C  
DESIGNATION : MEMBER TECHNICAL STAFF

Details	Monthly	Annual
Basic	13200	158400
Taxable Allowance	1800	21600
HRA	6600	79200
Other Allowance & Flexible component	9600	115200
<b>Gross Salary</b>	<b>31200</b>	<b>374400</b>
Employer Provident Fund (12% of Basic+TA)*	1800	21600
<b>Cost To Company (CTC)</b>	<b>33000</b>	<b>396000</b>
Prosperity Sharing Plan		60000
<b>Compensation for the first year</b>		<b>456000</b>

\* 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.

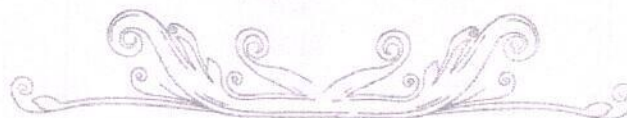
OTHER BENEFITS:

**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. Upon confirmation, you may qualify for the above mentioned PSP amount subject to scheme existence for that year. Please note, the quantum mentioned above is only an indicative figure and is subject to change based on your performance as determined by your manager.

**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.





21-Mar-2021

Dear Sowmya S,  
MCA, Computer Application  
Thiagarajar College of Engineering, Madurai

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

Candidate ID – 14958626

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500 /- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR Rs.450,740/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us.

I Sowmya S hereby agree that I have understood the terms and conditions of the current document accepted electronically on April 9, 2021 at 12:45 PM effective from 2020-07-16. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

### 3.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

### 3.2 Continuous Skill Development (CSD) Program:

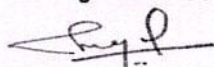
- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

### 3.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

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.



Maya Sreekumar  
Vice President – Human Resources

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

Signature:

Date:

✓ I Sowmya S hereby agree that I have understood the terms and conditions of the current document accepted electronically on Apr 19 2021 1:24PM effective from 2021-07-16

Dr. G.K. Raajesh  
Placement Officer  
Thiagarajar College of Engineering  
Madurai-625 015  
Designation: Programmer Analyst  
Trainee

### Compensation and Benefits

Name: Sowmya S

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
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*	7349	88,188
	<b>Annual Gross Compensation</b>		<b>359,988</b>
	Incentive Indication (per annum)**		22,500
	<b>Annual Total Compensation</b>		<b>382,488</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>401,988</b>

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
- 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

#### Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

I Sowmya, From date of joining, I have understood the terms and conditions of the current document, accepted electronically on Apr 19 2021, 1:24PM effective from 2021-07-16. In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

**Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be 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

**Employees State Insurance:**

- 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.
- 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 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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **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.

✓ I Sowmya S hereby agree that I have understood the terms and conditions of the current document accepted electronically on Apr 19 2021 1:24PM effective from 2021-07-16

Wir verbinden Menschen und Technologie

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

Dear Surya Sekar,

Greetings from RheinBrücke IT Consulting!!

We are pleased to offer you an appointment with us effect from **12<sup>th</sup> July, 2021**.

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

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

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

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

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

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

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

For RheinBrücke IT Consulting,

**Varun Dhamodharan**  
**Head – HR & Corporate Services**

Wir verbinden Menschen und Technologie

Dear Surya Sekar,

**Subject: Offer of Employment**

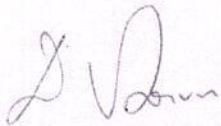
Congratulations! Further to your discussion with us about your employment with us, and the subsequent selection process, we are delighted to offer you a role of **Software Engineer Trainee** with RheinBrücke IT Consulting (the "Company") in Band E and sub band ET . Your location of reporting is Chennai, India and the scheduled date of your joining the Company is **12<sup>th</sup> July, 2021**.

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

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

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

For RheinBrücke IT Consulting,



Varun Dhamodharan  
Head – HR & Corporate Services

## Annexure – A

Name: Mr Surya Sekar	Title : Software Engineer Trainee
	Band : E
	Sub-band : ET

Compensation Structure  
Part - I

(All figures in Indian Rupees)

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

A. Fixed Compensation:	per month	per annum	Remarks
Basic salary	15,000	180000	30% of (A)
HRA	6,851	82208	50% of Basic
Flexi Benefit Plan *		0	
PF Contribution	1,800	21600	12% of Basic
Total Fixed Compensation (A)		283808	90% of TC
<b>B. Variable Compensation:</b>			
Individual Performance Incentive (IPI)		22074	70% of (B)
Company Performance Incentive (CPI)		9460	30% of (B)
Total Variable Compensation (B)		31534	10% of TC
Cost to Company (CTC) = (A+B)		330000	

\* Flexible Benefit Plan:

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

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

**Gratuity:**

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





*G.K.*

Offer: Computer Consultancy  
Ref: TCSL/CT20203386847/Chennai  
Date: 10/01/2021

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

Ms. Vardhini Vb  
5/704-154, Plot No 11 Street No 36,  
Kcc Nagar,  
Hosur-635109,  
Tamilnadu.  
Tel# 91-9789544247

Dear Vardhini Vb,

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. 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 &

TCS Confidential  
TCSL/CT20203386847

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

415/21-23, 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 Service Line: 1800 209 3111 Email: careers@tcs.com

*Vardhini*



**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

TCS Confidential  
TCSL/CT20203386847

**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

*Kaith* 12



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

## GROSS SALARY SHEET

Annexure 1

Name	Vardhini Vb
Designation	Assistant System Engineer-Trainee
Institute Name	Thiagarajar College Of Engineering, Madurai

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	8,785	1,05,420
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
<b>TOTAL GROSS</b>	<b>28,807</b>	<b>3,53,578</b>
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 Program.

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

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

TCS Confidential  
TCSL/CT20203386847

**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

Vardh

13



**Offer: Computer Consultancy**  
Ref: TCSL/DT20206874989/Chennai  
Date: 09/01/2021

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

Ms. Vasumathy V  
7/559 Sadasivam Street,  
Opp. Sugam Acupuncture,  
Madurai-625019,  
Tamil Nadu.  
Tel# -

Dear Vasumathy V,

**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. 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 &

**TCS Confidential**  
**TCSL/DT20206874989**

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	Vasumathy V
Designation	Assistant System Engineer-Trainee
Institute Name	Thiagarajar College Of Engineering, Madurai

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	8,785	1,05,420
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
<b>TOTAL GROSS</b>	<b>28,807</b>	<b>3,53,578</b>
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 Program.

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

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

TCS Confidential

TCSL/DT20206874989

13

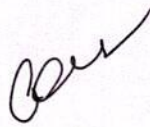
**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

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

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

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

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



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



Dear Gandhimathy K,

Following on from our recent discussion, I am delighted to confirm our offer to you with ICON Clinical Research Ltd.

Position Offered: Assist Clin Data Programmer

Manager: Uma Nithyanandhan

Based: India, Chennai

Salary: 225,000.00

Start Date: 03/08/2021

**Benefits:**

36 days (12 Personal Leave + 12 Vacation Leave + 12 Sick leave) + 14 statutory holidays

Success Sharing Plan Bonus Scheme

Medical Insurance - Personal Accident cover: 2 x the employees CTC

Life Insurance Cover: 2 x employees CTC

Transport allowance - Commute provided to all staff to and from office, from designated pick up points  
40 hours working week.

In your new role with us, you will have the opportunity to help our customers accelerate the development of drugs and devices that help save lives and improve the quality of lives around the world. Our ICON culture and core values, Accountability and Delivery, Collaboration, Partnership and Integrity are shared across the company.

As discussed and agreed upon at the time of your interview with ICON for the position of Assistant Clinical Data Programmer, you are hereby advised that your appointment is subject to your agreement to serve ICON for a minimum period of 18 months under the following terms:

As a measure to ensure that the knowledge and expertise acquired by you as a part of the training provided is retained within the organization, you agree to serve ICON Clinical Research India Pvt. Ltd. for a minimum period of 18 months from your date of joining. If you terminate your employment prior to the completion of 18 months from your date of joining, you undertake to pay the company a sum of 2,00,000.00 INR towards training costs.

In the event of your leaving ICON, via resignation or termination due to under performance or misconduct as per the employee handbook, the training costs will need to be repaid to the company on the following basis:

0-12 months' service from the date of appointment 100% repayable.

13-18 months' service from the date of appointment 50% repayable.

All other terms of employment will remain as per your employment contract. All matters relating to this agreement are strictly confidential between you and the company, and should be treated as such.

Upon acceptance, you will receive an email from our third party background verification company, HireRight, asking you to follow a link to enter your information to start your debarment and background check. Please complete this request within 24 hours of receipt, delay completing this may affect your start date.

We hope that you are pleased to receive our offer of employment, please confirm by accepting the check box in Workday to formally accept and complete your personal information. As soon as I receive this, a formal contract of employment/ offer letter will be sent to you.



We look forward to welcoming you aboard and in the meantime, if you have any questions, please do not hesitate to contact me via email or by phone.

Congratulations!

Gopinath M S





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

Offer: Computer Consultancy  
Ref: TCSL/CT20203405768/Chennai  
Date: 10/01/2021

Ms. Madhuranantham M  
27/15Ponnu Kothanar Compund,  
Palanganatham,  
Madurai-625003,  
Tamil Nadu.  
Tel# -

Dear Madhuranantham M,

**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. 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 &

TCS Confidential  
TCSL/CT20203405768

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

TCS Confidential  
TCSL/CT20203405768

12

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

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



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

## GROSS SALARY SHEET

Annexure 1

Name	Madhuranantham M
Designation	Assistant System Engineer-Trainee
Institute Name	Thiagarajar College Of Engineering, Madurai

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	8,785	1,05,420
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
<b>TOTAL GROSS</b>	28,807	3,53,578
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 Program.

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

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

TCS Confidential  
TCSL/CT20203405768

13

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

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



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

Ref: TCSL/CT20203323958/1559517/Trivandrum  
Date: 30 August 2021

MS. PUSHPAKALA K  
9/1b Mathang Kovil South Street,  
Melakadayanallur, Kadayanallur,  
Tamil Nadu-627751.  
Tel# 917092335041

**Sub: Joining Letter**

Dear Ms. Pushpakala K,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **01st October 2021** , your joining location is **Chennai** , work location is **Chennai** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

Page | 1

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com  
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLCO84781



## TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.




We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

**Janardhan S**  
**Global Head - Talent Development**



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



Ref: TCSL/CT20203410637/1426866/Chennai  
Date: 05 May 2021

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

MR. SALAMUDEEN M S  
2/105 Pallivasal Street,  
Thirupalai, Madurai,  
Tamilnadu-625014.  
Tel# 917871577696

**Sub: Joining Letter**

Dear Mr. Salamudeen M S,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **20th May 2021** , your joining location is **Chennai** , work location is **Chennai** and your stream is **IT** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Private and Confidential

Page | 1

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com  
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLCO84781



## TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.





We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

**Janardhan S**  
**Global Head - Talent Development**



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



*Dr. G.K. Raajesh*

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

DirectCore/RH8152839/254754/Pune/August/V1

## PRIVATE AND CONFIDENTIAL

August 27, 2021

**SANKARANARAYANAN S**

**Madurai  
, India.**

Dear SANKARANARAYANAN S,

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of a Associate Software Engineer, in **Band 5** and **Level 2** with our organisation. The gross compensation will be **INR 4,00,000/-** (Four Lakhs rupees only) per annum.

You are required to sign a training bond and agreement for **INR 1,00,000/- (Rupees One Lakh Only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of **INR 1,00,000/- (Rupees One Lakh Only)** would be recovered if you resigned within 24 months.

At Mphasis we believe we have a historic opportunity of building a global world class company. We also believe we are very unique in several ways - our equal strengths in Applications, BPO and ITO; being a flat, open and communicative organization; our ethos that encourages, promotes and rewards empowerment; initiative; flawless execution and leadership. In return, we promise to provide you a platform to grow and fulfill your personal and professional goals. We look for professionals like you who would partner the future growth of the Organization. We are confident that with your skills, competencies and capabilities you would be a valuable addition to the team.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct.

We look forward to you joining us on August 30, 2021 at Pune. The reporting time is **9:00 AM**. You endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom right corner and return to the undersigned by either mailing it or handing it over to us on the date of your joining.

Contact Us:

T : +91 080 6750 1000

F : +91 080 6695 9943

E : investor.relations@mphasis.com

www.mphasis.com

Mphasis Limited

Registered Office:

Bagmane World Technology Centre,

Marathahalli Outer Ring Road, Doddanakundi Village,  
Mahadevapura, Bangalore 560 048, India

CIN: L3007KA1992PLC025294

**ANNEXURE - 1.**

<b>Name</b>		<b>SANKARANARAYANAN S</b>
<b>Band</b>		<b>Band 5</b>
<b>Level</b>		<b>Level 2</b>
<b>Title</b>		<b>Associate Software Engineer</b>
Total Compensation / CTC		4,00,000
Band		Band 5
Level		Level 2
<b>Salary Component</b>		<b>Amount (in Rs./Month)</b>
Basic		13,333
House Rent Allowance		8,242
Leave Travel Allowance		NA
Special Allowance		3,333
Ex-Gratia / Bonus*		4,500
<b>Total Fixed Cash</b>		<b>29,408</b>
Variable Pay		1,667
Employee Provident Fund		1,800
Medicclaim Insurance Premium		458
<b>Target Cost to Company</b>		<b>33,333</b>
<b>Target Cost to Company (per annum)</b>		<b>4,00,000</b>

Note:

\* As per Statutory regulations, if your covered under Payment of Bonus act, this component will be paid as "Bonus" if not will be paid as "Ex- Gratia".

\*\* Variable Pay will be payable on Quarterly basis. Amount shown is payable on 100% Target achievement. The company and unit/function performance achievement against the target measured quarterly shall determine the payout under the Variable Pay Plan. Note: Variable Pay is governed by the provisions of Variable Pay Plan (available on Mphasis Intranet) and the same will be reviewed from time to time.

Contact Us:

T : +91 080 6750 1000

F : +91 080 6695 9943

E : investor\_relations@mphasis.com

www.mphasis.com

Mphasis Limited

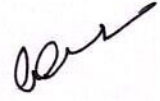
Registered Office:

 Bagmane World Technology Centre,  
 Marathahalli Outer Ring Road, Doddanakundi Village,  
 Mahadevapura, Bangalore 560 048, India

CIN: L3007KA1992PLC025294

Ref No: CISL/2021-2022/HR/000242

1-July-2021

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

Dear P P Sowbarnika,

Warm welcome to the Centelon family!

With reference to our discussions, we are pleased to offer you the role of **Jr.Consultant** in "Bizessence Consultancy Services Pvt Ltd – A Centelon Solutions Company."

Your consultancy period shall be **12-Jul-2021 to 11-Jan-2022**, which can be extended further or terminated earlier with 30 days' notice on either side, without assigning any reason.

You are appointed as a **Jr.Consultant** for Professional Services and no employment benefits will be applicable.

During the consultancy period you will be paid **Rs. 16,000 (Sixteen Thousand Rupees)** as Professional Fees per month **inclusive TDS**.

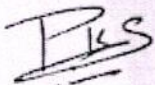
The other details about your compensation are presented in **Annexure A**.

Your appointment will be governed by the terms and conditions of Contract presented in **Annexure B**. Please refer Annexure B for more details.

You will also be governed by the rules, regulations, and practices in effect 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.

We look forward to your joining us. Should you have any further questions or require any clarifications, please feel free to contact us.

For Centelon Solutions

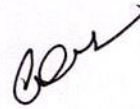
Prakash Somaiya  
Director and Business Head – India & MEA

---

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

Signature:

Date:


**Annexure A**

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

Name: P P Sowbarnika

Designation: Jr. Consultant

Description	Monthly	Yearly
Fixed professional fees	16,000	1,92,000
<b>Cost To The Company</b>		<b>1,92,000</b>
Company Contribution toward health Insurance		8,000
<b>Annual Total Potential Compensation</b>		<b>2,00,000</b>

As a Jr. Consultant of Centelon you are entitled to the following benefits:

- Floating Medical Insurance Coverage which provides you and your family (your spouse and two dependent children under 18 years of age) with a cover of Rs. 3,00,000 per annum.
- Women employees joining Centelon Solutions will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017.
- You are entitled to 1 day of paid leave per month as per company policy, which can be carried forward for the duration of contract but cannot be encashed.
- You are not entitled to receive any compensation from the company when on leave for attending your final exams.
- Continuation of employment with Centelon Solutions Company is subject to you clearing the final exam and submitting the relevant documents to Centelon, your performance during internship and the company's requirements at that point in time.
- Location of your posting will be any of the Centelon office locations and may not be your hometown.
- Please note you are expected to **Bring your own device (BYOD)** which must have a minimum specification of i3 processor and 6GB RAM.

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

Signature:

Date:

Ref No: CISL/2021-2022/HR/000635

18-Jan-2022

Dear Sowbarnika P P,

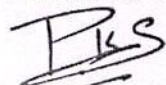
Further to your offer letter dated **1<sup>st</sup> July 2021** this is to inform you that your probation period has been further extended by **3 (Three) months** till **12<sup>th</sup> April 2022**.

Your employment is governed and subject to the terms and conditions of employment mentioned in Annexure A and B of the offer letter.

You will also be governed by the rules, regulations, and practices in effect 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.

We look forward to years of fruitful cooperation and success. We wish you all the best for your future endeavor!

For Centelon Solutions



Prakash Somaiya  
Director and Business Head – India & MEA

---

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

Signature:

Date:



**Voicetech Solutions Pvt. Ltd.**  
Perfection Leads to Innovation

URL : www.voicetech-solutions.com

## PRIVATE AND CONFIDENTIAL

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

Reference: Appointment of Susmitha N

Date: 1<sup>st</sup> July 2021

Name of the Candidate: Susmitha N

Place: No 21 Tailor street, Velipattinam,

Ramanathapuram-623504

Dear Susmitha,

We are pleased to offer you an appointment as **Software Engineer** in **Voicetech Solutions Pvt Ltd** . Effective from **1<sup>st</sup> July 2021**. You will be placed in Engineering division reporting to **Abbas Ahmed** at **Madurai**.

The following are the terms and conditions of your appointment.

### Commencement/Terms:

- You shall be required to join our office on or before **5<sup>th</sup> July 2021**

### Remuneration:

- Your Salary Package will be Rs. 1,20,000/- (One lakh Twenty Thousand Only) Per Annum and will be enhanced to Rs 1,50,000/- (One lakh Fifty Thousand Only) after two months based on your performance and confirmation.

### Other Terms and Conditions of Services :

- Professional Ethics & Confidentiality:** while you are in the services of the Company, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will



# Voicetech Solutions Pvt. Ltd.

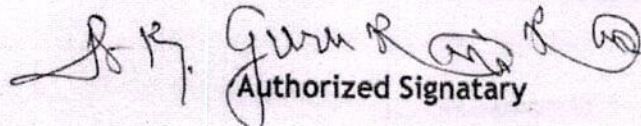
Perfection Leads to Innovation

URL : [www.voicetech-solutions.com](http://www.voicetech-solutions.com)

Devote your whole time and attention to your office work to promote the interest of the Company and will not divulge to any person or utilize any of the Company's secret or other related information (which you may possess by reason on your association with the Company) outside the Company.

- **IT Security Practices & Procedures:** while you are in the services of the Company, you will adhere to the IT Security Practices & Procedures as prescribed by the Company.
- **Notice Period:** During the Employment, your services would be liable to be terminated by the Company without giving any reason during probationary period.  
During the employment, if you decide to leave the Company's services, you will be required to give sixty days notice period.
- **Transfer:** The Company shall have the right to transfer you to any of its offices or Group Companies in India or abroad.
- **Joining Competitor:** In the event of termination of your services by the Company or your resignation from the services of the Company, you shall not join any Voice Self Service product development company for the period of six months from the date of resignation/termination.
- During the tenure with us any discovery, invention, patents etc. derived shall belong to firm and its associates or group of companies.
- In case of termination of the employment, then the stock option plan will be effective only upto the period of employment and the partial month is not counted towards the stock option plan.
- We welcome you to the VOICE TECH family.

For Voicetech Solutions Pvt Ltd

  
Authorized Signatory





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

**Ms. Banupriya.M**  
11,East chitirai street,  
Madurai, Tamil Nadu, India  
Tel No.: 9045146638

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

### **Sub: Letter of Offer and Terms of Employment**

---

Dear Ms.Banupriya,

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](http://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 -**

<b>Name</b>	Ms.Banupriya.M		
<b>Designation</b>	Asst.Systems Engineer		
<b>Grade</b>	C1Y	<b>Relevant Experience</b>	1 year

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

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

# 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.)**

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

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
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



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

**Ms.Indhirani.V**  
48,North Masi Street,  
Madurai, Tamil Nadu, India  
Tel No.: 9843146839

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

### **Sub: Letter of Offer and Terms of Employment**

---

Dear Ms.Indhirani,

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](http://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 -**

<b>Name</b>	Ms.Indhirani.V		
<b>Designation</b>	Asst.Systems Engineer		
<b>Grade</b>	C1Y	<b>Relevant Experience</b>	1 year

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

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

# 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.)**

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