



The Muthoot Group




S PRAKASH

PROBATIONARY OFFICER

Emp. Code : MF62009

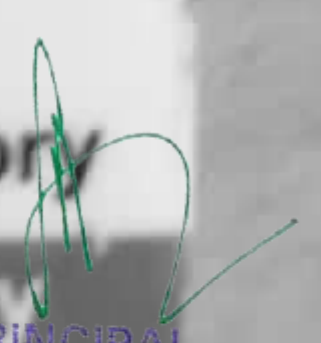
Branch : DHARAPURAM - CHURCH ROAD

Region : TIRUPUR


Authorised Signatory

Muthoot Family - 800 years of Business Legacy




PRINCIPAL
Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107,



Sankar P

Assistant Manager - Client Servicing

 6382420407

 sankar.p@indiamart.com

IndiaMART InterMESH Ltd.

2/55, Jamindar Palace, Kongunagar, 4th Street ,
Tirupur, Tamil Nadu, 641607

Email : customercare@indiamart.com




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Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107.

Call Us: 09696969696

SCUF:TED:RT:10895:2020

10/01/2020

MR.VAIRAMUTHU PERIYASAMY,
83,PANDIAN NAGAR,
ARIYANACHIPALAYAM.
TIRUPUR- 642203.

Dear **MR.VAIRAMUTHU PERIYASAMY,*****Letter of Appointment***

Further to our offer letter dated 04/01/2020, we are pleased to appoint you as ASSISTANT RECOVERY MANAGER in "RECOVERY (TW)" in Shriram City Union Finance Limited under the following terms and conditions, with effect from 06/01/2020.

1. Compensation: You shall be paid annual compensation totaling to Rs.199579/-. A detailed break up of your compensation is attached as Annexure - I.
2. You will initially be reporting to MR. MUNESWARAN S, Assistant General Manager, KALLUKUZH.
3. Your initial place of posting will be UDUMALPET but you may be at various points in time, be required to serve the company in any place within the country. You may, at the discretion of the company, be transferred to any of its divisions, departments, subsidiaries or group companies and shall abide by the service rules prevailing in such places / entity without being entitled to additional remuneration.
4. You will initially be on probation for a period of 6 months from the date of appointment, on the expiry of which you will be confirmed in your post, provided your work and conduct are found to be satisfactory. The company has the right to extend your probation basis performance. You shall continue to be on probation unless confirmed in writing by the management.
5. Exclusivity: You shall devote your self exclusively to the performance of your duties in the Company and you shall not during the course of your employment with the Company, be engaged or concerned or interested in any other employment or business whether with or without remuneration. Further, during the period of your employment with the Company, you shall not engage in any endeavor or activity which conflicts with the interests and business of the Company.
6. Resignation and Termination upon confirmation: Your employment with Shriram City Union Finance Limited is terminable by either side by giving 90 days notice.
7. You will be eligible for leave as per company policy.

For Shriram City Union Finance Limited.,

RAMAKRISHNAN V
GENERAL MANAGER



Shriram City Union Finance Limited

Business Solution Centre,144, Santhome High Road, Mylapore, Chennai - 600 004. Ph: +91 44 4392 5300. Fax: +91 44 4392 5430

Regd. Office: 123, Angappa Naicken Street, Chennai - 600 001. Ph : +91 44 2534 1431

E-mail: shriramcity@shriramcity.in Website : www.shriramcity.in

Corporate Identification Number (CIN) L65191TN1986PLC012840

**PRINCIPAL**

Sree Saraswathi Thyagaraja College
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Thippampatti, POLLACHI - 642 107,

8. You will be eligible for statutory benefits applicable.
9. Age of Retirement:
You shall retire from the service of the Company as per the Retirement Policy of the Company. The current retirement age of the company is 58.
10. Intellectual Property Rights (IPR):
All IPRs devised, developed or created by you in the course of your employment with the Company shall be long to and be the absolute property of the Company or of such other person as the Company may nominate.
11. During your employment with the Company, you will be governed by the rules and regulations of the Company applicable to you at present and as may be modified or introduced from time to time at the sole discretion of the Company. The detailed terms and conditions that form a part of this employment are in Annexure 2.

We request you to return a signed duplicate copy of this Appointment Letter to signify your acceptance of the appointment and the terms and conditions thereof.

It is our pleasure to welcome you into Shriram City Union Finance Limited and we wish you a successful and endearing career in the Company.

For Shriram City Union Finance Limited.,



RAMAKRISHNAN V
GENERAL MANAGER

Agreed & Accepted

Place :

Date :

Signature of the employee



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Shriram City Union Finance Limited

Business Solution Centre, 144, Santhome High Road, Mylapore, Chennai - 600 004. Ph: +91 44 4392 5300 Fax: +91 44 4392 5430

Regd. Office: 123, Angappa Nacker Street, Chennai - 600 001. Ph : +91 44 2534 1431

E-mail : shriramcity@shriramcity.in Website : www.shriramcity.in

Corporate Identification Number (CIN) L65191TN1986PLC012840



Thippampattu, POLLACHI - 642 107,

Annexure - I

Name : **MR. VAIRAMUTHU PERIYASAMY**

Designation : **ASSISTANT RECOVERY MANAGER**

1. Your CTC would be **Rs.16632 /-pm**, (Cost to the company).

COMPONENT	PER ANNUM	PER MONTH	REMARKS
Actual			
BASIC	66720.00	5560.00	Payslip
HOUSE RENT ALLOWANCE	50040.00	4170.00	Payslip
SPECIAL ALLOWANCE	11640.00	970.00	Payslip
FUEL ALLOWANCE	38400.00	3200.00	Payslip
Total(A)	166800.00	13900.00	
Employer Contribution			
EMPLOYER ESI	5424.00	452.00	Monthly
EMPLOYER PF	14011.00	1168.00	Monthly
Total(B)	19435.00	1620.00	
BONUS/EXGRATIA*(C)	13344.00	1112.00	Annually
Total CTC(A+B+C)	199579.00	16632.00	

* Bonus/Exgratia will be paid annually as per company norms.

SIGNATURE OF EMPLOYEE:



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Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20184786025/Chennai/BPS/BPA
Date:18/01/2019

Dear Ms. Madhubala V ,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring career opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of employment.

This offer is based on your profile and performance in the selection process. **We are pleased to inform you that you have been selected for the position of Process Associate in Grade BPO1 at TCSL. Your Gross Salary / Annual Compensation Package including all benefits will be Rs. 2,40,000/- per annum.**

Kindly confirm your acceptance on the position and compensation offered by proposing your date of joining and signing Annexure 1. If not accepted within 30 days of receipt, this offer is liable to lapse at the discretion of the company.

This is a provisional offer letter and should not be construed as an Offer of Employment from TCSL. A detailed offer of employment will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of Employment will be made to you provided this position continues to be available with TCS.

Your employment with TCSL is subject to your clearing our pre-employment medical tests and Background / Reference check. On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. TCS employees living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

TCS Confidential



PRINCIPAL

Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107

TCS House Ravinagar Street Mumbai 400 001 India
Tel 91 22 6778 9999 Fax 91 22 6778 9000 e-mail corporate.office@tcs.com, website www.tcs.com
Registered Office: TCS Global Building Nariman Point Mumbai 400 021.



Yours Sincerely,

For Tata Consultancy Services Limited

R. B. Siganporia

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services



Click Here or use a QR code scanner from your mobile to validate the offer letter

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received the Provisional Letter of Offer Ref No
TCSL/DT20184786025/Chennai/BPS/BPA on _____(DD/MMM/YYYY).

Signature:

Name:

Date:

[Signature]

PRINCIPAL

Sree Saraswathi Thyagaraja College
(Autonomous)

Thippampatti, POLLACHI - 642 107

2

TCS Confidential

TATA CONSULTANCY SERVICES

TCS House, Ravelline Street Mumbai 400 001, e-mail corporate.office@tcs.com, website www.tcs.com
Registered Office: 28th Floor Nirmal Building Nariman Point Mumbai 400 021.



NICE EDUCATION

For Excellent Expression of Brilliant Young Minds

A Venture By : NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST
Nalonnumpadavil, Kabanigiri, Pulpally, Wayanad, Kerala-673579
Ph. : 91-9826269091, 91-9047415416 e-mail : nice@nickeerala@gmail.com
Website : www.niceeducation.in

(Reg. No. : 55/2011/IV)

Ref. No: NICE/2018/C. D /

To

Date: 13-10-18

S/O, D/O

College : Sree Saraswathi Thyagaraja College
Address : Sree Vakill Nagarajan Street, Udumalpet

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICEEDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2019 -20.

Remuneration :1,00,00..... + 500/. : Grand Total :1,10,00,00...../-. Only

Accommodation + Other Benefits

(.....Eleven Thousand only.....)

You are requested to join for the training in the month of April or May. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2019 regarding the training.

For Further details you can call: (09826269091, 09047415416, 09626158128, 09047968128, 09626798128)

To confirm your appointment, you are requested to drop a confirmation mail to our HR department. dmnitnice@gmail.com before 31st March 2019.

Thanking You

Best Wishes



Note: It is a duplicate copy. You are requested to collect the original OFFER LETTER, when you join for the training.

NICE EDUCATION
No. 65/1F, Near SBI Bank, Manaparai,
Dindugal Road, Trichy. Pin - 621306
91-9047415416, 91-9826269091
bineesh@niceeducation.in



NICE EDUCATION
St. Marys English Medium School Campus,
Katoria PO, Banka, Bihar - 813106
Contact@ +91-9626158128
jestin@niceeducation.in

PRINCIPAL

Sree Saraswathi Thyagaraja College
(Autonomous)

Thiappampatti, POLLACHI - 642 107,



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Nalonnumpadavil, Kabanigiri, Pulpally, Wayanad, Kerala-673579

Ph. : 91-9826269091, 91-9047415416 e-mail : nicenicekerala@gmail.com

Website : www.niceeducation.in

Ref. No: NICE/2018/C. D /

Date: 13/OCTOBER/2018

To

V.R. ASWATHI

S/O: D/O M.M. RAVI KUMAR

College : SREE SARASWATHI THYAGARAJA COLLEGE,

Address : 73, BALAJI NAGAR, PANIKAMPATTI ROAD, T. KOTTAMPATTI, POLLACHI

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICEEDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2019 -20.

Remuneration : 10,000/- + 500/- : Grand Total : 10,500/- Only

Accommodation + Other Benefits

(.....)

You are requested to join for the training in the month of April or May. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2019 regarding the training.

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To confirm your appointment, you are requested to drop a confirmation mail to our HR department. jinitnice@gmail.com before 31st March 2019.

Thanking You

Best Wishes



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NICE EDUCATION
65/1F, Near SBI Bank, Manapara,
Indugal Road, Trichy. Pin - 621306
91-9047415416, 91-9826269091
bineesh@niceeducation.in

NICE EDUCATION
62, Brijeshwar Ext.,
Near Ring Road, Indore, M.P.-452016
91-9846627047, 91-9826269091
aneesh@niceeducation.in

NICE EDUCATION

St. Marys English Medium School Campus,
Katoria, P.O. Banka, Bihar - 813406

Contact@ +91-9626158128

jestin@niceeducation.in

Thippampatti, POLLACHI - 642 107,



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Nalonnumpadavil, Kabanigiri, Pulpally, Wayanad, Kerala-673579

Ph. : 91-9826269091, 91-9047415416 e-mail : nicekerala@gmail.com

Website : www.niceeducation.in

(Reg. No. : 55/2011/IV)

Ref. No: NICE/2018/C. D /

Date: 12/02/2019

To

SHANATHI R.

S/O, D/O **KADHA KANNAN T.**

College : **SREE SARASWATHI THYAGARAJA COLLEGE**

Address **No. 10, ALAGAPPA NAGAR, 100, 7th ROAD, GANDHIPURAM**

81, PATTI, POLLACHI

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICEEDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2019 -20.

Remuneration : **10,000/-** + 500/- : Grand Total : **10,500/-** Only

Accommodation , + Other Benefits

(.....)

You are requested to join for the training in the month of April or May. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2019 regarding the training.

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To confirm your appointment, you are requested to drop a confirmation mail to our HR department dmitnice@gmail.com before **31st March 2019**.

Thanking You

Best Wishes



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NICE EDUCATION
No. 65/1F, Near SBI Bank, Manaparai,
Dindigul Road, Pollachi - 642 107

NICE EDUCATION
62, Binjeshwari Ext.,
Near Ring Road, Indore, M.P. 452016
Pollachi - 642 107

PRINCIPAL
NICE EDUCATION
St. Marys English Medium School Campus
Katoria PO, Banka, Bihar - 813106
Contact : 91-9626158128
Pollachi - 642 107



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Nalonnumpadavil, Kabanigin, Pulpally, Wayanad, Kerala-673579
Ph.: 91-9826269091, 91-9047415416 e-mail: niceeducation@gmail.com
Website: www.niceeducation.in

(Reg. No.: 55/2011/IV)

Ref. No: NICE/2018/C. D /

Date: 13.10.2018

To

S/O, D/O

College: Sree Saraswathi Thyagaraja College
Address: Pollachi

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.
HR Team of NICE EDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2019 -20.

Remuneration: 10500 + 500/- : Grand Total: 11000/- Only

Accommodation + Other Benefits

(Eleven thousand only)

You are requested to join for the training in the month of April or May. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2019 regarding the training

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Dindugal Road, Trichy, Pin - 621306
91-9047415416, 91-9826269091
bineesh@niceeducation.in

NICE EDUCATION
62, Brijeshwari Ext.,
Near Ring Road, Indore, M.P-452016
91-982627047, 91-9826269091
ajayesh@niceeducation.in

NICE EDUCATION
St. Marys English Medium School Campus,
Katoria PO, Banka, Bihar - 813106
Contact@ +91-9626158128
jeshu@niceeducation.in



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Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107,



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(Reg. No.: 55/2011/IV)

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Nalonnumpadavil, Kabanigiri, Pulpally, Wayanad, Kerala-673579
Ph.: 91-9826269091, 91-9047415416 e-mail: nicenicekerala@gmail.com
Website: www.niceeducation.in

Ref. No: NICE/2018/C. D /

Date:

To

P. LALITHA SREE

S/O, D/O **S. PUSHPANATHAN**

College: SREE SARASWATHI THYAGARAJA COLLEGE

Address No. ^{old} 61, 62, **VASANTHA** NULL ROAD, KRISHNAPURAM, SINU ANALLUR,
COIMBATORE

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICEEDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2019 -20.

Remuneration: I.I.S.D.D. + 500/. : Grand Total : 12000. - / Only

Accommodation + Other Benefits

(..... Twelve thousand only)

You are requested to join for the training in the month of April or May. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2019 regarding the training.

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91-9047415416, 91-9826269091
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Ph. : 91-9826269091, 91-9047415416 e-mail : niconicekerala@gmail.com
Website : www.niceeducation.in

(Reg. No. : 55/2011/VV)

Ref. No: NICE/2018/C. D /.....

Date:

To

..... **Nahima S.**

S/O, D/O **Sriyanarayanan**

College : **Sree Saraswathi Thyagaraja college.**

Address : **Thippampatti, Pollachi (P.O) Nanje Goundanpudur.**

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICEEDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2019 -20.

Remuneration : **9,500/-** + 500/- : Grand Total : **10,000/-** Only

Accommodation + Other Benefits

(.....)

You are requested to join for the training in the month of April or May. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2019 regarding the training.

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Website : www.niceeducation.in

(Reg. No. 55/2011/IV)

Ref. No: NICE/2018/C. D /

Date: 13.11.2018

To

S. Menaka

S/O, D/O K. Shanthan

College : Sree Saraswathi Thyagaraja College

Address : No. 111, Harichandha, Gounder Street, Pollachi-642001

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICE EDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2019 -20.

Remuneration : 115,000 + 500/- : Grand Total : 120,000/- Only

Accommodation + Other Benefits

(Twelve thousand only)

You are requested to join for the training in the month of April or May. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2019 regarding the training.

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Website : www.niceeducation.in

(Reg. No. : 55/2011/IV)

Ref. No: NICE/2018/C. D /

Date: 13-10-2018

To

Dr. Muthukrishnan
S/O, D/O M. Anandesh

College : Sree Saraswathi Thyagaraja College

Address : 2/129, K.C. Colony, Kariyampatti, Pollachi.

SUB: Offer Letter

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NICE EDUCATION
St. Marys English Medium School Campus,
Katoria PO, Banka, Bihar - 813106
Contact@ +91-9626158128
jestin@niceeducation.in

PRINCIPAL

Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107,



NICE EDUCATION

For Excellent Expression of Brilliant Young Minds

A Venture By : NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST

Nalonnumpadavil, Kabanigiri, Pulpally, Wayanad, Kerala-673579

Ph : 91-9826269091, 91-9047415416 e-mail : niceeducation@gmail.com

Website : www.niceeducation.in

(Reg. No. : 55/2011HY)

Ref. No: NICE/2018/C. D /

Date:

To

SO, D/O

College : Sree Saraswathi Thyagaraja college

Address : 124, Rajaji Street, Agra Khayam Kayathol Thirupur (Dt)

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICEEDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2019 -20.

Remuneration : 9,500/- + 500/- : Grand Total : 10,000/- Only

Accommodation + Other Benefits

(.....)

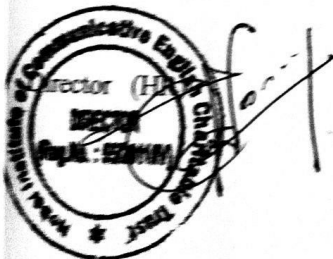
You are requested to join for the training in the month of April or May. Dates of the training will be fixed-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2019 regarding the training.

For Further details you can call: (09826269091, 09047415416, 09626158128, 09047968128, 09626798128)

To confirm your appointment, you are requested to drop a confirmation mail to our HR department. amitnice@gmail.com before 31st March 2019.

Thanking You

Best Wishes



Note: It is a duplicate copy. You are requested to collect the original OFFER LETTER, when you join for the training.

NICE EDUCATION
65/1F, Near SBI Bank, Manapara,
Indugal Road, Trichy. Pin - 621306
91-9047415416, 91-9826269091
ameesh@niceeducation.in



NICE EDUCATION

St. Marys English Medium School Campus,

Katoria PO, Banka, Bihar - 803106

Contact@ +91-9626158128

jestin@niceeducation.in

PRINCIPAL
Sree Saraswathi Thyagaraja College
(Autonomous)

Thippampatti, POLLACHI - 642 107,



NICE EDUCATION

For Excellent Expression of Brilliant Young Minds

A Venture By : NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST

Nalonnumpadavil, Kabanigiri, Pulpally, Wayanad, Kerala-673579

Ph. : 91-9826269091, 91-9047415416 e-mail : nicekerala@gmail.com

Website : www.niceeducation.in

Ref No: 65/201/HR

Ref. No: NICE/2018/C. D /

Date: 12/10/2018

To

.....A. Rajala Bihari.....

S/O, D/OT. Kalyanappa.....

College : Sree Saraswathi Thyagaraja college.

Address : 5/A.B. New street, Kotturpollachi

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICEEDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2019 -20.

Remuneration :10,500..... + 500/. : Grand Total :11,000...../.. Only

Accommodation + Other Benefits

(.....Eleven thousand only.....)

You are requested to join for the training in the month of April or May. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2019 regarding the training.

For Further details you can call: (09826269091, 09047415416, 09626158128, 09047968128, 09626798128)

To confirm your appointment, you are requested to drop a confirmation mail to our HR department. dmtnice@gmail.com before 31st March 2019.

Thanking You

Best Wishes



Note: It is a duplicate copy. You are requested to collect the original OFFER LETTER, when you join for the training.

NICE EDUCATION
No. 65/1F, Near SBI Bank, Manaparai,
Dindugal Road, Trichy, Pin - 621306
91-9047415416, 91-9826269091
bineesh@niceeducation.in

NICE EDUCATION
62, Brijeshwari Ext.,
Near Ring Road, Indore, M.P-452016
91-9846627047, 91-9826269091
aneesh@niceeducation.in

NICE EDUCATION
St. Marys English Medium School Campus,
Katoria PO, Banka, Bihar - 813106
Contact@ +91-9626158128
jestin@niceeducation.in



PRINCIPAL

Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107.



NICE EDUCATION

For Excellent Expression of Brilliant Young Minds...

A Venture By : NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST

Nalonnumpadavil, Kabanigiri, Pulpally, Wayanad, Kerala-673579

Ph. : 91-9826269091, 91-9047415416 e-mail : nicenicekerala@gmail.com

Website : www.niceeducation.in

(Ref No. : 55/2011/VI)

Ref. No: NICE/2018/C. D /

Date: 13-10-2018

To

S. Ramya

S/O, D/O T. Selvaraj

College : Sree Saraswathi Thyagaraja College

Address : 1/19, Perumal Kovil Street, MOKKONAM.

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICEEDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2019 -20.

Remuneration : 9,500/- + 500/- : Grand Total : 10,000/- Only

Accommodation + Other Benefits

(.....)

You are requested to join for the training in the month of April or May. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2019 regarding the training.

For Further details you can call: (09826269091, 09047415416, 09626158128, 09047968128, 09626798128)

To confirm your appointment, you are requested to drop a confirmation mail to our HR department. dmitnice@gmail.com before 31st March 2019.

Thanking You

Best Wishes



Note: It is a duplicate copy. You are requested to collect the original OFFER LETTER, when you join for the training.

NICE EDUCATION
No. 65/1F, Near SBI Bank, Manapara,
Dindugal Road, Trichy. Pin - 621306
91-9047415416, 91-9826269091
bineesh@niceeducation.in

NICE EDUCATION
62, Brijeshwari Ext.,
Near Ring Road, Indore, M.P. 452016
91-9846627047, 91-9826269091
aneesh@niceeducation.in

NICE EDUCATION

St. Marys English Medium School Campus,

Katoria PO, Banka, Bihar - 813106

Contact@ +91-9626158128

jestin@niceeducation.in

PRINCIPAL

Sree Saraswathi Thyagaraja College
(Autonomous)

Thippampatti, POLLACHI - 642 107,



Thyagaraja College (Autonomous), Pollachi



NICE EDUCATION

The Existent Expression of Brilliant Young Minds

A Venture By NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST

Nalothumpadaoli, Kathanigiri, Pulpalay, Wayanad, Kerala-673579

Ph. 91-9826269091, 91-9047415416 e-mail: nice@nicekerala@gmail.com

Reg. No. : 55/2011/IV

Ref. No: NICE/2018/C. D /

To

Date: 13.10.2018

S.O. DO

Ravivarman D
Devanaraj

College : Sree Saraswathi Thyagaraja College
Address : 63, palaniandavar Nagar Udumalpet

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICEEDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2019 -20.

Remuneration : 12500 + 500/- : Grand Total : 13000/- Only

Accommodation + Other Benefits

(Thirteen thousand only)

You are requested to join for the training in the month of April or May. Dates of the training will be checked-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2019 regarding the training.

For Further details you can call: (09826269091, 09047415416, 09626158128, 09047968128, 09626798128)

To confirm your appointment, you are requested to drop a confirmation mail to our HR department. amitnice@gmail.com before 31st March 2019.

Thanking You

Best Wishes



Note: It is a duplicate copy. You are requested to collect the original OFFER LETTER, when you join for the training.

NICE EDUCATION
No. 55/F, Near SBI Bank, Manapara,
Dudugai Road, Trichy, Pin - 621306
91-9047415416, 91-9826269091
bineesh@niceeducation.in



NICE EDUCATION
St. Marys English Medium School Campus,
Katoria PO, Banka, Bihar - 813106
Contact@ +91-9626158128
jastin@niceeducation.in

[Signature]

PRINCIPAL

Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107,



NICE EDUCATION

For Excellent Expression of Brilliant Young Minds...

A Venture By : NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST

Nalonnumpadavil, Kabanigiri, Pulpally, Wayanad, Kerala-673579

Ph. : 91-9826269091, 91-9047415416 e-mail : nicensicokerala@gmail.com

Website : www.niceeducation.in

(Reg. No. : 55/2011/IV)

Ref. No: NICE/2018/C. D /.....

Date: 13-10-18

To

S/O: D/O

College :

Address

Dr. Sangeetha

G. Gurusankaran

21 A Velayudhan Kovil Street, Udumalpet

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICEEDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2019 -20.

Remuneration :12000..... + 500/. : Grand Total :12500...../.. Only

Accommodation + Other Benefits

(.....Twelve thousand only.....)

You are requested to join for the training in the month of April or May. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2019 regarding the training.

For Further details you can call: (09826269091, 09047415416, 09626158128, 09047968128, 09626798128)

To confirm your appointment, you are requested to drop a confirmation mail to our HR department. dmitnice@gmail.com. before 31st March 2019.

Thanking You

Best Wishes



Note: It is a duplicate copy. You are requested to collect the original OFFER LETTER, when you join for the training.

NICE EDUCATION
No. 65/1F, Near SBI Bank, Manaparai,
Dindugal Road, Trichy. Pin - 621306
91-9047415416, 91-9826269091
bineesh@niceeducation.in



NICE EDUCATION

St. Marys English Medium School Campus,
Katoria PO, Banka, Bihar - 813106
Contact@ +91-9626158128
jestin@niceeducation.in

PRINCIPAL

Gree Saraswathi Thyagaraja College
(Autonomous)

Thippampatti, POLLACHI - 642 107,



NICE EDUCATION

Reg. No.: 55/2011(FV)

For Excellent Expression of Brilliant Young Minds

A Venture By: NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST

Nalonnumpadavil, Kabanangin, Pulpally, Wayanad, Kerala-673579

Ph: 91-9826269091, 91-9047415416 e-mail: nicekerala@gmail.com
Website: www.niceeducation.in

Ref. No: NICE/2018/C.O./.....

Date: 13/10/2018

To

R. Sundhya.

SE, DO R. Ravichandran

College: Sree Saraswathi Thyagaraja College

Address: VIES-31 VCR Complex, Kovilpattanam, Pollachi.

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICE EDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2019-20.

Remuneration: 10500 + 500/- : Grand Total: 11000/- Only

Accommodation + Other Benefits

(Elava Award only)

You are requested to join for the training in the month of April or May. Dates of the training will be fixed-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2019 regarding the training.

For Further details you can call: (09826269091, 09047415416, 09626158128, 09047968128, 09626798128)

To confirm your appointment, you are requested to drop a confirmation mail to our HR department. hr@niceeducation.in before 31st March 2019.

Thanking You

Best Wishes



Note: It is a duplicate copy. You are requested to collect the original OFFER LETTER, when you join for the training.

NICE EDUCATION
No. 65/F, Near SBI Bank, Manapara,
Dindigul Road, Trichy, Pin - 621306
91-9047415416, 91-9826269091
hr@niceeducation.in

NICE EDUCATION
32, Brijeshwari Ext.,
Near Ring Road, Indore, M.P.-452016
91-982627047, 91-9826269091
hr@niceeducation.in

NICE EDUCATION
St. Marys English Medium School Campus,
Katoria PO, Banka, Bihar - 813106
Contact@ +91-9626158128
hr@niceeducation.in

PRINCIPAL

Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107,

**CA. G. SARAVANAN, B.Com., F.C.A.,
CHARTERED ACCOUNTANT**

**105, 1st Floor, Gopal Building, Pollachi - 1.
Phone : 04259 - 228469**

IDENTITY CARD



Name : N. JEGADEESHWARAN

Desig : STAFF



PRINCIPAL
Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107.



CHENNAI CENTRAL
CO-OPERATIVE BANK LTD
215, Prakasam Salai, Broadway,
Chennai - 600 108.



P.KISHORE KUMAR
Assistant

Emp. No. : 1128

Blood Group: A +ve

DOB : 29.05.1998

Valid Upto : 31.03.2024

Kishore Kumar P.

Signature of Holder



[Signature]
Authorised Signatory

PRINCIPAL

Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107,

accesshealthcareTM



Lavanya M

Employee Code : J0922414




PRINCIPAL

**Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107.**



NICE EDUCATION

For Excellent Expression of Brilliant Young Minds...

(Reg. No. : 55/2011/IV)

A Venture By : NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST

Nalonnumpadavil, Kabanigiri, Pulpally, Wayanad, Kerala-673579

Ph. : 91-9826269091, 91-9047415416 e-mail : nicenicekerala@gmail.com

Website : www.niceeducation.in

Ref. No: NICE/2018/C. D /.....

Date:

To **K. Madhubala**.....

S/O, D/O **P. Krishnasamy**.....

College : **Sree Saraswathi Thyagaraja College**

Address : **P. Kani Road, Pollachi**...

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICEEDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2019 -20.

Remuneration : **1.0500**..... + 500/. : Grand Total : **1.1000**...../. Only

Accommodation + Other Benefits

(..... **Eleven thousand only**.....)

You are requested to join for the training in the month of April or May. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2019 regarding the training.

For Further details you can call: (09826269091, 09047415416, 09626158128, 09047968128, 09626798128)

To confirm your appointment, you are requested to drop a confirmation mail to our HR department.

dmitnice@gmail.com. before 31st March 2019.

Thanking You

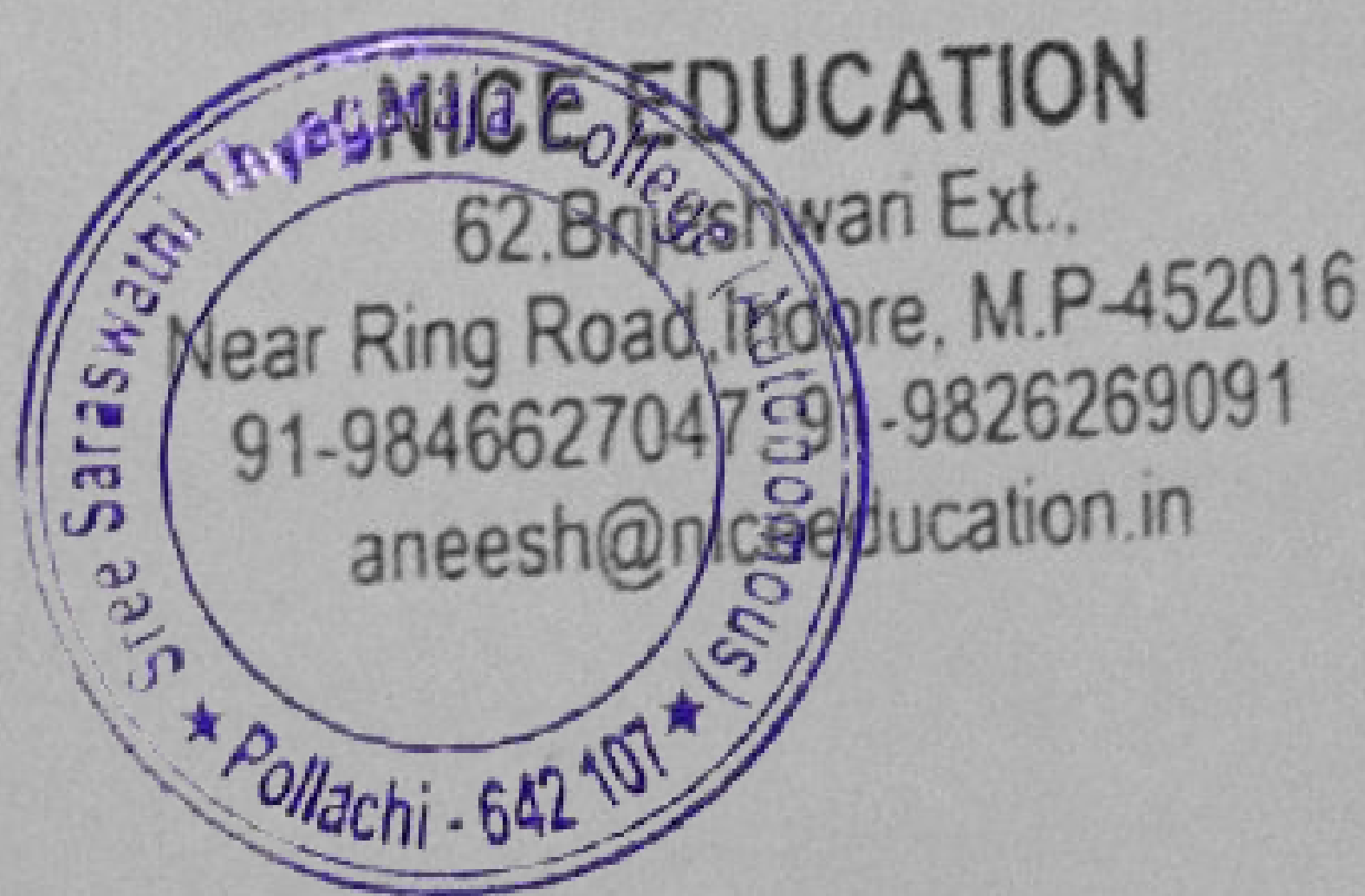
Best Wishes



Note: It is a duplicate copy. You are requested to collect the original OFFER LETTER when you join for the training.

NICE EDUCATION

No. 65/1F, Near SBI Bank, Manaparai,
Dindugal Road, Trichy. Pin - 621306
91-9047415416, 91-9826269091
bineesh@niceeducation.in



NICE EDUCATION

St. Marys English Medium School Campus,
Katoria PO, Banka, Bihar - 813106
Contact@ +91-9826158128
jestlin@niceeducation.in
(Autonomous)
Thippampatti, POLLACHI - 642 107,

Selection Letter

Joining Period - Aug 2019 to Dec 2019

Dear **MYTHILI, V.**

With reference to the interviews you have had with us, we are pleased to select you in our organization for the position of Associate (Domestic/International) and placed in Band 1.

You should complete the below certification at the time of joining & proof for the same would be verified.

*Certificate of completion Type writing Lower & Higher.

*Certificate in MS Office & MS Excel.

Documents required to collect Offer letter and for Joining. (Please call originals for verification):

1. Passport size Photographs (3 units)
2. Proof of Address (Ration card/ Pan card / Aadhar Card/Driving License)
3. For Education Qualification:
 - a. 10th, 12th, UG, PG all Mark sheet & Certificate.

While joining time candidate should not keep any arrears is Compulsory.

Your appointment at Hexaware BPS is subject to confirmation only when the following documents are submitted. Until then, the Date of Joining will be withheld.

While we have your consent on your notice period/ joining with us, will have your DOJ and the offer letter rolled out shortly.

Please note that the Letter of Intent is not an Offer Letter.

If the above terms and conditions are acceptable to you, please sign and return the duplicate copy of the Letter of Intent as a token of your acceptance.

A warm welcome to you and wish you the best in your career with Hexaware BPS.

Best wishes,

S. M. Kumar

Team HR (Hexaware BPS)

Signed and Accepted.

PRINCIPAL

Sree Saraswathi Thyagaraja College
(Autonomous)

Thippampatti, POLLACHI - 642 107.

HEXAWARE TECHNOLOGIES LTD. (HEXAWARE BPS)

IG-3, 3rd floor, Phase II, Chennai One IT Park, Pallavaram 200 Feet Ring Road, Thoraipakkam,
Chennai, 600 097. (INDIA). Tel. : +91 22 6791 9500

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape,
Navi Mumbai, 400710. (INDIA). Tel. : +91 22 6791 9595, Fax : +91 22 6791 9500

(CIN) : L72900MH1992PLC069662 URL : www.hexaware.com

12-Mar-2019

Dear Priyadharshni Sivalingam,
BSc, Computer Science,
Sree Saraswathi Thyagaraja College

Candidate ID - 12806574

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.212,254/-. This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.240,982/-. This includes an annual incentive indication of Rs.12,000/-, as well as Cognizant's contribution of Rs.19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

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

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

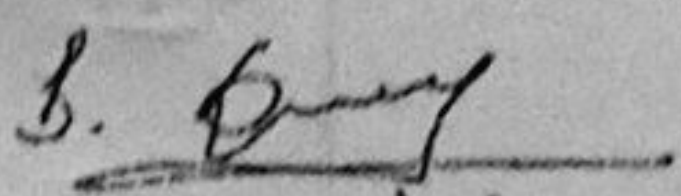
Please note

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

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:



PRINCIPAL

Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107,

Selection Letter

Joining Period - Aug 2019 to Dec 2019

Dear **KOWSALYA, B.**

With reference to the interviews you have had with us, we are pleased to select you in our organization for the position of **Associate** (Domestic/International) and placed in **Band 1**.

You should complete the below certification at the time of joining & proof for the same would be verified.

*Certificate of completion Type writing Lower & Higher.

*Certificate in MS Office & MS Excel.

Documents required to collect Offer letter and for Joining. (Please call originals for verification):

1. Passport size Photographs (3 units)
2. Proof of Address (Ration card/ Pan card / Aadhar Card/Driving License)
3. For Education Qualification:
 - a. 10th, 12th, UG, PG all Mark sheet & Certificate.

While joining time candidate should not keep any arrears is Compulsory.

Your appointment at **Hexaware BPS** is subject to confirmation only when the following documents are submitted. Until then, the Date of Joining will be withheld.

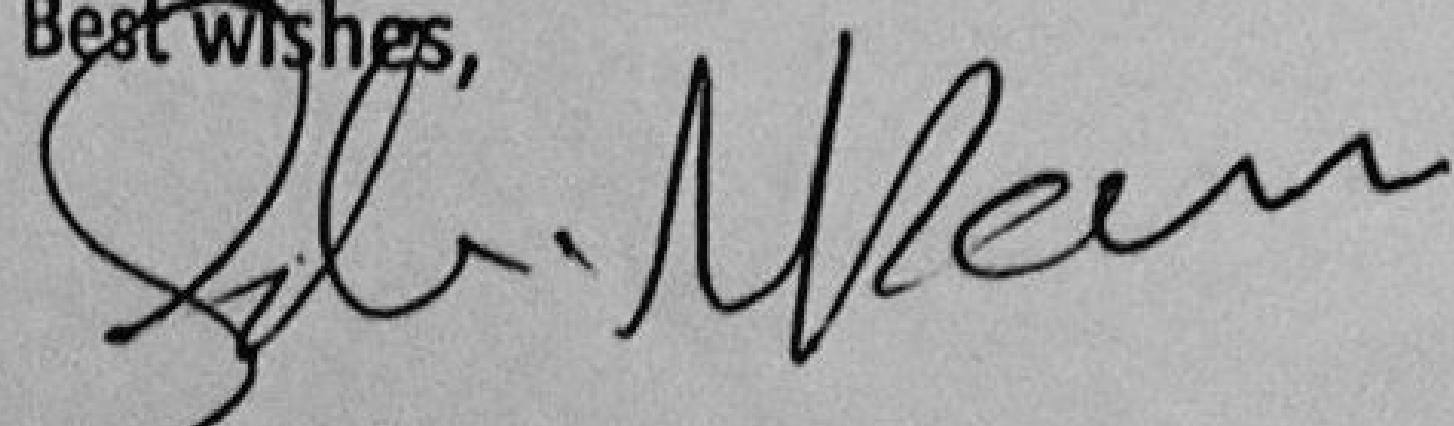
While we have your consent on your notice period/ joining with us, will have your DOJ and the offer letter rolled out shortly.

Please note that the Letter of Intent is not an Offer Letter.

If the above terms and conditions are acceptable to you, please sign and return the duplicate copy of the Letter of Intent as a token of your acceptance.

A warm welcome to you and wish you the best in your career with Hexaware BPS.

Best wishes,



Team HR (Hexaware BPS)

Signed and Accepted.

PRINCIPAL

HEXAWARE TECHNOLOGIES LTD. (HEXAWARE BPS)

IG-3, 3rd floor, Phase II, Chennai One IT Park, Pallavaram 200 Feet Ring Road, Thoraipakkam,
Chennai, 600 097. (INDIA). Tel. : +91 44 4679 1300

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape,
Navi Mumbai, 400710. (INDIA). Tel. : +91 22 6791 9595; Fax : +91 22 6791 9500

(CIN) : U72900TN2005PLC000001 Hexaware.com

Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107.

Selection Letter

Joining Period - Aug 2019 to Dec 2019

Dear **NAGIA SANGEETHA, G.**

With reference to the interviews you have had with us, we are pleased to select you in our organization for the position of Associate (Domestic/International) and placed in Band 1.

You should complete the below certification at the time of joining & proof for the same would be verified.

*Certificate of completion Type writing Lower & Higher.

*Certificate in MS Office & MS Excel.

Documents required to collect Offer letter and for Joining. (Please call originals for verification):

1. Passport size Photographs (3 units)
2. Proof of Address (Ration card/ Pan card / Aadhar Card/Driving License)
3. For Education Qualification:
 - a. 10th, 12th, UG, PG all Mark sheet & Certificate.

While joining time candidate should not keep any arrears is Compulsory.

Your appointment at Hexaware BPS is subject to confirmation only when the following documents are submitted. Until then, the Date of Joining will be withheld.

While we have your consent on your notice period/ joining with us, will have your DOJ and the offer letter rolled out shortly.

Please note that the Letter of Intent is not an Offer Letter.

If the above terms and conditions are acceptable to you, please sign and return the duplicate copy of the Letter of Intent as a token of your acceptance.

A warm welcome to you and wish you the best in your career with Hexaware BPS.

Best wishes,

Team HR (Hexaware BPS)

Signed and Accepted.

HEXAWARE TECHNOLOGIES LTD. (HEXAWARE BPS)

IG-3, 3rd floor, Phase II, Chennai One IT Park, Pallavaram 200 Feet Ring Road, Thoraipakkam,
Chennai, 600 097. (INDIA). Tel.: +91 44 4679 1300

Regd. office: Bldg No. 152, Millennium Business Park Sector - III Block, TTC Industrial Area, Mahape,
Navi Mumbai, 400710. (INDIA). Tel.: +91 22 6791 9595 Fax: +91 22 6791 9500

(CIN): L72900MH1992PLC069662 URL: www.hexaware.com

PRINCIPAL

Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107.

Selection Letter

Joining Period - Aug 2019 to Dec 2019

Dear **AMUTHAVALLI, M.**

With reference to the interviews you have had with us, we are pleased to select you in our organization for the position of Associate (Domestic/International) and placed in Band 1.

You should complete the below certification at the time of joining & proof for the same would be verified.

*Certificate of completion Type writing Lower & Higher.

*Certificate in MS Office & MS Excel.

Documents required to collect Offer letter and for Joining. (Please call originals for verification):

1. Passport size Photographs (3 units)
2. Proof of Address (Ration card/ Pan card / Aadhar Card/Driving License)
3. For Education Qualification:
 - a. 10th, 12th, UG, PG all Mark sheet & Certificate.

While joining time candidate should not keep any arrears is Compulsory.

Your appointment at Hexaware BPS is subject to confirmation only when the following documents are submitted. Until then, the Date of Joining will be withheld.

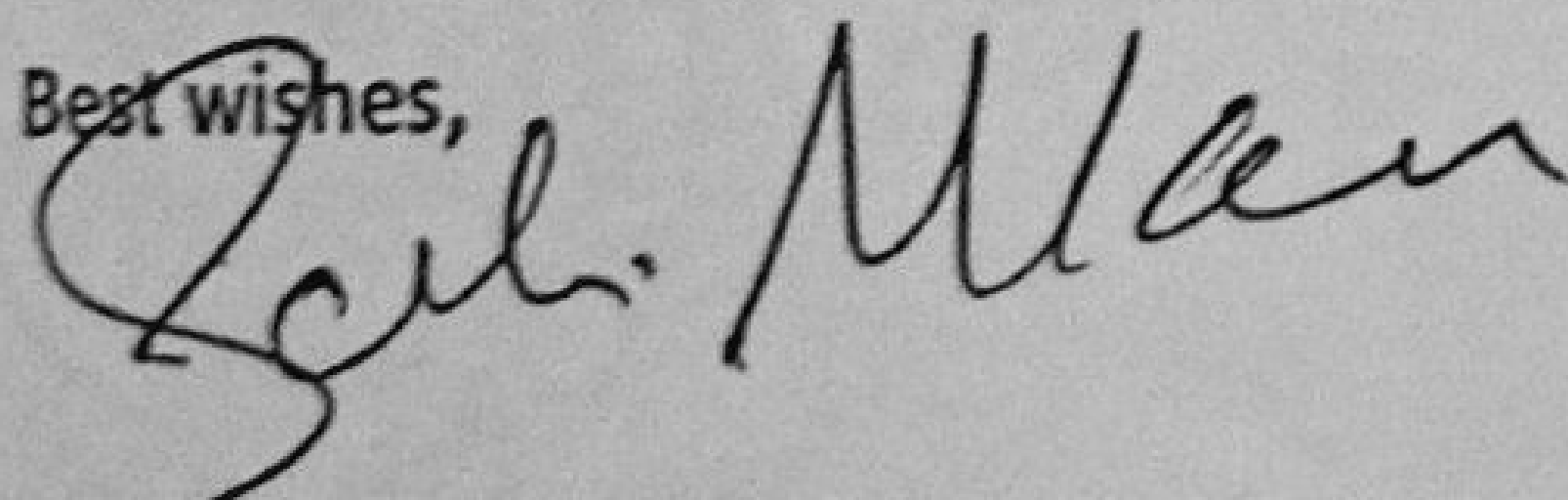
While we have your consent on your notice period/ joining with us, will have your DOJ and the offer letter rolled out shortly.

Please note that the Letter of Intent is not an Offer Letter.

If the above terms and conditions are acceptable to you, please sign and return the duplicate copy of the Letter of Intent as a token of your acceptance.

A warm welcome to you and wish you the best in your career with Hexaware BPS.

Best wishes,



Team HR (Hexaware BPS)

Signed and Accepted.

HEXAWARE TECHNOLOGIES LTD. (HEXAWARE BPS)
IG-3, 3rd floor, Phase II, Chennai One IT Park, Pallava Area, 200 Feet Ring Road, Thoraipakkam,
Chennai, 600 097. (INDIA). Tel. : +91 44 4679 1300
Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape,
Navi Mumbai, 400710. (INDIA). Tel. : +91 22 6791 9595, Fax : +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL : www.hexaware.com

PRINCIPAL
Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107.



NICE EDUCATION

For Excellent Expression of Brilliant Young Minds...

A Venture By : NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST

Nalonnumpadavil, Kabanigiri, Pulpally, Wayanad, Kerala-673579

Ph. : 91-9826269091, 91-9047415416 e-mail : nicenicekerala@gmail.com

Website : www.niceeducation.in

(Reg. No. : 55/2011/IV)

Ref. No: NICE/2018/C. D /.....

Date: 13.10.18

To

U. SALMAN-UL-FARISY

M. USMAN

S/O, B/O

College : SREE SARASWATHI THAYAGARAJA COLLEGE

Address : 14/37-1 KLS NAGAR, THOZHIL PETTAI. POLLACHI - 642003.

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICEEDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2019 -20.

Remuneration: 115,000..... + 500/. : Grand Total : 1,20,000...../. Only

Accommodation + Other Benefits

(Twelve thousand only)

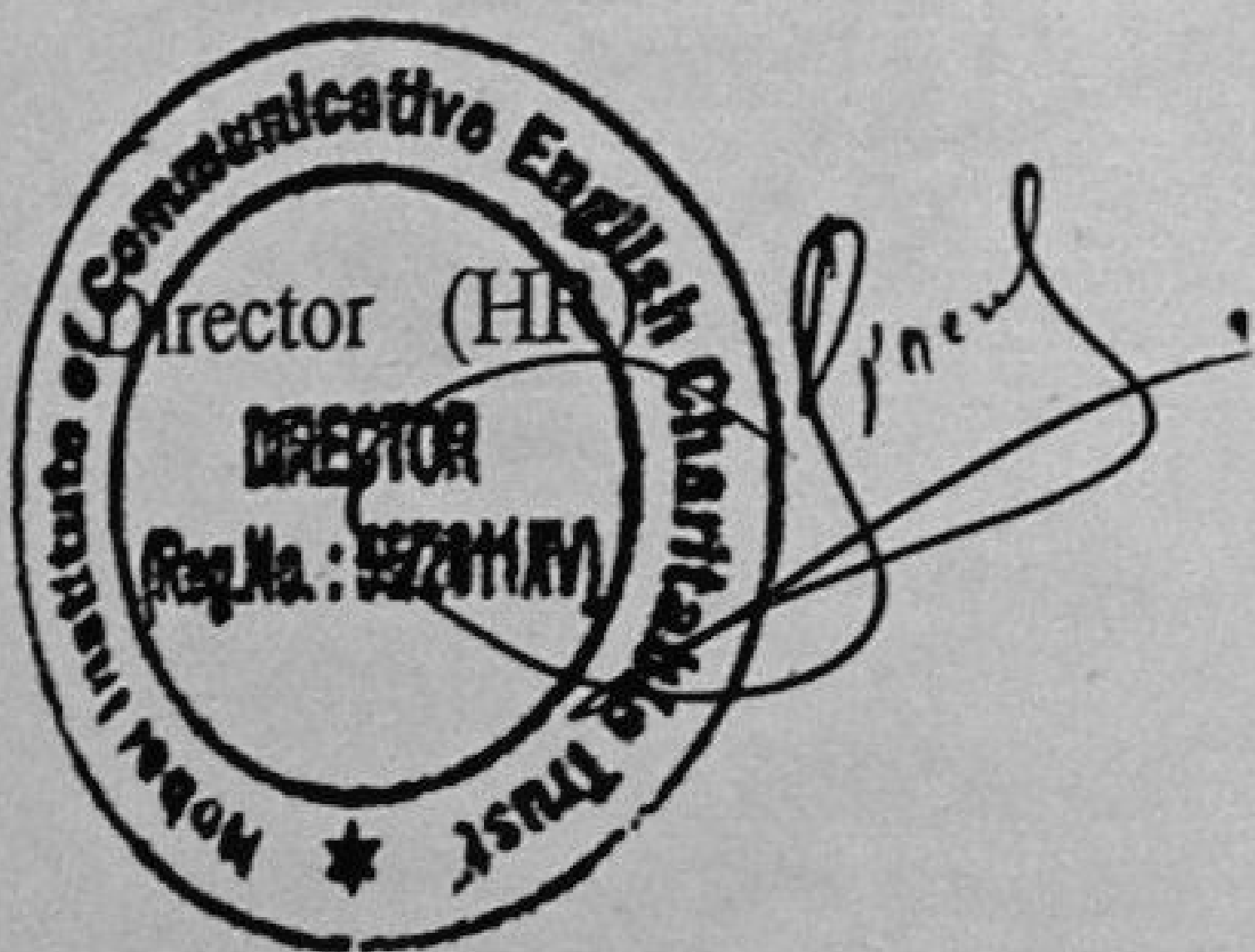
You are requested to join for the training in the month of April or May. Dates of the training will be clued-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2019 regarding the training.

For Further details you can call: (09826269091, 09047415416, 09626158128, 09047968128, 09626798128)

To confirm your appointment, you are requested to drop a confirmation mail to our HR department. dmitnice@gmail.com. before 31st March 2019.

Thanking You

Best Wishes



Note: It is a duplicate copy. You are requested to collect the original OFFER LETTER, when you join for the training.

NICE EDUCATION

No. 65/1F, Near SBI Bank, Manaparai,
Dindugal Road, Trichy. Pin - 621306
91-9047415416, 91-9826269091
bineesh@niceeducation.in

NICE EDUCATION

62, Brijeshwari Ext.,
Near Ring Road, Indore, M.P-452016
91-9846627047, 91-9826269091
aneesh@niceeducation.in

NICE EDUCATION

St. Marys English Medium School Campus,
Katoria PO, Banka, Bihar - 813106
Contact@ +91-9626158128
jestin@niceeducation.in



PRINCIPAL

Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107.



NICE EDUCATION

For Student Expansion of Brilliant Young Minds

A Venture By: NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST
Nalonnumpadavi, Kabanigiri, Pulpally, Wayanad, Kerala-670575
Ph: 91-9826269091, 91-9047415416 E-mail: niceeducation@gmail.com
Website: www.niceeducation.in

Ref. No: 562211001

Ref. No: NICE/2018/C. D /

Date: 12.12.2018

To

P. Sathumatha
S/O, D/O **S. D. Dhandapani**
College: **Sree Saraswathi Thyagaraja College**
Address: **25/32, Arumugam Street, Veyanam**

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICE EDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2019 -20.

Remuneration: 14500 + 500/- : Grand Total: 15000 /- Only

Accommodation + Other Benefits

(Fifteen thousand only)

You are requested to join for the training in the month of April or May. Dates of the training will be chud-up later. If you don't get any information regarding the training, you are requested to call or mail in the first week of April 2019 regarding the training.

For Further details you can call: (09826269091, 09047415416, 09626158128, 09047968128, 09626798128)

To confirm your appointment, you are requested to drop a confirmation mail to our HR department dmtnice@gmail.com before 31st March 2019.

Thanking You

Best Wishes



Note: It is a duplicate copy. You are requested to collect the original OFFER LETTER, when you join for the training.

NICE EDUCATION
No. 65/F, Near SBI Bank, Manapara,
Ondugai Road, Trichy. Pin - 621306
91-9047415416, 91-9826269091
bineesh@niceeducation.in

NICE EDUCATION
62, Brijeshwari Ext.,
Near Ring Road, Indore, M.P.-462016
91-9846627047, 91-9826269091
aneesh@niceeducation.in

NICE EDUCATION
St. Marys English Medium School Campus,
Katonia PO, Banka, Bihar - 813106
Contact@ +91-9626158128
jetlin@niceeducation.in



PRINCIPAL

Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107,



NICE EDUCATION

For Excellent Expression of Brilliant Young Minds...

A Venture By : NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST
Nalonnumpadavil, Kabanigiri, Pulpally, Wayanad, Kerala-673579
Ph. : 91-9826269091, 91-9047415416 e-mail : nicekerala@gmail.com
Website : www.niceeducation.in

(Reg. No. : 55/2011(V))

Ref. No: NICE/2018/C. D /.....

Date:

To

KUMAR. MOORTHY. R.

S/O, D/O T. RAJEEENDRAN

College : Sree Saraswathi Thyagaraja College Pollachi

Address : 3/..... Ram Nagar, C/Patty - Near Indira Nagar
Sakthamma Kovil, Thudangudi Post, Udumalpet - 642203

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICE EDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2019 -20.

Remuneration : 1.15.0.0 + 500% : Grand Total : 1.20.0.0 / Only

Accommodation + Other Benefits

(..... Twelve thousand only)

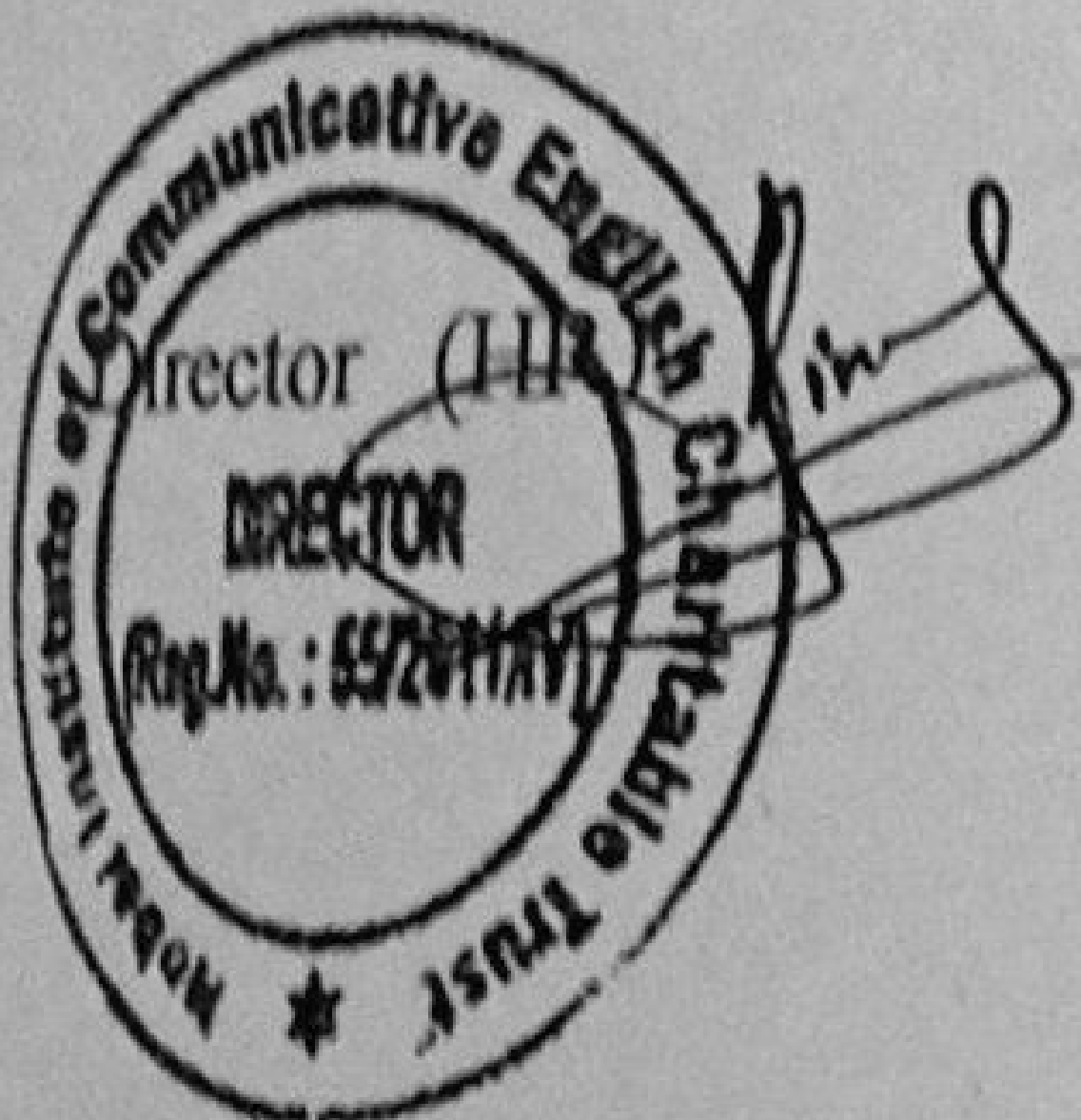
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Thanking You

Best Wishes

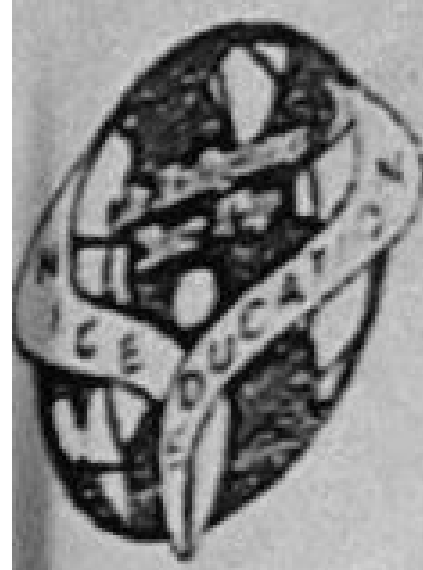


Note: It is a duplicate copy. You are requested to collect the original OFFER LETTER when you join for the training.

NICE EDUCATION
No. 65/1F, Near SBI Bank, Manaparai,
Dindugal Road, Trichy. Pin - 621306
91-9047415416, 91-9826269091
bineesh@niceeducation.in

NICE EDUCATION
62, Brijeshwari Ext.,
Near Ring Road, Indore, M.P-452016
91-9846627047, 91-9826269091
aneesh@niceeducation.in

NICE EDUCATION
St. Marys English Medium School Campus,
Katoria PO, Banka, Bihar - 813106
Contact@ +91-9626158128
jestin@niceeducation.in
PRINCIPAL
Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107.



NICE EDUCATION

For Excellent Expression of Brilliant Young Minds...

A Venture By : NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST
Nalonnumpadavil, Kabanigiri, Pulpally, Wayanad, Kerala-673579
Ph. : 91-9826269091, 91-9047415416 e-mail : nicekerala@gmail.com
Website : www.niceeducation.in

Reg. No. 552111T

Ref. No: NICE/2018/C. D /.....

Date: 13-0-18

To

A. Arul Antony

S/O, D/O

P. Andisamy

College : Sree Saraswathi college, Pollachi

Address : 2/14 S. Chandrapuram, Vigneshampatti, Pollachi

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICEEDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2019 -20.

Remuneration : 10,500/- + 500% : Grand Total : 14,000/- Only

Accommodation + Other Benefits

(.....)

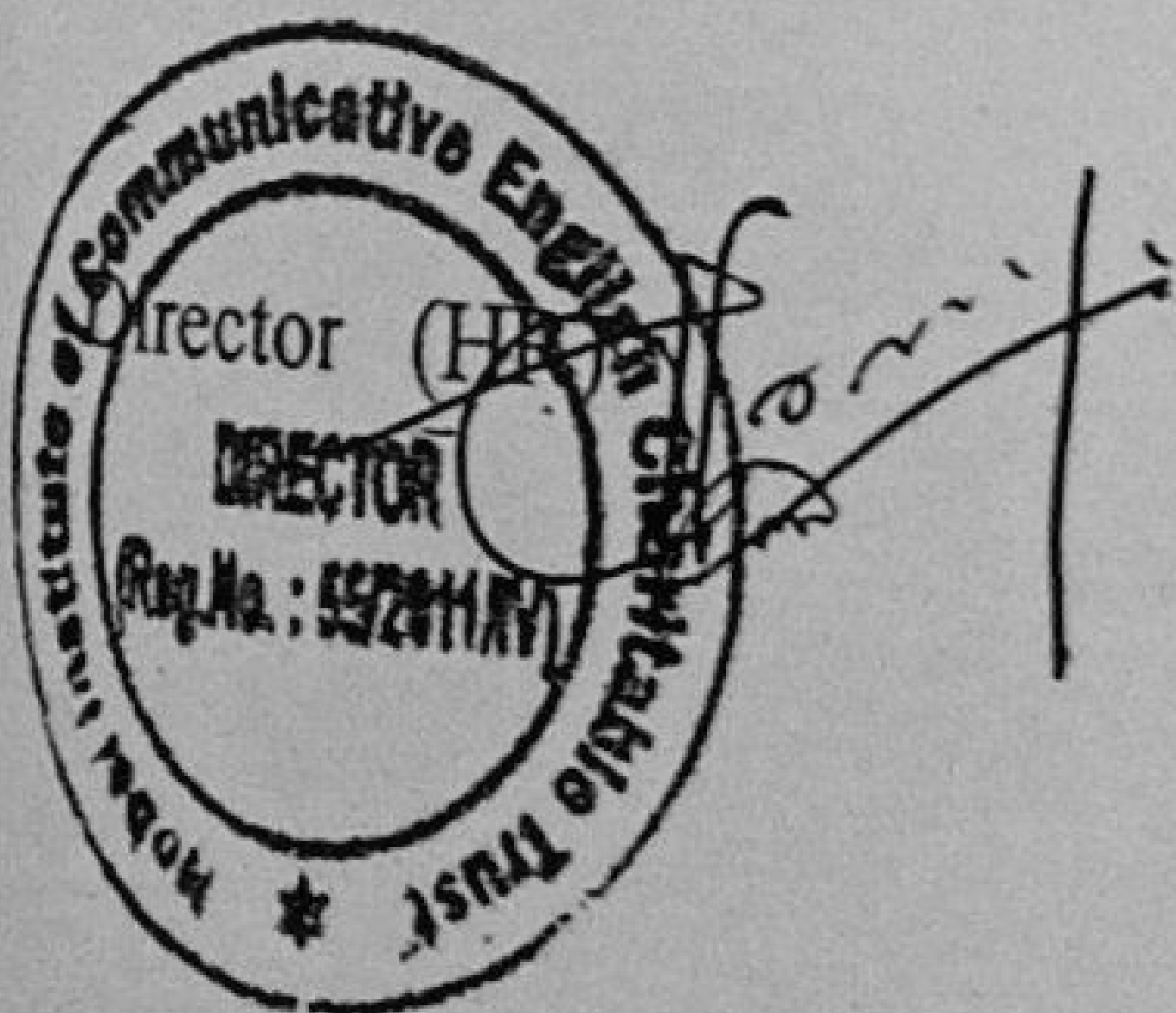
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Best Wishes



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NICE EDUCATION
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91-9047415416, 91-9826269091
bineesh@niceeducation.in

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Near Ring Road, Indore, M.P-462016
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aneesh@niceeducation.in



NICE EDUCATION
St. Marys English Medium School Campus,
Kalena PO, Banka, Bihar - 813106
Contact @ +91-9626158128
jesan@niceeducation.in
PRINCIPAL
Sree Saraswathi Thyagaraja College
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Nalonnumpadavil, Kabanigiri, Pulpally, Wayanad, Kerala-673579

Ph. : 91-9826269091, 91-9047415416 e-mail : nicekerala@gmail.com

Website : www.niceeducation.in

(Reg. No. 55/2011/IV)

Ref. No: NICE/2018/C. D /.....

Date: 13/10/18

To

S/O, BHO

College :

Address :

M. Sabin

C. Mungesh

Bree Saraswathi Thyagaraja College

Uppilao Street Anaimalai, Pollachi (Tk)

SUB: Offer Letter

Greetings and Wishes from NICE EDUCATION, A Venture of NOBEL INSTITUTE OF COMMUNICATIVE ENGLISH CHARITABLE TRUST.

HR Team of NICEEDUCATION is delighted to inform you that you are selected for the position of Communicative English Trainer for the academic year 2019 -20.

Remuneration : 9,500/- + 500/- : Grand Total : 10,500/- Only

Accommodation + Other Benefits

(.....)

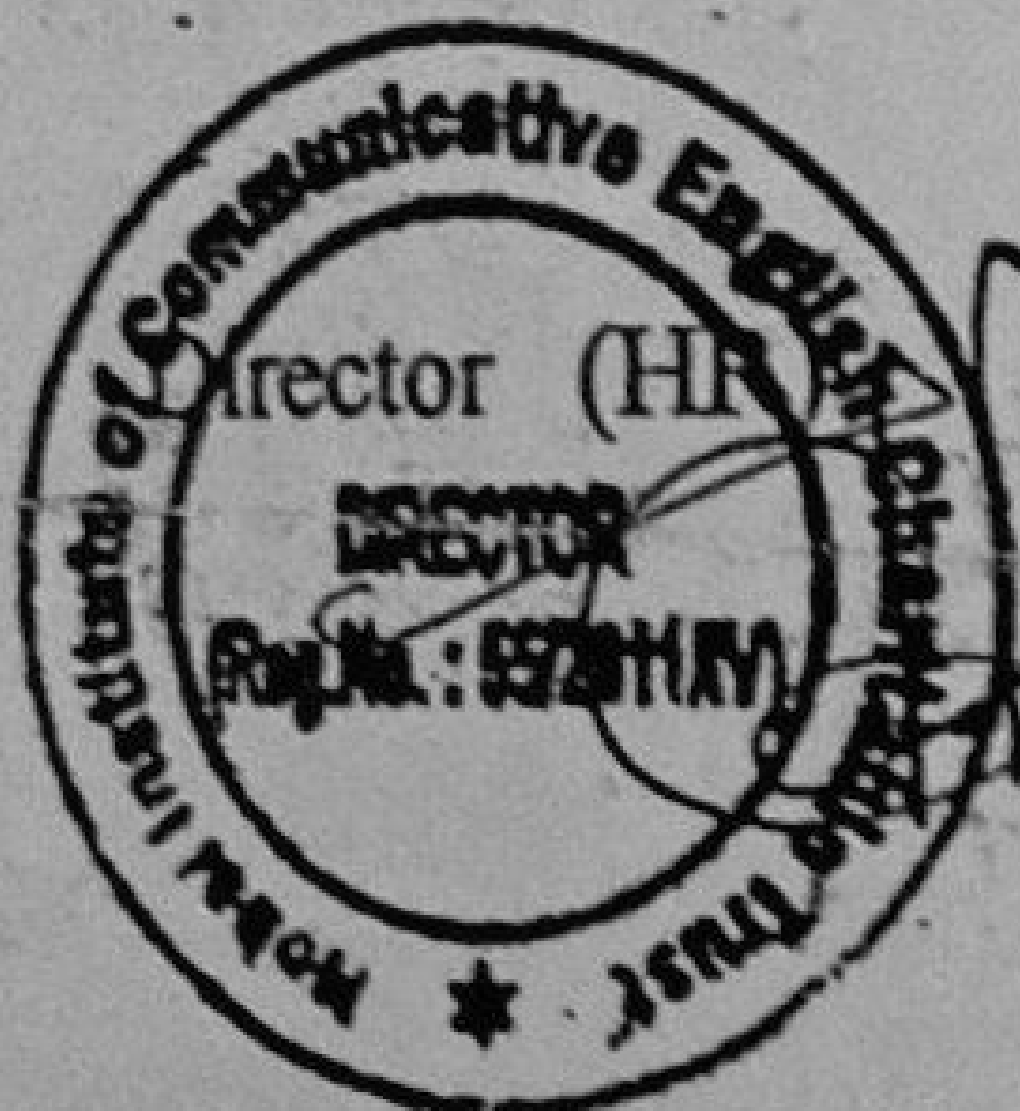
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For Further details you can call: (09826269091, 09047415416, 09626158128, 09047968128, 09626798128)

To confirm your appointment, you are requested to drop a confirmation mail to our HR department. dmitnice@gmail.com. before 31st March 2019.

Thanking You

Best Wishes



Note: It is a duplicate copy. You are requested to collect the original OFFER LETTER when you join for the training.

NICE EDUCATION
No. 65/1F, Near SBI Bank, Manaparai,
Dindugal Road, Trichy. Pin - 621306
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91-9846627047, 91-9826269091
aneesh@niceeducation.in

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St. Marys English Medium School Campus,
Katoria PO, Banka, Bihar - 813106
Contact@ +91-9626158128
jestin@niceeducation.in
PRINCIPAL
Bree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107,



Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20184786026/Chennai/BPS/BPA
Date:18/01/2019

Dear Mr. Bala Karthik B ,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring career opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of employment.

This offer is based on your profile and performance in the selection process. **We are pleased to inform you that you have been selected for the position of Process Associate in Grade BPO1 at TCSL. Your Gross Salary / Annual Compensation Package including all benefits will be Rs. 2,40,000/- per annum.**

Kindly confirm your acceptance on the position and compensation offered by proposing your date of joining and signing Annexure 1. If not accepted within 30 days of receipt, this offer is liable to lapse at the discretion of the company.

This is a provisional offer letter and should not be construed as an Offer of Employment from TCSL. A detailed offer of employment will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of Employment will be made to you provided this position continues to be available with TCS.

Your employment with TCSL is subject to your clearing our pre-employment medical tests and Background / Reference check. On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. TCS employees living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

PRINCIPAL

Sree Saraswathi Thyagaraja College 1
(Autonomous)

Thippampatti, POLLACHI - 642 107

TCS Confidential

TATA CONSULTANCY SERVICES

TCS House, Bandra Kurla Complex, Street Mumbai 400 001 India

Tel 91 22 6778 9999 Fax 91 22 6778 9933 e-mail corporate.office@tcs.com, website www.tcs.com

Registered Office: 2nd Floor, Nirmal Building Nariman Point Mumbai 400 021.



Yours Sincerely,

For Tata Consultancy Services Limited

R. B. Sigamoria

Rustom Beheram Sigamoria
Head Talent Acquisition, TCS Business Process Services



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

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received the Provisional Letter of Offer Ref No
TCSL/DT20184786026/Chennai/BPS/BPA on _____ (DD/MMM/YYYY).

Signature:

Name:

Date:



[Signature]
PRINCIPAL

Sree Saraswathi Thyagaraja College
(Autonomous)

Thippampatti, POLLACHI - 642 107,

2

TCS Confidential

TATA CONSULTANCY SERVICES

Tel 91 22 6778 9999 Fax 91 22 6778 9000, e-mail corporate.office@tcs.com, website www.tcs.com
Registered Office 9th Floor Nirmal Building Nariman Point Mumbai 400 021.



Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20184798040/Chennai/BPS/BPA
Date:18/01/2019

Dear Ms. Divya K ,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring career opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of employment.

This offer is based on your profile and performance in the selection process. We are pleased to inform you that you have been selected for the position of Process Associate in Grade BPO1 at TCSL. Your Gross Salary / Annual Compensation Package including all benefits will be Rs. 2,40,000/- per annum.

Kindly confirm your acceptance on the position and compensation offered by proposing your date of joining and signing Annexure 1. If not accepted within 30 days of receipt, this offer is liable to lapse at the discretion of the company.

This is a provisional offer letter and should not be construed as an Offer of Employment from TCSL. A detailed offer of employment will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of Employment will be made to you provided this position continues to be available with TCS.

Your employment with TCSL is subject to your clearing our pre-employment medical tests and Background / Reference check. On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time.

Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. TCS employees living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped. "

TCS Confidential



PRINCIPAL

Sree Saraswathi Thyagaraja College
(Autonomous)

Tel 91 22 6778 9999 Fax 91 22 6778 9000

House Raveline Street Mumbai 400 001 India

Thippampatti, POLLACHI - 642 107,

Registered Office: 29th Floor, MCA 202 Building Nariman Point Mumbai 400 021.
Email corporate.office@tcs.com, website www.tcs.com



Yours Sincerely,

For Tata Consultancy Services Limited

R. B. Siganporia

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services



Click Here or use a QR code scanner from your
mobile to validate the offer letter

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received the Provisional Letter of Offer Ref No
TCSL/DT20184798040/Chennai/BPS/BPA on _____ (DD/MMM/YYYY).

Signature:

Name:

Date:



PRINCIPAL

Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107,

2

TCS Confidential

TATA CONSULTANCY SERVICES

TCS House, Haveline Street Mumbai 400 001 India
Tel 91 22 6778 9999 Fax 91 22 6778 9000, e-mail corporate.office@tcs.com, website www.tcs.com
Registered Office 9th Floor Nirmal Building Nariman Point Mumbai 400 021.



Appsinai Private Limited



PRIYA . G

IOS DEVELOPER

Date of Joining : 02.05.2022



Employee ID - 00011



PRINCIPAL

**Sree Saraswathi Thyagaraja College
(Autonomous)
Thippamparti, POLLACHI - 642 107**



Kanan Devan Hills Plantations Company Private Limited

Ref.No.IR/CR-20

25th August 2023

Per favour of the Deputy General Manager

Mr. Joshua Edwin G P,
Office Staff Trainee,
Purchase & Logistics Department.

Dear Sir,

We refer to our letter dated 10th February 2023.

We are now able to offer you employment as Office Probationer as per the terms and conditions detailed in the enclosure to this letter.

The term of your probation shall be from 1st September 2023 to 31st August 2024 inclusive.

During the period of your probation, you are assigned a basic salary of Rs. 17,715.00 per month, as per clause (11) of the terms and conditions.

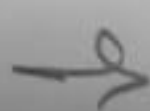
If the offer is acceptable to you, please sign and return to us the attached duplicate copy of this letter, as also a copy of the terms and conditions, in token of your acceptance, and thereafter report to the Deputy General Manager, Purchase & Logistics Department, at 8.00 a.m. on 01.09.2023 to take up employment as Office Probationer.

Yours faithfully,
for KDHP COMPANY PRIVATE LIMITED

Encl:

Copy to the Finance Department.

Copy to Deputy General Manager - Purchase & Logistics Department.



ACCEPTED

Place:

Date:



PRINCIPAL
Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107,
(JOSHUA EDWIN G

Industrial Relations Department
KDHP House, Munnar, Kerala - 685 612, India

بن داود
DAWOOD



اشرف على حسين

Ashraf Ali Hussain

الاقسام الغذائية

59583



PRINCIPAL

Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107.



S DAISY KARUNYA
UX DESIGNER

ID NO : 1317
DOB : 04.07.1999
BLOOD GROUP : O+
PHONE NUMBER : 8668197649

 **ARTICA**
DIGIPRINT PRIVATE LIMITED



PRINCIPAL
Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107,



September 16, 2022

Mr. Sajith Kumar M

**3/89, Vilamarathupatti, Periapappanuthu, Udumalaipettai,
Tiruppur, Tamil Nadu, India. 642207.**

Dear **Sajith Kumar M,**

Sub: Appointment Letter dated 16th day of September 2022 ("Appointment Letter")

We, **InterGlobe Aviation Limited ("Company")**, are pleased to appoint you as **Officer - Security** in the role of **Security** in **Airport Operations & Customer Services** department of the Company, with effect from **September 20, 2022** or such other date notified in writing to you by the Company ("**Joining Date**") at **Coimbatore** on the following terms and conditions:

1. Compensation

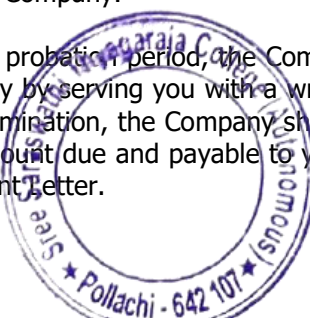
- (i) With effect from the Joining Date, your annual cost to the Company is set out in **Annexure A** to this Appointment Letter. The payments made to you under this Appointment Letter shall be subject to withholding of taxes as applicable under the laws of India. Further, you shall be liable to pay income tax and all other applicable taxes due and payable on all amounts received by you from the Company. You are required to share the details and copies of your valid Indian Permanent Account Number ("**PAN**") card issued by the Income-tax Department of the Government of India and Aadhar Card, with the Company for the purposes of your appointment and making payments to you in terms of this Appointment Letter.
- (ii) As per the provisions of the Income-tax Act, 1961, (as amended from time to time) ("**Income Tax Act**"), it shall be your obligation to furnish to the Company, a copy of your valid PAN card issued by the Income-tax Department of the Government of India, in order to enable the Company to release payments to be made to you hereunder, failing which the Company shall have the right to deduct withholding tax at the rates as applicable under the Income Tax Act.

2. Leave Entitlement

Your leave entitlement during your employment with the Company, shall be as per the applicable policies of the Company.

3. Probation and Confirmation

- (i) With effect from the Joining Date, you shall be on probation for a period of six (6) months with the Company, which may be extended for such further period as the Company deems fit. You shall continue to be on probation until such time that a letter of confirmation is issued to you by the Company.
- (ii) During the probation period, the Company shall have the right to terminate your employment immediately by serving you with a written notice, without assigning any reasons. In the event of such termination, the Company shall have no further liability towards you, save and except for any amount due and payable to you until such date of termination in accordance with this Appointment Letter.



PRINCIPAL
Sri Thevar Pragasara College
(Autonomous)
Thippampatti, POLLACHI - 642 107,

4. **Working Hours**

You shall perform your duties as per the working hours, communicated to you by the Company, from time to time.

5. **Retirement**

You shall retire from the services of the Company upon attaining such retirement age as may be determined by the Company from time to time in accordance with its policies. Upon such retirement, you shall cease to be an employee of the Company. Notwithstanding the foregoing, the Parties may agree to extend the term of your employment for such further period as agreed between you and the Company.

6. **Location**

As a part of the operational requirements of the Company, you may be required to be relocated or transferred or seconded or deputed to any department, division, location (domestic or international), affiliate, subsidiary or group company of the Company.

7. **Company Policies and Directives**

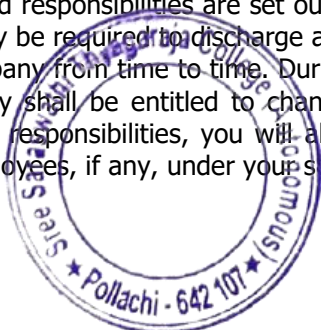
You shall keep yourself updated, informed and shall comply with all existing and future policies and directives of the Company, as amended from time to time, including the Company's code of conduct ("**Company Policies**"). The Company Policies shall be applicable to you and be considered as an integral part of this Appointment Letter. You shall also be required to comply with all the directions of the Company given to you from time to time. The Company shall not be responsible for any damage/loss of any nature whatsoever accruing to you, owing to your not being aware of and/or updated with any Company Policies. In the event of any inconsistency between any of the provisions of the Company Policies and this Appointment Letter, the provisions of the Company Policies shall prevail.

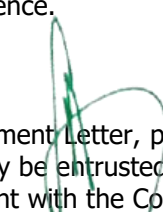
8. **Training**

During the course of your employment with the Company, you may be required to undergo specialized training(s) / skill and / or knowledge enhancement / developmental program to enable you to effectively discharge your current or new responsibilities assigned. In such cases the Company may propose that an agreement, in a form and manner acceptable to the Company, be entered into between you and the Company. Such agreement shall primarily intend to offset the expenses incurred by the Company towards your specialized training / skill and / or knowledge enhancement. In the event that such an agreement is executed between you and the Company, you shall be governed by the terms and conditions of such agreement as well, which shall be considered as an integral part of this Appointment Letter. In the event of any conflict in respect of any provisions between the contents of this Appointment Letter and such agreement, the provisions of such agreement shall take precedence.

9. **Role and Responsibilities**

Your role and responsibilities are set out in **Annexure B** to this Appointment Letter, provided that you may be required to discharge any responsibility or work that may be entrusted to you by the Company from time to time. During the course of your employment with the Company, the Company shall be entitled to change your designation and/or reporting structure. As a part of your responsibilities, you will also be responsible for the effective functioning of the staff or employees, if any, under your supervision.




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10. **Confidentiality and Ownership of Work Product**

- (i) You acknowledge and agree that during your employment with the Company, you may be provided with or come in contact with or create certain Proprietary and Confidential Information. The term "**Proprietary and Confidential Information**" shall mean written, oral, documentary, visual or other information, including but not limited to drawings, formulas, processes, specifications, photographs, documents, breadboards, samples, models, machines, tools, software/hardware, machine-readable media of any kind and other information submitted hereunder, including business information, customer lists and details, customer information, business strategy, know-how, trade secrets, business strategy etc. of Company and/ or any of its holding company(ies), subsidiaries, affiliates, customers, officers, employees, directors, consultants and / or advisors, including which is marked proprietary, confidential, or the equivalent, or which the Company indicates in writing or verbally at the time of transmittal to, or any information that anyone receiving such information including yourself, may reasonably consider as proprietary, confidential or the equivalent. Proprietary and Confidential Information also includes notes, extracts, analyses or materials prepared by the Company and/ or any of its holding company(ies), subsidiaries, affiliates, customers, officers, employees, directors, consultants and / or advisors that is in possession of the Company, which are copies of or derivative works of any Proprietary and Confidential Information, or from which the substance of the Proprietary and Confidential Information can be inferred or otherwise understood. You shall ensure full confidentiality of Proprietary and Confidential Information at all times during or after cessation of your employment. You shall also ensure that upon the termination of this Appointment Letter or at the request of Company at any time, you promptly return to the Company, all tangible forms of the Proprietary and Confidential Information, including any and all copies and partial copies thereof, whether machine readable or otherwise.
- (ii) You acknowledge and agree that damages suffered by Company or any of its holding company(ies), subsidiaries, affiliates and / or customers, shall be difficult to ascertain and inadequate to completely compensate or remedy the damages suffered, in the event of breach of any of the contents of this Appointment Letter by you, and you agree that the Company either for itself or for its holding company(ies), subsidiaries, affiliates and / or customers shall be free to seek any remedy under law including any temporary or permanent injunction and / or specific performance in order to protect its rights hereunder, without limiting any other rights and remedies that Company may have.
- (iii) You agree that as a part of maintaining its employment records and for operational reasons, the Company shall store personal information pertaining to you, in its database and you shall have no objection to such storage.
- (iv) Work product, if any created during your employment under this Appointment Letter, and other materials developed or prepared by you in relation to and pursuant to this Appointment Letter, shall be the sole and exclusive property of the Company.

11. **Particulars of Employee**

- (i) Your appointment is based on the information furnished by you to the Company and subject to background checks conducted by the Company. If any discrepancies are found in the information or documents furnished by you to the Company in connection with your appointment, the Company shall have the right to immediately terminate your employment.
- (ii) You shall at the time of entering into this Appointment Letter and during the course of your employment with the Company, keep the Company informed of any litigation and/or court proceedings and/or other matters that you may be involved in, where such involvement may have an adverse impact on your performance.



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- (iii) You shall keep the Company informed of your latest postal address, email address and other contact details at all times and shall inform the Company in writing of any changes. Any communication sent to you by the Company on your last known address shall be deemed to have been duly served on you.

12. **Exclusivity**

During the period of your appointment with the Company, you shall work exclusively and on a full-time basis for the Company and shall not be employed and/or engaged and/or associated with any other entity or individual, whether full-time or part-time, either for remuneration or on an honorary basis, without the prior written consent of the Company.

13. **Non Solicitation**

- (i) You shall not at any time during your employment with the Company or thereafter, solicit the Company's and/ or any of its subsidiaries' and / or affiliates' personnel to (a) leave such employment or engagement; or (b) apply for employment with any third party; or (iii) encourage such personnel of the Company to take any action or inaction that may impact the ability of the Company to carry out its normal business activities.
- (ii) You further agree that during your employment and for a period of one (1) year after cessation of your employment with the Company, you shall not engage in soliciting business that is in any way similar, identical or competitive with the business, activities or services of the Company, or with those customers of the Company with whom you would have had any contact.

14. **Term, Termination and Suspension**

(i) **Term**

You shall continue to be employed by the Company until such time that your employment is terminated in accordance with the terms of this Appointment Letter.

(ii) **Termination for Cause by the Company**

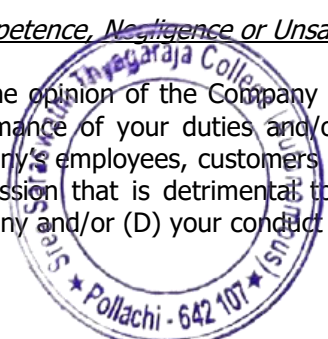
Notwithstanding anything to the contrary herein, the Company may terminate your employment by issuing you a notice in writing, with immediate effect, without any resultant liability towards you, upon the occurrence of any one or more of the following:

(a) **Breach**

If you commit a breach of any of the provisions of this Appointment Letter and/or other duly executed agreement between you and the Company and/or rules and/or guidelines of hotels and/or guest houses or such other places where you would be required to be present as a part of your duties.

(b) **Incompetence, Negligence or Unsatisfactory Work Conduct**

If in the opinion of the Company (A) you are found incompetent or negligent in the performance of your duties and/or (B) your conduct is unprofessional towards the Company's employees, customers or service providers and/or (C) you commit any act or omission that is detrimental to the reputation and /or business interests of the Company and/or (D) your conduct is in violation of the Company Policies.



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(c) Illegal Activity

If you have violated any applicable law or directions of any governmental authority, including but not limited to any requirements of the Directorate General of Civil Aviation (DGCA), or you are charged or prosecuted for any offence and/ or if a serious allegation has been leveled against you and/or if any criminal investigation or proceedings are initiated against you.

(d) Failure to Retain Licenses or Permits

If you fail to obtain or retain any permits, licenses or approvals which are required for you to perform your duties pursuant to this Appointment Letter.

(e) Failure to successfully complete trainings assigned by the Company

If you fail to attend, undergo, clear or successfully complete any trainings and/or internal assessments assigned to you, to the satisfaction of the Company.

(f) Alcohol or Substance Abuse

If you are found to have consumed alcohol and/or consumed or in possession of any prohibited substances during duty or within prescribed timeframes prior to a duty period in contravention of policies or requirements of the DGCA and/or the Company and/or any applicable rules of any relevant aviation supervisory and/or regulatory authority.

(g) Failure to Undergo Preventive Treatment

If you failed to undergo any inoculation, vaccination, medical tests or other preventive treatment or medical investigation directed to be taken by the Company, and as a result becomes sick or unable to properly perform his/her duties.

(h) Long-Term Disability

If you are unable to perform the duties as required by the Company from time to time for a single period, or combination of periods, exceeding the number of sick leaves that you are entitled to under your employment, due to a medical condition.

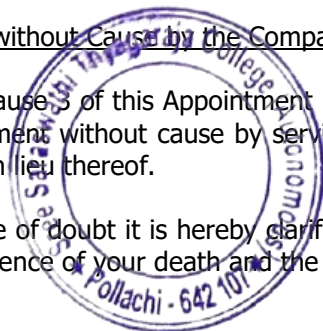
(i) Qualification from an unrecognized board and/or university

If it comes to the knowledge of the Company that the board and/or university through which you have completed any of the qualifications stated by you at the time of seeking an employment with the Company, is not a recognized board and/or university, as per the Company.

(iii) Termination without Cause by the Company

Subject to Clause 3 of this Appointment Letter, the Company shall have the right to terminate your employment without cause by serving you with a prior written notice of **one [1]** month or payment in lieu thereof.

For avoidance of doubt it is hereby clarified that your employment shall also stand terminated on the occurrence of your death and the termination shall be effective on the date of death.



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(iv) Termination by the Employee

- (a) Should you desire to resign from the services of the Company, you shall be required to serve the Company with a prior written notice of at least **one (1)** month. In such case, the Company shall have the sole discretion to determine whether you shall be required to serve the entire notice period or shall be relieved earlier from your employment, without any obligation on the Company to make a payment to you. If the waiver or curtailment of such notice period is requested by you, the Company shall have the right to determine whether such notice period shall be curtailed and in such case, you shall be required to make a payment to the Company in lieu of the remainder of the said notice period.
- (b) In the event you move to a different role within the Company pursuant to an internal job posting, or a transfer, or on attaining seniority, or on account of a change of role within the same department, the notice period required to be served by you may be reviewed and changed at the sole discretion of the Company on the basis of your new role and responsibility.
- (c) During any such notice period, you shall make yourself available during all office hours.

(v) Suspension of Duty in Lieu of Termination for Cause

Notwithstanding anything to the contrary contained in this Appointment Letter, upon the occurrence of any of the grounds mentioned in Clause 14(ii) of this Appointment Letter, the Company may, at its sole discretion, decide to suspend you from the services of the Company, on such terms as may be determined by the Company.

(vi) Full and Final Settlement

Subject to any deductions to be made by the Company on account of any losses attributable to you and your obtaining successful clearances from all relevant departments, the full and final settlement of any outstanding and undisputed amounts due to you shall be completed by the Company after the date of cessation of your employment with the Company or upon the expiry of any applicable notice period, whichever is later.

15. **Medical Fitness**

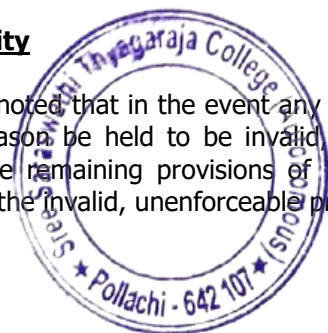
Your employment with the Company is subject to you being found medically fit to carry out the roles and responsibilities assigned to you by the Company.

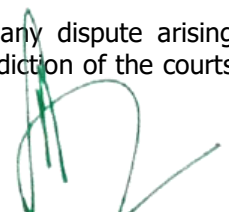
16. **Governing Law Jurisdiction**

This Appointment Letter shall be governed by the laws of India and any dispute arising pursuant to this Appointment Letter shall be subject to the exclusive jurisdiction of the courts at New Delhi.

17. **Severability**

It may be noted that in the event any one or more provisions of this Appointment Letter shall for any reason be held to be invalid, void or unenforceable by any court or governmental agency, the remaining provisions of this Appointment Letter shall remain in full force and effect and the invalid, unenforceable provision shall survive to the extent not so held.




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You are requested to sign and return a copy of this Appointment Letter to the Company as a token of your acceptance of the above terms and conditions.

Yours faithfully,

For and behalf of,
InterGlobe Aviation Limited



Manika Awasthi
Vice President - Human Resources (AOCS, Engineering & CarGo)

Agreed and Accepted

I have carefully reviewed and considered the aforesaid contents including the terms and conditions contained herein and have fully understood, acknowledge and agree with the same. I have signed this Appointment Letter on my own free will, without any force, coercion or undue influence by any person.

Sajith Kumar M:
Date:



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Annexure A: Total Rewards Statement**Name: Sajith Kumar M****Designation: Officer - Security****Band: A****Department: Airport Operations & Customer Services**

Compensation w.e.f September 20, 2022						
	S.NO	COMPONENTS OF COMPENSATION	Monthly	Annual	FREQUENCY OF PAYMENTS	DESCRIPTIONS (IF ANY)
Basic & Allowances (A)	A1	Basic	5,104	61,248	Monthly	Basic Salary is calculated as 35% of the CTC
	A2	House Rent Allowance (HRA)	2,552	30,624		HRA is calculated as 50% of Basic
	A3	Special Allowance	4,117	49,404		For employees at the airport who wear a uniform, an amount of INR 1500 per month will be reflected as Uniform Allowance (Tax exempt as per current tax laws) in their pay-slip and rest of it will be paid as Special Allowance.
Retirals* (B)	B1	Provident Fund (Company Contribution)	1,107	13,284	Monthly	As per the Provident Fund act
	B2	Gratuity	246	2,952		Payable on separation post completion of 5 years of continuous service as per "The Payment of Gratuity Act"
A + B	Q	Total Fixed	13,126	1,57,512	Monthly	
Variable Pay / Bonus / PLI (C)	C1	Monthly Bonus	729	8,748	Monthly	This bonus will be paid as monthly bonus and may be linked to performance parameters at a later stage. This is calculated as 5% of CTC
	C2	Annual Bonus	729	8,748	Annual	Bonus is an Annual variable pay and is paid as 5% of the CTC
(Q+C)	R	Cost to Company (CTC)	14,584	1,75,000		All increments / Salary changes calculations will be basis CTC
Other Benefits (D)	D1	Transport Allowance	6,000	72,000	Monthly	This allowance is as per the Transport Allowance Policy for the respective locations
	D2	Efficiency Bonus		18,000	Quarterly	This is the maximum amount as per Efficiency Bonus Policy.
Insurance Benefit (E)	E1	Medi-claim Insurance		3,754	Annual	This is an average insurance premium amount contributed by the company for a coverage amount of INR 2,00,000, for employee and family members (spouse & kids). If the employee wants to cover his/her parents, the cost of the premium will be borne by the employee.
	E2	Life Insurance		9,553	Annual	This is an average insurance premium amount contributed by the company at this band.
(R+D+E)	S	Total of Emoluments		2,78,307		

***National Pension Scheme (NPS) :** It is a voluntary, defined contribution retirement savings scheme. In case an employee opts for NPS, upto 10% of basic will be deposited and adjusted from the Special Allowance

****Night Shift Allowance:** For rostered employees working at the airport, if he/ she is rostered for a night shift and is working accordingly, he / she will be entitled for a night shift allowance as per the Night Shift Allowance Policy.

Maternity Policy: Women employees may refer to the IndiGo Career Page for details on the Maternity Benefit.




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JOB DESCRIPTION

Officer – Security

Primary Responsibility:

You will be responsible for implementation of security policy and procedures laid down by the Company.

Mission:

To secure

- Safe operation
- Punctuality
- Customer Satisfaction
- Team efficiency
- Cost control
- Secure good working atmosphere and environment

Focus:


Manage safe and secure operations in accordance with security program and applicable procedures.

Functional Responsibilities:

- Maintain standards as per Company requirements
- Ensure effective threat assessment and response capability
- Achieve department goals and follow up
- Perform duties as per the Security Programme.
- Maintain performance standards and follow up with your shift
- Monitor continuously the Quality System and the level of conformance
- Secure quality levels
- Optimize resource
- Aware of Emergency Response Procedures, rules and regulations
- Acquire and maintain necessary skills required to perform job functions
- Maintain work procedures as per company requirements
- Carry out development dialogue with the Team leaders
- Control theft and pilferage of company property

Be aware of and comply with his / her safety & security responsibilities and accountabilities as laid down in the IndiGo SMS Manual, Chapter Safety Policy and Objectives and IndiGo Security Programme.




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Joining & RPC Intimation

Inbox



Bindu (BFSI OPERATION/...

15/06/2019

to me ^



From Bindu (BFSI OPERATION/TVSTS) • Bindu@tvsts.com

To ramkumar911999@gmail.com

Date 15 Jun 2019, 2:50 pm



Standard encryption (TLS).

See security details

Dear Ram Kumar R,

This is to intimate you that your Date of joining with ICICI bank is on 15th June 19 at MADURAI - CHITRAI STREET_BR by 09.15 am to complete the joining formalities.

Please find below details of the reporting authority

Name: VEERAKUMAR M

Designation:

Contact No: +91 9952415341

Email ID: veerakumar.m@icicibank.com

Location:

Also your RPC training has been scheduled on at your regional RPC center-, Kindly attend the same without fail.

Regards,

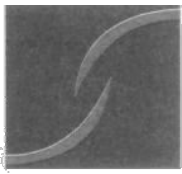
Bindu Sunilkumar

Senior Executive - Client Relations

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SPECTRUM TALENT MANAGEMENT (P) LTD.

Date: 15th July 2022

Dineshkumar S

Tamil Nadu

Subject: Offer Letter

Dear **Dineshkumar S**,

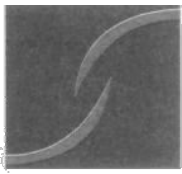
We are pleased to offer you in our organization as “**Executive–Client Acquisition**” with effect from **18- July-22** or the date of your reporting, whichever is later. These are following terms & conditions: -

- Your Annual Compensation will be **Rs.330000per annum** as per attached herewith as “Annexure–1”.
- During your tenure of employment, you will be deputed to work with our client “**IndiaMART Intermesh Ltd**” at **ROTN/Kerela- Coimbatore** location and you shall follow rules, procedure, practices & decorum, regularly & punctually prescribed by the client concerned.
- Organization reserves the rights to transfer you to and/or (Current or Future), work sites or assisted or affiliated Companies located within the country.
- Leaves & holidays will be applicable as per policies prevalent in the company.
- Performance Evaluation: The management of the Client shall have exclusive right to evaluate your performance at any time during the term of your contract employment.
- On the day of joining, you are requested to contact **Khushbu** working with us for completion of your joining formalities and induction. She could be contacted @ **7766824365**
- Spectrum Talent Management Pvt. Ltd. (STMPL) does not charge any amount in any manner whatsoever from any Associate/s towards facilitating the recruitment of an associate with its esteemed customers. In case any representative of STM demands any amount against helping him/her to get a job with its customer/s, you are hereby advised not to entertain any such demand. Further, you are requested to bring any such incident to the notice of STM by reporting it to Email ID.
- Kindly sign the copy of this letter as a token of acceptance of this offer. A detailed Letter of Appointment setting out terms and conditions of your appointment shall be issued to you after your completing the joining formalities.



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Thippampatti, POLLACHI - 642 107,

C - 142, SECTOR 68, NOIDA - 201301, TEL - 0120 - 3384800 - 900
VISIT US AT WWW.SPECTRUMTALENT.CO.IN



SPECTRUM TALENT MANAGEMENT (P) LTD.

- On the day of joining, please carry all your original documents along with you for physical verification as below with the acceptance of this offer letter.
 1. Offer Letter
 2. Proof of age (birth certificate/ class 10th certificate)
 3. Proof of all qualification
 4. Proof of Permanent Address (Anyone -Voter Id Card/ Driving License/ Aadhar Card/ Electricity bill/ Bank statement)
 5. Aadhar Card
 6. Identity Proof (Anyone -Passport/ Permanent Driving license/ Voter ID)
 7. PAN Card
 8. Relieving letter/ Experience letter/ Letter of Appointment along with Resignation Letter from all previous employers
 9. Latest salary slip / Bank statement reflecting Salary credit from Employer (if applicable)
 10. 4 recent passport size photographs
 11. Cancel Cheque Copy or Bank Statement (Existing Saving Account)
- Please Note -It is mandatory to get all the original documents verified within 4 weeks from your Date of joining. In case of failure, your employment will be terminated with immediate effect.
- Should you have any queries, please feel free to contact Ms. Khushbu@7766824365.
- Your offer has been made based on the information furnished by you. However, if there is any discrepancy found during the antecedent check conducted by the Company or in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer & your appointment thereafter at any time.

We wish you all the best!!

With warm regards

For Spectrum Talent Management.

Candidate Acceptance

For Spectrum Talent Management Pvt. Ltd.

Authorized Signatory

Authorized Signatory



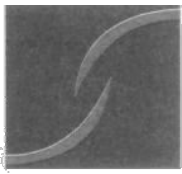
(Signature)

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(Autonomous)
Thippampatti, POLLACHI - 642 107,**

C - 142, SECTOR 03, NOIDA - 201301, TEL - 0120 - 3384800 - 900
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SPECTRUM TALENT MANAGEMENT (P) LTD.

Annexure -I

Name: Dineshkumar S
Designation: Executive

Salary - Break up		
Component	Monthly (Rs)	Annual (Rs)
Basic	21010	252120
HRA	6490	77880
Monthly Fixed Total	27500	330000

*Please note that the above-mentioned salary is inclusive of the deductions as per statutory requirements.

*Income Tax deductions, if applicable, will be as per the Income Tax Act, 1961.

*PT and LWF will be applicable as per state rule

*You are entitled to a retiral benefit of gratuity as per the provision of "Pay indicated is equivalent to 15 days' basic salary on a basis of 26 days in a month, for every completed year, as part thereof, more than 6 months. The payment shall be contingent upon continuous service of 5 years with the Company.

**** Group Medical Insurance:**

You will be entitled to Medical Insurance Coverage as per company policy.

Group Accidental Insurance:

You will be entitled to Accidental Insurance Coverage as per company policy.

Group Term Insurance:

You will be entitled to Term Insurance Coverage as per company policy.

NOTE: This Statement is only for the purpose of information and is illustrative in nature.

For Spectrum Talent Management Pvt. Ltd.

Candidate Acceptance

For Spectrum Talent Management Pvt. Ltd.

Authorized Signatory

(Authorized Signatory)



(Signature)

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THENMOZHI S

MA.,

PGT English Dept.



A handwritten signature in green ink, consisting of a stylized 'A' followed by a long horizontal stroke.

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25-Jan-2023

Akilesh Kitturaj

No:4/70, Thappattaikilavanpudhur,
Pollachi, Thimmanguthu,
Coimbatore - 642005

OFFER LETTER

Dear Akilesh,

We are pleased to offer you the position of "Customer Experience Executive" in our Organisation. Your Total Compensation will be INR ₹450,000.00. The compensation detail is enclosed herewith.

Your work location will be Chennai

You are requested to join our Organisation on 13-Mar-2023 and the regular appointment letter will be issued to you on your joining. Any delay in the above date of reporting would be deemed as nonacceptance of this offer and all conditions notified here becomes null and void. This offer is subject to clearance of certain checks ("Checks") which may include but shall not be limited to:

- (a) Background checks (such as checking all facts submitted to our Organisation in your curriculum vitae, application or otherwise);
- (b) Reference checks;
- (c) Credit checks (including requiring you to produce and/or enable our Organisation to procure your credit report from relevant authorised credit bureaus or organisations); and
- (d) Medical examination(s), drug testing, biometrics and fingerprinting, as determined to be applicable or relevant by our Organisation from time to time.

These checks are being conducted to ensure that all employees meet the standards required by the group for its employees especially given the sensitive nature of information available to employees at our organisation during the course of work.

By signing this offer you confirm that you authorise our Organisation to collect, store, process and transfer (either itself or through affiliates or third parties) your personal data and your sensitive personal data for the purpose of ensuring compliance with group employee standards and for any other purposes considered appropriate or necessary by our Organisation. By signing this offer you also consent to our transferring your personal data and sensitive personal data to any other entity within our group as well as to third parties for the above mentioned purposes. All data shall be processed and Transferred in accordance with our Organisation's data protection / privacy policy as may be amended from time to time.

A refusal to be subjected to the Checks shall be deemed as non-acceptance of this offer and all conditions notified here becomes null and void. If the results of any of the Checks are in conflict with information submitted or disclosed to our Organisation or reveal information or conduct that are considered by us to be detrimental to the interests, business, image or reputation of our Organisation, we may immediately withdraw this offer or terminate your employment without notice or payment in lieu thereof. Equiniti India reserves the right to revoke or withdraw the offer that is made in given time.




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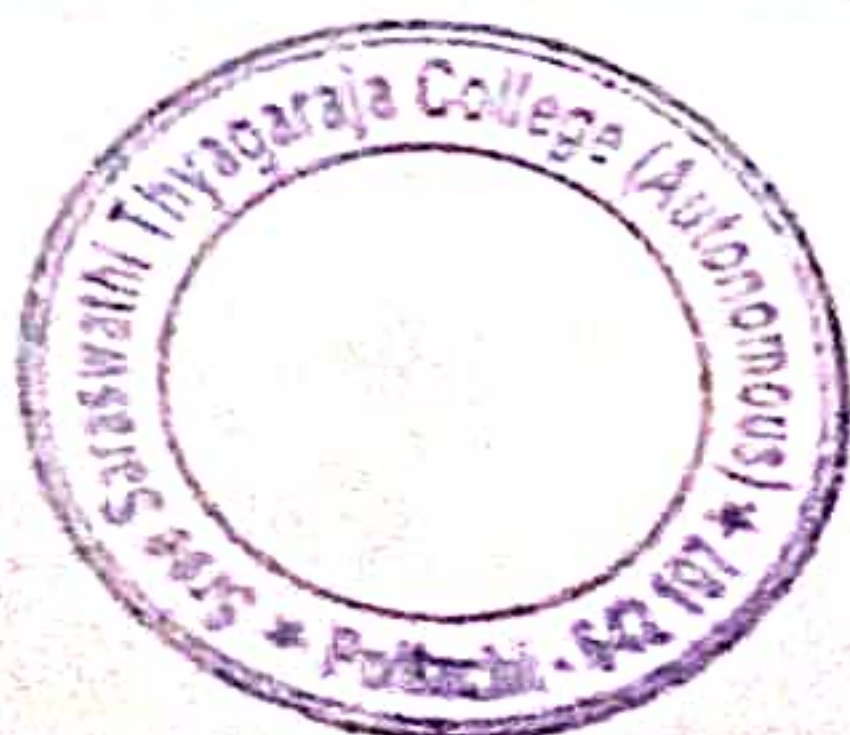


பொள்ளாச்சி சட்டமன்ற உறுப்பினர் அலுவலகம்



M.KARUNYA
TYPIST

POLLACHI V. JAYARAMAN MLA
POLLACHI CONSTITUENCY



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P4/BIZ SOL/02/2021

01.09.2021

Mr. Praveenkumar K (P1909)

Software Associate,
ABT Business Solutions,
Corporate Office, CBE - 18

The Management is pleased to confirm your services as Software Associate (Grade E1) with effect from 01.09.2021. Consequent to the above, we are pleased to revise your compensation package as mentioned in the Annexure-I with effect from 01.09.2021.

Please note the terms of appointment applicable to the staff in all category is modified as below:

1. Key Result Areas:

The detailed Roles and Responsibilities & Key Result Areas will be as advised by Business Process Architect, Corporate Office, Coimbatore.

2. Transfer/Deputation:

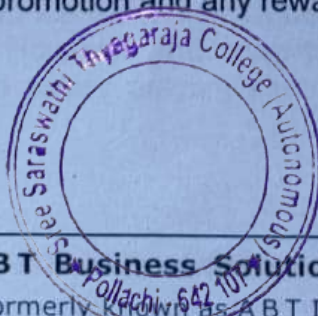
You shall be liable to transfer from one section / department / branch / any sister concern of the Company whether existing or to be set up in future anywhere in India or outside as may be considered necessary at the discretion of the management.

Though you have been engaged for a specific position / purpose, considering the business needs, the Company reserves the right to send you on training / deputation / transfer / assignments to our subsidiary, associate companies whether in India or abroad on the same or mutually agreed terms.

3. Performance Review and Increment:

Your performance and contribution to the Company in terms of goals set and target achieved will be an important factor for considering annual rewards, increments, promotions and your career growth.

Those who successfully complete their probation period are eligible for increment, promotion and any rewards/bonus.

**PRINCIPAL**

Sree Saraswathi Thyagaraja College
(Autonomous)

Thippampatti, POLLACHI - 642 107,

ABT Business Solutions Private Limited

(Formerly known as ABT INFO SYSTEMS PVT LTD)

Office address : 180, Race Course Road, Coimbatore - 641 018,

Website : www.abtinfo.com / www.geekdino.com • CIN : U72200TZ1998PTC008589 • GSTIN : 33AACCA4475G1ZW

4. Provident Fund:

You have been enrolled as a member of the Provident Fund from the date of your joining our Company. Your contribution towards PF shall be recovered from monthly salary @ 12% of the Basic salary restricted to Rs.15000/- and an equal amount contributed by the company will be remitted into your PF account.

5. Gratuity:

You will be entitled to payment of Gratuity in accordance with the provisions of Payment of Gratuity Act, 1972 as are in force from time to time.

6. Superannuation:

The Company will contribute 10% of the Basic Salary to the Superannuation Fund. You will be entitled to the benefits of the Superannuation Fund as applicable to the Management Staff, in accordance with the Rules as in force and as may be amended from time to time.

7. Income-Tax:

Liability in respect of Income Tax and any other statutory dues, if any arising out of your remuneration, will be to your account and the same shall be deducted from your salary

8. Leave:

You will be entitled for Leaves as per the Leave Rules of the Company policy.

9. Retirement:

You will attain superannuation at the age of 58 years.

10. Termination of Employment:

In the event of your opting to terminate the Contract of Employment at any point of time, you shall be obliged to give notice of such intention, one month in advance which cannot be set off against any un-availed leave to your credit. However, the company at its sole discretion may recover proportionate salary amount equal to the number of short fallen notice period days.

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-3-

11. General Conduct:

- 11.1 You shall carry out diligently and honestly all the duties that may be assigned to you from time to time. You will devote your work time to the assigned job and shall not undertake any study, project or work on honorary or remunerative basis without the prior written permission of the management
- 11.2 You are required to exhibit adequate initiative, drive, leadership, participation and expected to perform effectively to ensure results for the growth of the Business.
- 11.3 You are expected to avoid conflict between your interest as an employee, and the interest of the Company in dealing with suppliers, customers and all other organizations or individuals doing or seeking to do business with the Company.
- 11.4 As a member of the management staff, you shall take necessary initiative drive, and shall focus your time and attention to the growth and the business of the company.

12. Secrecy / Non-Disclosure:

- 12.1 You are expected to maintain utmost secrecy in regard to the affairs of the Company and shall keep confidential, any information whether written, oral or electronic form, relating to internal controls, programs, products, process, engineering, R & D Operations, electronic data, applications, techniques, systems, concerning the business or financial affairs, accounts, transactions, proposed business, trade secrets, know-how, or inventions of ABT Limited or its subsidiary / associates companies.
- 12.2 Either during or after your employment you will not divulge or utilise any confidential information belonging to the Company against the Company's interests.

13. Disputes / Jurisdiction:

Any disputes between yourself and the Company concerning or relating to or arising out of this contract shall be subject to the jurisdiction of and be determined by the court of competent jurisdiction in Coimbatore only.



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-4-

14. Rules & Regulations:

You shall observe and abide by the standing orders / service rules / Code of conduct and any other rules and regulations of the Company, which are in force and made applicable to your category of employees from time to time.

15. Code of Conduct:

Code of Conduct that is expected from every employee to adhere is attached as an annexure and you are requested to read, understand and return duly signed in copy as an acceptance.

This supersedes all other terms and conditions of employment issued to you earlier in the form of appointment letter / order.

Details contained in this letter are **strictly confidential in nature and the same shall not be disclosed and divulged to others.**

Please sign the duplicate copy of this letter as a token of acceptance of the above conditions

With Best Wishes,
For **ABT Business Solutions Private Limited**

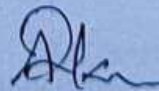


(S A Saravanabavanandan)
Chief Human Resource Officer

Encl : As above

I have read and agree to all the terms and conditions mentioned above.

Signature of Employee :



Name

: **PRAVEENKUMAR, K**



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Annexure - II

Code of Conduct

I declare that, I'll

- ✓ Act with honesty, integrity and fairness in the interest of the stakeholders of the Company
- ✓ Take utmost care and due diligence in the performance of the duties and exercising powers delegated to my role
- ✓ Recognise that confidential information received in the course of performing duties and not disclose to anyone and share only to whom it is authorized by the company
- ✓ Not allow any personal interest or interest of any associated person to conflict with the interest of the company
- ✓ Not conduct myself in a manner which is likely to bring discredit to the company.
- ✓ Not make improper use of information obtained in the course of discharge of my duties.
- ✓ Take all reasonable steps to protect the assets of the company and ensure their efficient use for legitimate purposes of the business.
- ✓ Recognise my obligation, at all times, to comply with the spirit and letter of law and with the principles of this code.
- ✓ Treat each other professionally and with mutual respect.
- ✓ Never record/tape any conversation/presentation/meeting proceedings or copy any document and use or share it in public.

Statement of Acknowledgement and Agreement

I hereby acknowledge that I have received a copy of the ABT Limited Code of Conduct and that I understand my responsibility to review and to become familiar with the requirements contained therein.

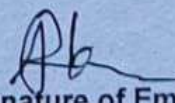
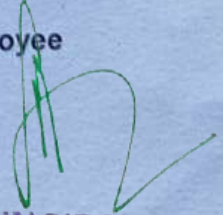
I agree to comply with all of the requirements of the Code of Conduct and I understand that failure to comply with these requirements could result in termination of my employment with ABT group.

Full Name: PRAVEEN KUMAR.K

Employee Code No: P1909

Place: COIMBATORE

Date: 07-05-2022


Signature of Employee
PRINCIPALSree Saraswathi Thyagaraja College
(Autonomous)

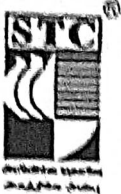
Thippampatti, POLLACHI - 642 107,

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SREE SARASWATHI THYAGARAJA COLLEGE
(Autonomous) :: Palani Road, Thilppampatti, Pollachi - 642107



#FID - 7758620
11/05/2022

Balamurugan

No.42 Avani Moola Street Palani
Dindigul, Tamil Nadu 624601

PRIVATE & CONFIDENTIAL

OFFER OF EMPLOYMENT

Dear Balamurugan,

With reference to the discussions you have had with us, we are pleased to offer you the position of QA Engineer (Grade 4) at Fidelity Business Services India Private Limited, based at PINE HURST, EMBASSY GOLF LINK, OFF INTERMEDIATE RING ROAD, Domlur Bangalore, 560071. However, the Company reserves the right to transfer you to any of its locations which will be communicated to you.

Your Annual Base salary will be Rs. ₹1,091,834.00/- and you will be entitled to other allowances and benefits. The details are enclosed in the attached Annexure. Please note that all compensation details are confidential information between you & FBSI, and hence we request you to maintain confidentiality.

Your appointment commences on 02/05/2022 and you will be on probation for a period of 6 months. During or at the expiry of your probation period or extended period of probation, your services are liable to be terminated at any time with 60 days' notice or 60 days' salary in lieu of notice without assigning any reason. Unless confirmed in writing you will continue to be on probation.

Please note that this offer is contingent upon the successful completion of background investigation process. A detailed contract letter of employment stating the terms and conditions of employment will be issued to you on your joining the Company.

Private & Confidential

COMPENSATION DETAILS

Annexure A

NAME: Balamurugan
DESIGNATION: QA Engineer
GRADE 4

ANNUAL BASE SALARY (a)

Fidelity Business Services India Private Limited
(CIN: U72200KA2003PTC000111)
Regd. office: Pinehurst, Embassy Golf Link Business Park, Off Intermediate Ring Road,
Bangalore 560071, Karnataka, India. hr@india.fidelity.com
Phone: +91 80 6691 0000 Fax: +91 80 0735 7800

This is a digitally signed letter and no physical signature is required



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Palani Road, POLLACHI - 642 107



CHENNAI CENTRAL
CO-OPERATIVE BANK LTD
215, Prakasam Salai, Broadway,
Chennai - 600 108.



P.KISHORE KUMAR

Assistant

Emp. No. : 1128

Blood Group: A +ve

DOB : 29.05.1998

Valid Upto : 31.03.2024

Kishore Kumar P.

Signature of Holder

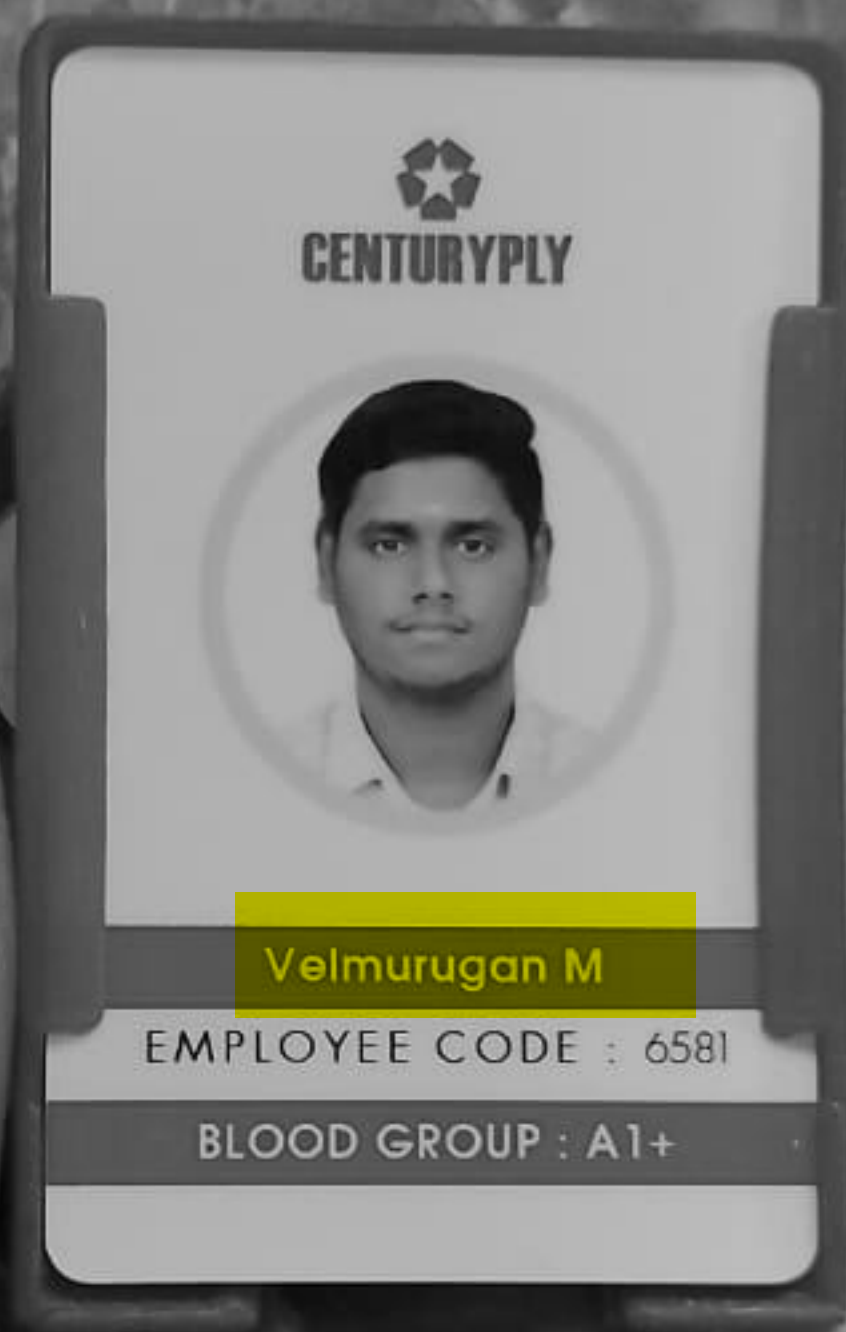


[Signature]

Authorised Signatory

PRINCIPAL

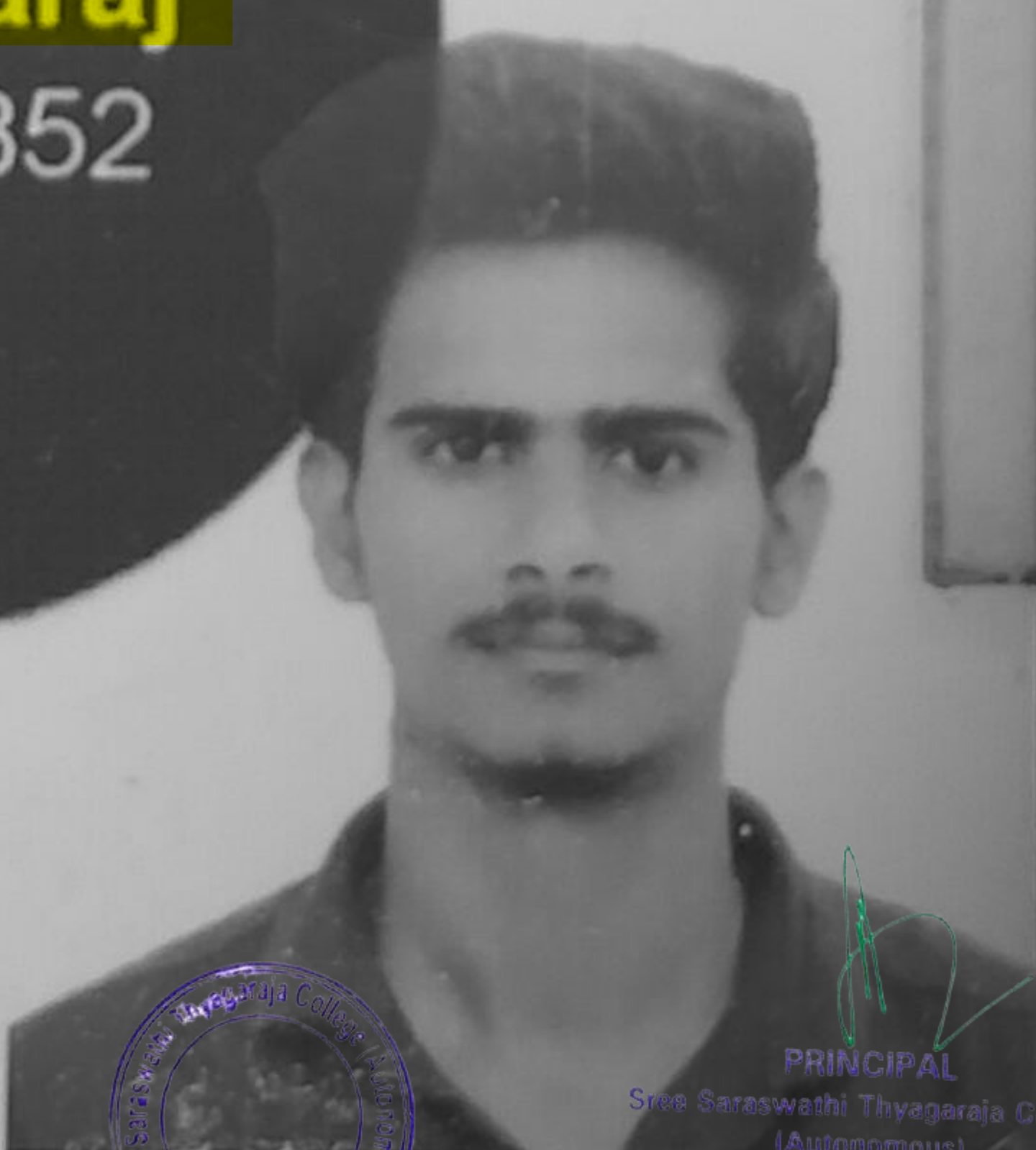
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**Mohanraj
S Selvaraj**
20297852



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(Autonomous)
Thiruvannamalai, POLLACHI - 642 107



Shot on OnePlus

KARTHIK RAJAN R

/B1117/



BOTVFX India Pvt Ltd

Indiquebe Echo,
2nd Floor,
Avinashi Rd, TNHB Colony,
Civil Aerodrome Post,
Coimbatore - 641014

O +ve

BOTVFX



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Thippampatti, POLLACHI - 642 107,

Ref No: 13793848

11-Oct-2019

Yasmin Heera



Dear Yasmin,

With reference to the discussions that we had with you, we are pleased to offer you the role of **Process Executive - Data** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**. Your place of posting will be **Chennai**.

Your Annual Total Compensation will be **Rs.148,003**. The other details about your compensation is presented in **Annexure A**. We would like to inform you that Cognizant has considered **0** months of your experience as relevant, which would be updated in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the 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.

We request you to join us on or before **14-Oct-2019**.

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

Please note:

- This appointment is subject to satisfactory professional reference checks
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature :

Date:



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Sree Saraswathi Thyagaraja College
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Thippampatti, POLLACHI - 642 107,

Annexure A

Name:	Yasmin Heera	Designation:	Process Executive - Data
--------------	--------------	---------------------	--------------------------

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA @60% of basic*	2600	31,200
3	Company's contribution of PF #	828.571429	9,943
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	106	1,272
6	Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions	299	3,588
	Annual Gross Compensation		148,003
	Annual Total Compensation		148,003
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Annual Total Remuneration		164,003

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

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

Provident Fund Wages

- For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

ESI

- 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
- Contribution to ESI shall be continued till end of the contribution period, if the Associate contributes even for one month in a 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

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

Note:

- Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.
- Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

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

Terms and Conditions of Employment

You shall be governed by the following terms and Conditions of Service during your employment with Cognizant Technology Solutions India Private Limited (hereafter referred to as the “Company”), and those that may be amended from time to time.

1. Statement of facts

a. The company has made the offer of employment on the basis of the bonafide statements and facts provided by you in your application form for employment. At the time of employment or during employment if the company finds the information provided to be false or misleading, it reserves the right to terminate your services.

b. National Skills Registry (NSR) is set-up and managed by NSDL Database Management Limited (NDML) on behalf of NASSCOM. NSR is a website where the IT Professionals (ITPs) can register themselves to get a background check verification conducted on personal, academic and employment details. NSR system issues the ITPIN, which is a unique, lifetime valid and permanent identity to all registering ITPs. This can be used by the IT industry and its clients as a credible source of information about the IT Professionals (ITPs) who are being employed or put on client assignments.

You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. For further details, log on to <https://nationalskillsregistry.com/>

Please note that this is for an individual cause and Cognizant would not bear any charges towards your membership towards the NSR.

2. Duties

a. During working hours, you shall use your best energies and abilities to serve the company faithfully. You shall comply with the rules, regulations and procedures as notified by the Company in letter and spirit.

b. During working hours, you shall entirely devote your time, attention and abilities to the business of the Company.

c. You shall not, without the company's prior written consent, be in any way directly or indirectly engaged in concerned with any other business or

employment during or outside your hours of work in the company. You shall however, undertake honorary work of social or charitable nature, literary, artistic or scientific character only with the express permission from the competent authority.

d. During your employment, you shall not directly or indirectly engage in any conduct averse to the best interests of the company. Also, you shall not divulge any confidential information or violate any agreement with your prior employers or their clients.

3. Place of work

a. You will be in employment at any one of Cognizant's offices or its affiliates or Cognizant's customer locations, as per business requirement.

b. The Company reserves the right to transfer you on a temporary or permanent basis to the other job functions or departments within the Company and assign such other duties as may be deemed fit in the interest of the Company.

c. You shall comply with the Company's rules relating to relocation to or from a Customer location.

4. Hours of work

a. The working day shall comprise eight working hours and a lunch break for an hour. Depending upon business exigencies, the Company may increase or decrease the per day working hours. Though the normal working hours are between 9.00 a.m. and 6.00 p.m. from Monday through Friday, you may be required to work on a shift basis that comprises eight working hours and a break for an hour. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time on which you will be notified in advance.

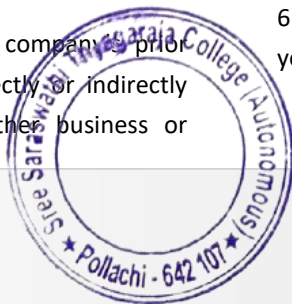
b. Cognizant observes four National Holidays --- Republic Day, May Day, Independence Day and Gandhi Jayanthi every year. The festival holidays may vary every year.

5. Leave and vacation

a. From the date of your joining, you will be entitled to 6 days of Sick Leave and 4 days of Personal Leave per year.



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(Autonomous)
Thippampatti, POLLACHI - 642 107,

- b. You will be entitled to 12 days vacation per year.
- c. You shall be entitled to avail leaves only with prior approval from your Manager.

6. Conduct

- a. You shall at all times, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.
- b. You shall honor and comply with all rules and regulations of the Company and statutory requirements, in letter and spirit.

7. Dress Code

- a. You shall adhere to Cognizant's dress code while at work. The dress code is reflective of the Company's professional standards in its approach to work and how it relates to its customers, suppliers and competitors.
- b. **Monday to Thursday:**
 - i. Gentlemen: Neatly pressed half / full sleeved collar shirts tucked into trousers and well polished formal black or brown leather shoes.
 - ii. Ladies: Indian formals – saree, salwar / churidhar, kameez with appropriate footwear. Western formals – collared shirts with trousers or full length skirts and appropriate footwear
- c. **Friday:**
 - i. Gentlemen: Single colored full length jeans, collared t-shirts and sports shoes.
 - ii. Ladies: Single colored full length jeans, full length skirts, t-shirts, tops and appropriate footwear

8. Confidentiality

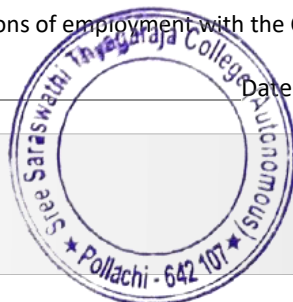
- a. You shall maintain utmost secrecy with regard to confidential and proprietary information relating to the company. This information includes and is not limited to trade secrets, technical processes, finances, dealings with information relating to suppliers, employees, agents distributors and customers.
- b. You shall not, during your employment and at all times thereafter, directly or indirectly use or disclose confidential information except for the sole benefit of the Company.

I accept the above mentioned terms and conditions of employment with the Company.

Signature: _____ Name: _____ Date: _____



Cognizant



Human Resources --- Talent Acquisition Group

This restriction shall cease to apply when it may come into the public domain otherwise than through unauthorized disclosure by you or such information which you shall be obliged or disclose by law.

- c. You shall not take copies of confidential documents or information for your own purposes and forthwith upon termination, you shall return to the Company all documents, records and accounts in any form (including electronic, mechanical, photographic, & optic recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not during your employment and at all times thereafter do or say anything that may injure directly or indirectly damage the business of the Company.
- e. You shall maintain utmost confidentiality with regard to your compensation and benefits. You shall not discuss your compensation and benefits with anyone, but with the Manager you report to.
- f. You shall sign and subscribe to:
 - i. The Proprietary Rights and Non Disclosure Agreement
 - ii. The Code of Business Conduct and Ethics
 - iii. Prohibition on Disclosure or Use of inside Information
 - iv. Default User Rights On Cognizant Network

9. Separation from the company

- a. The retirement age of the Company is 58 years. At the time of formally resigning from service you shall serve the 60 days "Notice Period".
- b. When you formally resign from the service of the Company, the Company may, at its discretion, permit you to
 - i. Adjust the vacation accumulated toward part of the notice period.
 - ii. Pay up for the notice period in lieu there of on your Annual Gross Compensation.
- c. If your services are terminated by the Company due to misdemeanor, unsatisfactory performance or any other disciplinary matter, the Company will pay your salary for the Notice Period starting from the date on which Company informs you of such matter. If the termination of services is for reasons mentioned in 1 (a) above, no salary is payable for the Notice Period.


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Thippampatti, POLLACHI - 642 107,

Date: 21/05/2022

Subject: Offer Letter

Ms. Divya Rajendran

Congratulations!

We are pleased to confirm that you have been selected to work with us for the position of **Internal Marketing Representative** to the location of **Coimbatore** for the full time engagement. The yearly salary Will be 1, 44,000/-PA (Indian Rupee).

As per our discussion your start date will be on 06.12.2021. Please find the below enclosed details of **terms and conditions** for your reference.

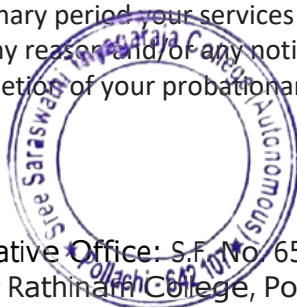
We feel confident that you will contribute your skills and experience to the growth of our organization.

1. TERMS & CONDITIONS:

- a) Sometimes employees' role demands travels anywhere inside India on a project basis and you have agreed on the same.
- b) If the Company is asking you to travel to another region for projects, you will be eligible to get accommodation and travel allowances
- c) All other employment terms and conditions are as per the company norms/policies and as mentioned in the appointment letter
- d) As agreed, there will not be any PF enrollment
- e) You will be placed under one of our sister companies' payroll (same group of company).
- f) Employee should not switch to the Indus Novateur softech pvt ltd's tied-up customers while working and after 2 years of resigning here (switching employment directly to the tied up customers will not be allowed)

2. PROBATION:

- a) You will be on probation for a period of 3 month from the date of your joining the duties.
- b) During the probationary period your services will be liable to be terminated from either side without assigning any reason and/or any notice or payment lieu thereof.
- c) On successful completion of your probationary period, your services will be confirmed by the company in writing.



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Sree Saraswathi Thyagaraja College
(Autonomous)

Thippampatti, POLLACHI - 642 107,

Development / Administrative Office: S.F.No. 652/4A Site No. 31 Sir C.V. Raman Industrial Estate Pollachi Road Near Rathinam College, Post, Eachanari, Tamil Nadu 641021, INDIA.

3. TERMINATION OF SERVICES:

- a) Your services can also be terminated without any notice or salary and commission in lieu thereof, if the management finds that the particulars supplied by you either in the application form or at the time of interview are incorrect.
- b) Your services can also be terminated without any notice or salary in lieu thereof, a. If you do not report to work, without prior notification to management b. If you either misrepresent the company or misguide management. c. If company resources are mishandled, or do not perform assigned tasks
- c) If you misbehave with current or prospective company employees, consultants or clients or suppliers.
- d) If you commit crime or are involved in any fraud

NOTICE PERIOD:

- 1. Employees who support the implementation projects should be serviced 3 months' notice period after accepting the Resignation.
- 2. Employees who work on supporting projects will be serviced 2 months' notice period
- 3. All other titled employees will be under General category and employees notice period will be 2 months

Welcome aboard!



A handwritten signature in green ink, consisting of a stylized 'A' followed by a long horizontal stroke.

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**Sree Saraswathi Thyagaraja College
(Autonomous)**

Thippampatti, POLLACHI - 642 107,

Development / Administrative Office: S.F. No. 652/4A Site No. 31 Sir C.V. Raman Industrial Estate Pollachi Road Near Rathinam College, Post, Eachanari, Tamil Nadu 641021, INDIA.

Components	Monthly ₹	Annual ₹
Basic Salary	6,000	72,000
House Rent Allowance	3,000	36,000
Special Allowance	1,200	14,400
Commutation Allowance	1,600	19,200
Other Allowance	200	2,400
Gross salary	12,000	144,000
other benefits/maintenance: deduction	210	2,520
NET TAKE HOME	11,790	141,480

Please confirm your acceptance of this Offer Letter by signing and returning the duplicate copy of this letter in token thereof / reply acceptance by offer E- mail, thank you.

By Indus Novateur Softech Pvt Ltd

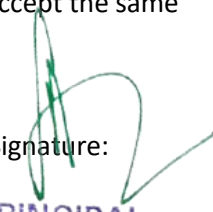
J.priyanga

(Authorized Signatory of HR Department)



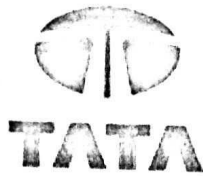
I have read and understood the above terms and conditions mentioned in the Offer letter. I accept the same And shall abide by them



Employee Signature: 

Date: **PRINCIPAL**
Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107,

Development / Administrative Office: S.F.No. 652/4A Site No. 31 Sir C.V. Raman Industrial Estate Pollachi Road Near Rathinam College, Post, Eachanari, Tamil Nadu 641021, INDIA.



Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT2018479777/Chennai/BPS/BPA
Date: 18/01/2019

Ms. Devi Priya

2/392, Lakshmi Nagar Thamaraikulam
Near Railway Gate
Kinathukadavu-642109
Tamilnadu
Tel# -

Dear Ms. Devi Priya,

Sub: Letter of Offer and Terms of Traineeship

We thank you for exploring career opportunities with Tata Consultancy Services Limited. 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 PROCESS ASSOCIATE in Grade BPO1 and your present posting will be at Chennai. Your Gross Salary / Annual Compensation Package including all benefits will be Rs. 2,49,666/- 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.

TCSL Confidential



TATA CONSULTANCY SERVICES

TCS House, Parel Line Street, Mumbai 400 001 India

Tel 91 22 6778 9999 Fax 91 22 6778 9900 e-mail corporate.office@tcs.com

Registered Office: 9th Floor, Nariman Point, Mumbai 400 021.

PRINCIPAL

**Sree Saraswathi Thyagaraja College
(Autonomous)**

Thippampatti, POLLACHI - 642 107.



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.

COMPENSATION AND BENEFITS

The details of your compensation and benefits are given below:

FIXED COMPENSATION

Basic Salary:

Your Basic Salary will be Rs. 6,000/- per month.

Bouquet of Benefits (BoB)

Bouquet of Benefits (BoB) offers you the flexibility to design 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 are as per pre-defined structure. However, you may want to split the Bouquet of Benefits amount between the components as per your tax plan. To design your Bouquet of Benefits, you may access the link for BoB in the "Global Employee Self Service"(GESS) on "Ultimatix", the internal portal of TCS.

Taxation will be governed by the Income Tax rules. The Company will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance

Your HRA will be Rs. 2,100/- 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 8.33% of 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 3 days of leave and submit supporting travel documents.

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PRINCIPAL 2

**Sree Saraswathi Thyagaraja College
(Autonomous)**

Thionampatti, POLLACHI - 642 107,

TCS House, Raveline Street, Mumbai 400 001 India
Tel 91 22 6778 9999 Fax 91 22 6778 9000 e-mail corporate.office@tcs.com
Registered Office: 9th Floor, TCS Building, Nariman Point, Mumbai 400 021.



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

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services



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

End: Annexure 1: Benefits Gross Salary Sheet
Annexure 2: Acceptance

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Sree Saraswathi Thyagaraja College
(Autonomous)
Thinnampatti, POLLACHI, 642 107,

TCS House Bayview Street Mumbai 400 001 India
Tel 91 22 6778 9999 Fax 91 22 6778 9999 email corporate.office@tcs.com, website www.tcs.com
Registered Office: 9th Floor, Formal Building Nariman Point Mumbai 400 021.



GROSS SALARY SHEET

Annexure 1

Name	Devi Priya
Designation	PROCESS ASSOCIATE
Grade	BPO1

Table 1: Compensation Details (All Components in Rs)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	6,000	72,000
Bouquet Of Benefits #	10,708	1,28,497
2) Variable Compensation		
Monthly Variable Allowance	1,700	20,400
3) City Allowance	250	3,000
4) Annual Components/Retirals		
Medical Insurance	NA	4,000
Provident Fund(at 12% of Basic Salary)	720	8,640
Gratuity(at 4.81% of Basic Salary)	288	3,463
ESIC	806	9,666
Total of Annual Components & Retirals	1,815	25,769
TOTAL GROSS	20,473	2,49,666

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	2,100	25,200
Leave Travel Assistance	500	6,000
Food Coupons	1,700	20,400
Personal Allowance	6,408	76,897
GROSS BOUQUET OF BENEFITS	10,708	1,28,497



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Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107,



GROSS SALARY SHEET

Annexure 2

Name	Devi Priya
Designation	PROCESS ASSOCIATE
Grade	BPO1

Table 1: Compensation Details (All Components in Rs)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	6,000	72,000
Bouquet Of Benefits #	10,708	1,28,497
2) Variable Compensation		
Monthly Variable Allowance	1,700	20,400
3) City Allowance	250	3,000
4) Annual Components/Retirals		
Medical Insurance	NA	4,000
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Food Coupons	1,700	20,400
Personal Allowance	6,408	76,897
GROSS BOUQUET OF BENEFITS	10,708	1,28,497

Please complete and return this sheet to HR executive, within 7 days of receiving this letter.

This is to confirm that I have received the letter on _____ I hereby accept this offer and intend to join service on _____.

Name: M. Devi Priya

Address: 2/392, Lakshminagar, Thiruvallur, Keralathukadavu - 642109

Signature: [Signature]

Date: _____

SL Confidential



PRINCIPAL ¹³

Sree Saraswathi Thyagaraja College
(Autonomous)

Thippampatti, POLLACHI - 642 107,

SHAHI Knits Private Limited

Plot No - FF2, Perundurai, Sipcot Industrial Growth Centre, Perundurai



Name : Sivalingam

Emp No : 20404288

Card No : 60256913



[Signature]
PRINCIPAL
Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107

Bharat Financial Inclusion Limited

"Formerly Known As IndusInd Financial Inclusion Limited"

My Home Tycoon, 3rd Floor, Block- A,

6-3-1192, Kundanbagh, Begumpet Main Road, Hyderabad

**BHARAT**
Financial Inclusion Ltd
Prayaas se pragati

A 100% subsidiary of IndusInd Bank Limited

PAY SLIP FOR THE MONTH : December-2023

NAME	Karthick D	PAN	JKNPK4539Q
EMPLOYEE CODE	155756	ESI NO	
DESIGNATION	Branch Credit Manager	PF NO	
BANK NAME	HDFC BANK	UAN NO	
BANK ACCOUNT NO	50100344580177	LOCATION	Coimbatore-2_Retail
DEPARTMENT	Bharat Super Shop		

Earnings	Amount	Deductions	Amount
Basic	8399.00	PF	1411.08
House Rent Allowance	5039.00	ESI	216.00
Field Staff Allowance	3360.00		
Incentive	11969.00		
Total Earnings	28767.00	Total Deductions	1627.08

Net Pay	27139.92	Days Payable	31.00
		Arrear Days	0.00

Indian rupee Twenty Seven THOUSAND One HUNDRED AND Thirty Nine AND Ninety Two Paisa ONLY

Computer generated salary slip. signature not required

Relation Name DOB

Manjula Mother 1975-01-01

Dharuman Father 1970-01-01


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Thippampatti, POLLACHI - 642 107,

qS≡Ap

Infotech Pvt. Ltd.



GOBINATH R

Associate Information Security Consultant

Employee No. QI 0465

Blood Group : O+ve



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Thippampatti, POLLACHI - 642 107,

www.qseap.com

ESSARGEE MILLS

Neikkarapatti, A. Kalayamputhur Post, Palani - 624615

PAYSLIP

ESSARGEE MILLS - Regn.No : DL 113

Salary Month : NOV - 2023

Employee Name : **SANTHIYA SIVASHANMUGAM** / RE10451

F/S Name : M.SIVASHANMUGAM

Department : PERSONNEL

Join Date : 23-05-2019

Worked Days : 25.00

UAN No : 101632687532

Festival Days : 1

ESI No : 5703066304

LWP Days : 0.00

Salary Days : 26.00

Particulars	Actual	Earnings	Particulars	Deductions
Basic Pay with Dearness Allowance :	10450.00	10450.00	PF Dedn :	1254.00
HR Allowance :	4750.00	4750.00	ESI Dedn :	143.00
Conveyance Allowance :	950.00	950.00	Insurance (LIC) :	0.00
Food Allowance :	950.00	950.00	Advance Dedn :	0.00
Wash Allowance :	380.00	380.00	Loan Dedn :	0.00
Special Allowance :	1520.00	1520.00	Transport Dedn :	0.00
Other Allowance :	0.00	0.00	Food Dedn :	0.00
Night Round Amount :	0.00	0.00	Mobile Dedn :	0.00
			Other Dedn :	0.00
			Professional Tax :	0.00
			Labour Welfare Dedn :	0.00
Gross Total :	19000	19000.00	Deductions Total :	1397.00
Net Salary : 17605.00				

**PRINCIPAL**

Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107,

21-22

Regd Off:
Northern Operating Services Pvt. Ltd.
2nd Floor, RMZ Ecospace, Campus 1C,
Sarjapur Outer Ring Road
Bangalore, 560 103,
Karnataka, India.
Main - +91 (80) 4017 8500
CIN - U72300KA2005PTC048089

SEZ Unit:
Northern Operating Services Pvt. Ltd.
Tower A, 13th to 16th Floor,
EON Free Zone- II,
EON Kharadi Infrastructure Pvt. Ltd. - SEZ,
Survey No. 72/2/1, Kharadi, Pune - 411 014,
Maharashtra, India.
Main - +91(20) 48538200



13-October-2022

Aravindh Sakthivel

pradeeparavindh33@gmail.com
4/165 D Raja Street,
Bodipatti(po), Udumalpet
642154, Tamil Nadu.

Dear Aravindh,

We are delighted to offer you employment with Northern Operating Services Private Limited (referred as Northern hereafter) as **Senior Analyst** in our **Fund Accounting** Department within the **Asset Servicing**. Your official title at Northern will be **Non Officer**.

This Employment Agreement sets out the particulars of the terms and conditions of employment between Northern Operating Services Private Limited, 1st Floor, RMZ Ecospace Campus 1C, Bellandur Village, Varthur Hobli, Bangalore - 560103 ("Northern") and Aravindh Sakthivel of 4/165 D Raja Street,, Bodipatti(po), Udumalpet, 642154, Tamil Nadu..

Any reference to "this agreement" throughout is reference to the terms and conditions of your employment as set out in this Statement.

1. Conditions

Your employment is conditional on:

- your agreement to and acceptance of this Employment Agreement;
- you providing Northern with a valid Aadhaar number
- your agreement to and acceptance (both in writing and electronically where requested) of the attached Non-Solicitation and Confidentiality Agreement;
- should Northern request it, a medical assessment and report satisfactory to Northern;
- the completion of background screening checks, including criminal records checks, (both prior to the commencement of your employment and on a recurring basis during employment) and receipt of written references to the satisfaction of Northern;
- you providing Northern with satisfactory proof of any relevant qualifications, as may be requested by Northern;



PRINCIPAL
Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107,

EAST1448436





APPOINTMENT LETTER

9 July, 2021

Dear **Jeenal j,**

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-Coimbatore**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.


2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 76000**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.




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Thippampatti, POLLACHI - 642 107.

ANNEXURE I

Name	Jeenal j
Designation	Associate
Date Of Joining	12 July, 2021
Level	AA
Basic	76000
House Rent Allowance	38000
Bonus	16800
WBP	36607
PF	13496
Gratuity	3656
ESI	5441
Target Cost To Company (per Annum)	190000




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Sree Saraswathi Thyagaraja College
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Thippampatti, POLLACHI - 642 107.

28th April 2022

No. 16, VOC, Main Road,
Kodambakkam,
Chennai - 600 024.

Tel : (91-44) 2480 7000
(91-44) 4228 7000
E-mail : india@wvi.org

www.worldvision.in

To
Mr. Babu V,
S/O: Vithyasekaran,
No:2/99, VTC: Ragalbavi,
PO: Sundakkampalayam,
Sub District: Udumalaipettai,
District: Tiruppur,
Chennai, Tamil Nadu – 642132.

CONSULTANCY AGREEMENT

BETWEEN: **World Vision India**, 16 V.O.C. Main Road, Kodambakkam, Chennai – 600 024

AND

MR. BABU V hereinafter referred to as **Independent Consultant** residing at **address mentioned above.**

1. Services

WV India has engaged the Independent Consultant as **LTBI Coordinator (Latent Tuberculosis Infection) – JEET Tamil Nadu (Chennai 2.0)** to assist the District Lead – Project JEET.

The Independent Consultant will be based in assigned cluster under **JEET – Tamil Nadu (Chennai 2.0)**, World Vision India.

2. Period

Independent Consultant will provide his services from **06th May 2022 to 05th May 2023.**

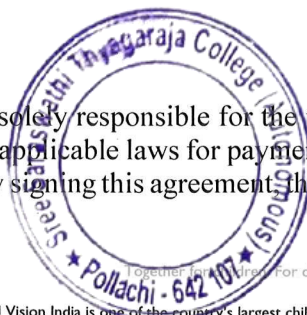
3. Payment for Services and Expenses -

The consultant will raise a fixed monthly invoice of **Rs.27,500/-**(taxes applicable) for the services rendered.

- World Vision India shall provide required equipment, materials and/or supplies necessary to the Independent Consultant to perform the services under this Agreement.
- World Vision India shall reimburse expenses incurred towards Travel expenses and Communication expenses as applicable during the performance of services, provided that such expenses have been approved by World Vision India and are supported by receipts or other appropriate documentation.

4. Taxes & Insurances

- The consultant shall be solely responsible for the payment of all taxes, duties, fees and charges as may be levied under the applicable laws for payments made by World Vision India to the consultant under this agreement. By signing this agreement, the consultant agrees to comply with all provisions



PRINCIPAL
Sri Sathya Sai Thirupuram College
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Thippampatti, POLLACHI - 642 107,

relating to Goods and Service Tax. The payment made to the consultant under this agreement shall be subject to the prevailing Income Tax laws and as amended from time to time.

- ii. Any loss incurred by World Vision India on account of non-compliance of applicable tax laws, including but not limited to Goods and Service Tax, by the consultant shall be duly indemnified by the consultant to World Vision India.
- iii. It is agreed by the parties hereby that the Independent Consultant shall be solely responsible for his/her required insurance coverage (Accident, travel, life, etc.) during the tenure of providing his/her services to World Vision India. World Vision India shall not be responsible nor liable for any loss or damage direct or indirect caused to the Independent consultant during the performance of services.
- iv. Independent Consultant shall be solely responsible for fulfilling his/her legal requirements arising out of the performance of services and shall not make any claim for payment from World Vision India for fulfillment of the same.
- v. The Independent Consultant will raise an invoice every month for his/her payment and the payment shall be made within 10 days of receipt of the invoice.

5. Reporting

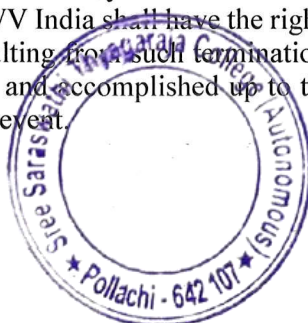
The Independent consultant shall report to the **District Lead – JEET Tamil Nadu (Chennai 2.0)** during the period of consultancy.

6. Confidentiality and access to information

- i. Independent Consultant agrees not to discuss the performance of services under this Agreement with any third party without World Vision India's written consent. Independent Consultant agrees to hold in confidence for the benefit of World Vision India any confidential information which may be disclosed to the Independent Consultant or to which Independent Consultant may have access, as a result of this Agreement, including the results of Independent Consultant's services hereunder.
- ii. Independent Consultant agrees that all materials, reports, information, documentation, or other work-related documents generated by Independent Consultant in the performance of services under this Agreement are the property of World Vision India and hereby assigns all rights, title and interest in and to such items to WV India.

7. Adherence to World Vision Child and Adult Safeguarding Policy, Code of Conduct and all other relevant WV India Policies

- i. Independent Consultant agrees to adhere to the World Vision Child and Adult Safeguarding Policy, Code of Conduct and all other relevant WV India Policies in respect to any interaction with children and others while representing as Consultant of WV India that consultant encounters during the course and scope of services under this Agreement.
- ii. Independent Consultant agrees and accepts that failure to adhere to these child and Adult Safeguarding measures as a lifestyle behavior during the consultancy will be regarded as a breach of this Agreement and WV India shall have the right to terminate this Agreement forthwith without any further liability resulting from such termination. The Consultant shall be paid for all services satisfactorily performed and accomplished up to the date of termination as determined by World Vision India, in such an event.



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Thippampatti, POLLACHI - 642 107,

8. Conflict of Interest

Independent Consultant shall not solicit any favour, financial or otherwise from an employee or partner of World Vision either directly or indirectly through some persons nor shall the Independent Consultant favour his/her close relative or family member for performing any task that requires outsourcing during the period of Consultancy.

Independent Consultant shall not publish any document or any communication in writing to the press or public that has the effect of adverse criticism of any policy or action of World Vision India or that may be capable of embarrassing the relation between World Vision India and Persons, Institutions, Government with whom World Vision has official dealings.

9. Scope of work:

The Independent Consultant shall observe such hours of work and holidays, as may be prescribed by the project at which the consultant is placed. (As detailed in the Annexure).

10. Leave:

The Independent Consultant is eligible for All Purpose Leave for 3 days per month on a pro-rata basis. The services be provided on all working days during this period with minimum of 8 working hours per day and 6 working days per week based on daily patient targets.

11. Contract for service

It is understood by the Consultant that this a "Contract for service" and not an Appointment. The Consultant being a self-employed professional and is purely hired for his scope of work and there is no employer - employee relationship between the Parties.

12. Termination/ Closure

- i. In the event of the failure in fulfilling any of the obligations under this agreement which may lead to non-performance, negligence, omission, disregard, unprofessionalism, misconduct on the part of independent consultant will lead to termination by giving one-month notice or one-month consultancy fee in lieu thereof, without assigning any reasons. Breach of any of the terms and conditions of this agreement shall result in termination of this agreement.
- ii. The Independent Consultant may terminate this agreement at any time upon ten (10) days written notice. In the event of such termination, the consultant shall be paid for any portion of the services that have been performed prior to the termination.

13. Jurisdiction:

In the event of any disputes, the courts at Chennai shall have the exclusive jurisdiction.

IN AGREEMENT WHEREOF, the parties hereto have duly executed this Agreement on the date mentioned hereunder.

WORLD VISION INDIA

Signature

Officer In Charge - People & Culture

Date:

03/05/2022



CONSULTANT

Signature

PRINCIPAL
Independent Consultant
Saswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107,



Royal Care Super Speciality Hospital Ltd

Department Of Guest Relations

JOB DESCRIPTION

Designation : Guest Relations Executive
Report to : Guest Relations Manager
Job Summary : To assist Guest Relations manager to address to the comfort of all patients visiting the hospital on non clinical services.



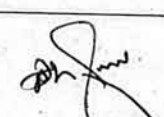
Job Responsibilities :

1. To address to the comfort of patients visiting the hospital services.
2. To ensure that the guests are received in a professional manner upon arrival and feed backs are collected while leaving the hospital.
3. To ensure that the patients are guided to the departments / services to be visited by them and make them comfortable during their stay in the hospital.
4. To help patients in filling registration forms which includes name of the consultants/specialities for patients visiting for the first time. In case the patients conveys any consultant to be visited the same name is to be filled in the registration paper.
5. To ensure that the patients are directed to the right doctor if not known of the doctor to be directed, the same is to be clarified from the doctors of emergency department.
6. To take care off VIP patients visiting the hospital for OP consultations and Master Health.
7. To co-ordinate with MHC department and marketing department while mass Master Health is organised from corporate companies.
8. To co-ordinate with marketing department whenever in house medical camps and other programmes are organised.



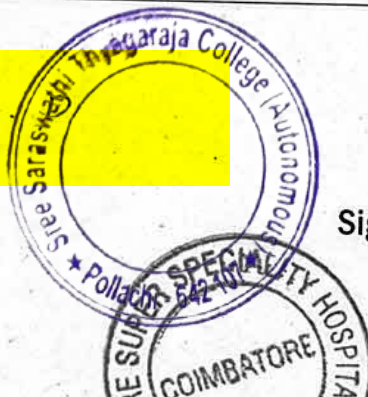
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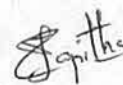
9. To ensure that inter departmental circulars/directives issued from the Medical Director's office on hospital programmes/medical camps are distributed and displayed at common notice boards.
10. To assist patients for getting discharge summaries, leave certificates, insurance formalities and billing formalities etc.
11. To address patient's grievances properly and at appropriate level and also to collect feed back from patients.
12. To focus on achieving least TAT for all services.
13. To visit all inpatients on first day of admission and speak about the strength of the hospital and to make sure that room services and comfort stay is made available.
14. To ensure that discharge/admission process are completed smoothly and the rooms are vacated/allotted without any difficulty.
15. To ensure that patients are assisted for arranging ambulance and other required services.
16. To follow up on defaulters of hospital bill payment.
17. To co-ordinate with the project team during maintenance and other construction work near/above the IP Rooms for re-allocation of rooms etc.

Prepared By	Approved By	Issued By
		
Guest Relation Officer	Medical Director	HR Department

Name : PAPITHA

Emp No : 3723





PRINCIPAL

Sree Saraswathi Thyagaraja College
(Autonomous)

Signature Of The Employee, POLLACHI - 642 107,

OFFER CUM APPOINTMENT LETTER

Date of Offer	01/12/2021	Project ID	215
Employee Name	HARIHARAN RASAPPAN	Client Name	Aviral Crop Science Private Limited
Designation	Crystal Doctor	Deputed Client Work Location	UDUMALPET
Contract Start Date	01/12/2021	Contract End Date	30/11/2022
Employee Code	21121614	Notice Period (in Days)	15

Dear **Mr. HARIHARAN RASAPPAN.**

1. With reference to your application and subsequent meetings, we are pleased to appoint you for the above-mentioned designation on contractual basis as per the contract period mentioned above. Your appointment is a fixed term contract till the contract period mentioned above after which your appointment will end automatically without any written or verbal communication in this regard.
2. Your employment is governed by the service rule of M/s. Aviral Crop Science Private Limited. (here after called as "company") and your work location will be deputed Client work location as mentioned above.
3. This letter is valid only if you report on time for joining your duty at deputed client work location as per the above-mentioned contract start date.
4. You will be paid as per the Salary Breakup provided as attached in Salary Breakup Annexure.
5. You agree that you will not hold any right to claim the permanent job based on this Offer cum letter of appointment with company and as well as deputed client.
6. During the tenure either party can terminate the services by giving the notice period as mentioned above or by paying Gross Wages in lieu of that. However, company shall have full right to terminate the contract without giving notice or paying in lieu of notice, if termination of contract has been done for any reasons of negligence, irregular attendance, improper behavior, unsatisfactory progress, indiscipline, disloyalty, damaging and /or mishandling of tools, instruments, equipment's and accessories, and such other company and deputed client's belongings.
7. You are required to complete joining formalities within 3 days of contract start date and submit all the relevant documents as asked in joining checklist within 3 days of the joining. In case of non-submission, wrong submission or incomplete submission of documents company has the authority to terminate your services at any time during your services without giving any notice or pay in lieu of notice period.
8. You are required to render your services to the above-mentioned deputed client premises, subject to the terms and conditions of this Offer Cum Appointment Letter duly accepted and executed by you. Your current location will be deputed Client's premises, but you are liable to be shifted from one job or department or city or client to another in accordance with the exigencies of work or managerial or administrative or business requirements. Further, you will be required to strictly adhere and comply with instructions received by you, from us or any other authorized person on behalf of our Management and will be bound by our Service Rules and Regulations.
9. In terms of your Contract of employment, you shall be required to –

Aviral Crop Science Private Limited (Formerly known as Toonz Retail India Private Limited)

Registered Office Address: 320/02, Flower Garden, K.H. Ranganatha Colony, Opp. BHEL, Mysore Road-560026

Corporate Office Address: B-95, Wazirpur Industrial Area, New Delhi-110052

Ph. No: 011-49007100, Email: info@crystalcrop.com

CIN: U18204KA2009PTC051872



PRINCIPAL

Sree Saraswathi Thyagaraja College
(Autonomous)
Thippampatti, POLLACHI - 642 107,



COIR-ON FOAM PRODUCTS PRIVATE LIMITED

No.1 Sakthi Co-op Industrial Estate, Pollachi - Udumalpet Rd, Pollachi, Tamil Nadu 642003

Payslip for the month	Nov - 2023	Branch	Pollachi	Joining Dt	16-Mar-2020
Emp Code	1000191	Employee Name	KATHIRVADIVEL S		
Grade	STAFF	Department	MARKETING	Designation	
UAN No	101582571213	ESIC No		Unit	1

Days Paid	30.00	Days Present	26.00	W.Off/Pd.Off	4.00 / 0.00	LWP/Absent	0.00 / 0.00
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Earnings	Amount	Deductions & Recoveries	Amount
Basic	14000.00	PROV.FUND	1400.00
H.R.A	4000.00	E.S.I.C	150.00
Other Allowance	2000.00		
Amount Total :	20000.00	Amount Total :	1550.00
		Net Pay :	18450.00

Net Pay : Eighteen Thousand Four Hundred Fifty Rupees

This is system generated payslip does not require signature.




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HARSHNI TEXTILES PRIVATE LIMITED

30-06-2021

SERVICE CERTIFICATE

This is to certify that **Mr.RANJITH KUMAR K** S/o.V.Krishnakumar is worked in our concern as "HR Assistant" from 04-09-2019 to 30-06-2021 and He left from service on his own accord.

During his tenure of service, his character and conduct was found good.

We wish him success in all future endeavors.

For HARSHNI TEXTILES PVT LIMITED

Authorized Signatory



PRINCIPAL

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