

Subject: RE: Prathyusha - Campus Recruitment Drive - Reg.
From: Kiruthika (kiruthika@trustrcm.com)
To: place_prathyusha@yahoo.com;
Cc: ganesh@trustrcm.com;
Date: Friday, 25 September 2015 4:01 PM

Dear Sir

As discussed All 51 Candidates got selected in the campus Interview.

Request you to coordinate with the candidates and let me know when they are joining with us

Thanks & Regards,

Kiruthika M
Team Lead - HR

Visionary RCM Infotech private limited

The Lords Building

7th Floor, Thiru Vi Ka Industrial Estate

Ekkatuthangal | Guindy| Chennai - 32

Mobile: 9884010087

Phone: 044 - 42652408

E-Mail - kiruthika@trustrcm.com

kiruthika@vrcm.net

9/26/2015 9:54 A

PRATHYUSHA INSTITUTE OF TECHNOLOGY AND MANAGEMENT
DEPARTMENT OF TRAINING, PLACEMENT AND STUDENTS AFFAIRS
VISIONARY RCM INFOTECH ON CAMPUS RECRUITMENT ON 23.9.2015

List of Students Placed

S.No	Register No	Name of the Student	Results
1	111412214001	AJANTHA A.K	Placed
2	111412214002	ANITHA .S	Placed
3	111412214003	ANJU.K	Placed
4	111412214004	BALAKUMARAN .G	Placed
5	111412214006	DHARANI DHARAN.B	Placed
6	111412214007	DHIVYA.D	Placed
7	111412214008	DIVYA.P	Placed
8	111412214009	EKANATHAN.V	Placed
9	111412214010	FRANKLIN JOE.E	Placed
10	111412214011	GAYATHRI.A.K	Placed
11	111412214012	GEETHA PRIYA.L	Placed
12	111412214013	HARI PRIYA.U	Placed
13	111412214014	INDHUMATHI.S	Placed
14	111412214015	JANANI.R	Placed
15	111412214016	JOEL.J	Placed
16	111412214017	KAAVYASREE.V.P	Placed
17	111412214018	KARTHICK RAJ.K	Placed
18	111412214019	KAVIARASIA	Placed
19	111412214020	KEERTHANA PRIYA.R	Placed
20	111412214021	KUPPNA BOINA PRIYANKA	Placed
21	111412214022	LEENA.K.B	Placed
22	111412214023	MAHALAKSHMI.H	Placed
23	111412214024	MANIKANDAN.P	Placed
24	111412214025	MANJU BASHINI.G	Placed
25	111412214026	MOHANSALS	Placed

PRATHYUSHA INSTITUTE OF TECHNOLOGY AND MANAGEMENT
DEPARTMENT OF TRAINING, PLACEMENT AND STUDENTS AFFAIRS
VISIONARY RCM INFOTECH ON CAMPUS RECRUITMENT ON 23.9.2015

List of Students Placed

26	111412214027	NIMITHA ADHIKARIMAYuM	Placed
27	111412214028	NIVADHITHA.M	Placed
28	111412214029	PALANI SELVENDRA KUMAR	Placed
29	111412214030	PRIYANKA.M.P	Placed
30	111412214031	PRIYANKA.U	Placed
31	111412214032	RAGHAVI.C	Placed
32	111412214033	RAGHAVI.S.G	Placed
33	111412214034	RAKSHA.R.S.	Placed
34	111412214035	RAMYA.J	Placed
35	111412214036	REVATHI.R(19-10-1994)	Placed
36	111412214037	REVATHI.R(12-12-1994)	Placed
37	111412214038	ROCHANA SASMITHA	Placed
38	111412214039	SANJANA.K.S	Placed
39	111412214040	SARA BUSHRA.H	Placed
40	111412214042	SOWBAKYA.B	Placed
41	111412214043	SRIDEVI.G	Placed
42	111412214044	STEFFY DIANA	Placed
43	111412214045	SUSHANT BAG	Placed
44	111412214046	SUSHMITHA.S	Placed
45	111412214047	SWATHI.L	Placed
46	111412214048	THAMARAI SELVA	Placed
47	111412214049	VAISHALI.R	Placed
48	111412214050	VIMAL.G	Placed
49	111412214051	VINO PARVATHY.M	Placed
50	111412214501	SELVA SOUTHRI	Placed
51	111412214052	VISHWANADHAN.M	Placed



15-Jun-16

To
Mr Franklin Joe E
No 1/218, Mariyaman Koil St.,
Mathampatu, Irundhai(Post),
Ulundurpet(T.K), Villupuram-607204

Dear Mr Franklin Joe E,

Sub: Letter of Appointment

We have pleasure in offering you an appointment in our organization on the following terms and conditions:

- 1 Your date of commencement of service is: 15-Jun-16
- 2 Employee ID, Designation : VRCM2776 , Coding Executive
- 3 File No , Place of posting: # 2763, Chennai
- 4 You will be entitled to a CTC of Rs. 13000 (Rupees Thirteen Thousand Only) per month till the confirmation, which would be subject to revision periodically on the basis of your performance. Ref - Annexure A
- 5 You will be eligible to other benefits in accordance with the company's rules and statutory benefits, if any, applicable to you from time to time. You will also be entitled to leave, ESIC, PF and Gratuity and as per Act. The Company's decision shall be final and binding on you in all such matters.
- 6 You will be considered for confirmation on completion of six months of probationary service, which the Company reserves the right to extend for a further period of three to six months depending upon your performance and unless an order in writing confirming your services in the company is given, you will not be deemed to have been made permanent. However, the company has right to terminate your services without notice and without assigning any reason whatsoever during the period of probation.
- 7 Your next salary revision depends upon company's discretion. Company has all rights to provide or cancel annual appraisal based on your performance
- 8 Compulsory Employment Period: You will serve the Company for the number of years and months mentioned in your service agreement from the date of signing 'Service Agreement.' You can officially resign only post completion of your compulsory employment period

Renukadevi



VISIONARY RCM

15-Jun-16

To
Mr Selva Southri M
Primary Health Centre,
Mamarathu Street,
Kuttalam(Tk) Nagai(Dt)-609808

Dear Mr Selva Southri M,

Sub: Letter of Appointment

We have pleasure in offering you an appointment in our organization on the following terms and conditions:

1. Your date of commencement of service is: 15-Jun-16
2. Employee ID, Designation : VRCM2808 , Coding Executive
3. File No , Place of posting: # 2795, Chennai
4. You will be entitled to a CTC of Rs. 13000 (Rupees Thirteen Thousand Only) per month till the confirmation, which would be subject to revision periodically on the basis of your performance.
* Ref - Annexure A
5. You will be eligible to other benefits in accordance with the company's rules and statutory benefits, if any, applicable to you from time to time. You will also be entitled to leave, ESIC, PF and Gratuity and as per Act. The Company's decision shall be final and binding on you in all such matters.
6. You will be considered for confirmation on completion of six months of probationary service, which the Company reserves the right to extend for a further period of three to six months depending upon your performance and unless an order in writing confirming your services in the company is given, you will not be deemed to have been made permanent. However, the company has right to terminate your services without notice and without assigning any reason whatsoever during the period of probation.
7. Your next salary revision depends upon company's discretion. Company has all rights to provide or cancel annual appraisal based on your performance
8. Compulsory Employment Period: You will serve the Company for the number of years and months mentioned in your service agreement from the date of signing 'Service Agreement.' You can officially resign only post completion of your compulsory employment period

Renukadevi



Visionary RCM Infotech (India) Private Limited

Regd. and Cor. Office: 35/16, Girl Road, T. Nagar, Chennai - 600 017. Tel: +91-44-28345163 Fax: +91-44-28345162

E-mail: info@visionaryrcm.com URL: www.visionaryrcm.com

CIN - U72300TN2006PTC060301

VISIONARY RCM

- 8.1 If you terminate your employment with Company before the Compulsory employment period, you agree to pay the Company the compensatory amount as mentioned in your service agreement or three months salary whichever is higher, in all circumstances the below notice period has to be executed –
- 8.1.1 Confirmed employee has to serve two month's notice while resigning from services.
- 8.2 You will submit the original certificate that will be returned to you on completion of compulsory employment period.
- 9 Employee's unauthorized absence;
- 9.1 Employee's unauthorized absence for a period of eight consecutive days will make the employee loose his / her lien and his services with the company will automatically come to end without company's notice or intimation and
- 10 At all times, you will abide and / or governed by the rules and regulations of the Company as amended or framed from time to time.
- 11 Your hours of attendance will be regularized to suit the duties entrusted to you.
- 12 Your whole time and attention shall be devoted to the interest of the Company and you shall not engage yourself in any capacity at any other enterprise or business part time or full time. You shall not engage in any studies or professional course without notifying the company.
- 13 You shall conduct yourself in such a manner, as to justify the trust and confidence reposed in you and act at all times in consistence with the position of responsibility you occupy.
- 14 You may be required to work for any associate or subsidiary Company on transfer, either full time or part time, and to work for the Company or any associate or subsidiary Company in any part of India or abroad as directed by the management. Upon all such transfers the rules and regulations and also the terms and conditions of service applicable at such place of transfer shall automatically become applicable to you.
- 15 You will not disclose to any person, firm or corporate body, without approval from appropriate authority of the Company, such technical or managerial information and knowledge about its business, trade secrets, manufacturing process etc. as you may acquire in the course of this appointment.

Renukadevi



Annexure -A

Pay & Allowances Structure Summary

#	Pay & Allowance	Monthly CTC	Annual CTC
1	Basic Pay	6500	78000
2	House Rent Allowance	3250	39000
3	Transport	1148	13776
4	Special Allowance	0	0
6	Gross Pay (1+2+3+4)	10898	130776
7	Company's Contribution to PF	1086	13032
8	Company Contribution to ESIC @ 4.75%	518	6216
9	Medical Reimbursement *	0	0
10	Annual Bonus @ one month's basic pay- Paid annually	542	6504
11	Total Cost to Company (6+7+8+9+10)	13044	156528
Statutory Deductions			
12	Employee's Contribution to PF **	918	11016
13	Employee's Contribution to ESIC @ 1.75% **	191	2292
14	Professional Tax	183	2196
15	Income tax **	0	0
16	Approximate Take Home***	9606	115272

Note:

* For employees having medical allowance component in their CTC the reimbursement will be paid on actual bills submitted up to ceiling of Rs1250 pm or Rs15000 pa.

** Subject to vary based on earned pay

*** Approximate Take home value is subject to vary based on actual earnings of the month

With best wishes,

For Visionary RCM Infotech (India) Private Limited

Renuka Devi.S

Renuka Devi.S

VP - HR & Compliance



Accepted By - Mr Selva Southri M

15-Jun-16

To
Ms Priyanka K
Door No:2/108, Plot No:45.,
3Rd Cross Street, Ramachandra Nagar,
Iyyappanthangal, Chennai-600056

Dear Ms Priyanka K,

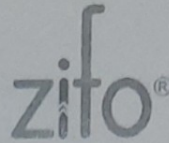
Sub: Letter of Appointment

We have pleasure in offering you an appointment in our organization on the following terms and conditions:

- 1 Your date of commencement of service is: 15-Jun-16
- 2 Employee ID, Designation : VRCM2802 , Coding Executive
- 3 File No , Place of posting: # 2789, Chennai
- 4 You will be entitled to a CTC of Rs. 13000 (Rupees Thirteen Thousand Only) per month till the confirmation, which would be subject to revision periodically on the basis of your performance.
Ref - Annexure A
- 5 You will be eligible to other benefits in accordance with the company's rules and statutory benefits, if any, applicable to you from time to time. You will also be entitled to leave, ESIC, PF and Gratuity and as per Act. The Company's decision shall be final and binding on you in all such matters.
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- 7 Your next salary revision depends upon company's discretion. Company has all rights to provide or cancel annual appraisal based on your performance
- 8 Compulsory Employment Period: You will serve the Company for the number of years and months mentioned in your service agreement from the date of signing 'Service Agreement.' You can officially resign only post completion of your compulsory employment period

Renuka Devi





Zifo Technologies Private Limited
#21A, Anna Salai, Littlemount
Saidapet, Chennai - 600 015, INDIA
t : +91 44 43114002
+91 44 42012423
e : info@zifotech.com
w : www.zifotech.com

07-Mar-2016

To

The Placement Officer
Prathyusha Engineering College
Chennai

Dear Sir / Madam,

The following candidates have been selected based on the campus interview conducted on
19th February 2016

Enrollment No	Student Name	Degree and Stream
D01-E855	Raghavi.C	BTech (Biotechnology)

We will dispatch the Offer letters and communicate the information regarding joining formalities in the month of March 2016.

Please feel free to contact me if you have any questions (e: kamal@zifotech.com & m: +91 99621 93322).

Thanks!

For Zifo Technologies Private Limited

N. Kamalahasan
Head - HR



TÜV Rheinland
CERT
ISO 9001



Date : August 10, 2015

Name : ANANDHI T A

Contact Number : 8220895228

Your IBM Reference No : I6AD0172

IBM India Private Limited
Manyata Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear ANANDHI T A,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment.

The Expression of Interest shall remain valid until the earlier of date of the Letter of Offer or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Should you have any questions regarding your candidature, feel free to call us on 080-49140279 (Monday - Friday; 10:00AM -5:00PM), or email us at ibmcrecr@in.ibm.com.

Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name	: T A ANANDHI
Place of Residence	: CHENNAI
Residence Contact No	: 8939916568
Date	: 13.08.2015
Signature	: Anandhi



Visit us at: <http://ibmcampusindia.com>



IBM India Private Limited
 Manyata Embassy Business Park,
 Ground Floor, G2 Block,
 Nagawara Outer Ring Road,
 Bangalore - 560045, India.
 Tel : 91-80-43039999
 Fax: 91-80-49142409
 www.ibm.com/in

Date : August 10, 2015
 Name : JISHNU GIREESH T V
 Contact Number : 9840631923
 Your IBM Reference No : I6AD0053

Dear JISHNU GIREESH T V,
 Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

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Should you have any questions regarding your candidature, feel free to call us on 080-49140279 (Monday - Friday; 10:00AM - 5:00PM), or email us at ibmcrecr@in.ibm.com.

Sincerely,

Rohit K Vohra
 Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name	: T-V. JISHNU GIREESH
Place of Residence	: AMBATTUR, CHENNAI.
Residence Contact No	: 9840631923
Date	: 13 - AUG - 2015
Signature	:



Visit us at: <http://ibmcampusindia.com>



Date : August 10, 2015

Name : SAICHARITHA INDURU

Contact Number : 9843278919

Your IBM Reference No : I6AD0215

IBM India Private Limited
Manyata Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear SAICHARITHA INDURU,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

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Should you have any questions regarding your candidature, feel free to call us on 080-49140279 (Monday - Friday; 10:00AM -5:00PM), or email us at ibmcrecr@in.ibm.com.

Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name	: <u>INDURU SAICHARITHA</u>
Place of Residence	: <u>SAINAGIAR, 8th STREET, SULLURPET, NELLORE (DT), AP, 524121.</u>
Residence Contact No	: <u>+919843278919</u>
Date	: <u>16/8/2015</u>
Signature	: <u>I. Saicharitha</u>



Visit us at: <http://ibmcampusindia.com>



Date : August 10, 2015

Name : GOKUL G

Contact Number : 9551166769

Your IBM Reference No : I6AD0154

IBM India Private Limited
Manyata Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear GOKUL G,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

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Should you have any questions regarding your candidature, feel free to call us on 080-49140279 (Monday - Friday; 10:00AM -5:00PM), or email us at ibmcrecr@in.ibm.com.

Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name : GOKUL G
Place of Residence : AVADI
Residence Contact No : 8056191089
Date : August 14, 2015
Signature : f. jshj



Visit us at: <http://ibmcampusindia.com>



Date : August 10, 2015

Name : JAYASREE A

Contact Number : 9962964535

Your IBM Reference No : I6AD0325

IBM India Private Limited
Manyata Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear JAYASREE A,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

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Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name : JAYASREE A
Place of Residence : CHENNAI.
Residence Contact No : 9962964535
Date : 12.08.2015
Signature : A. Jayasree



Visit us at: <http://ibmcampusindia.com>



Date : August 10, 2015

Name : P . V. MACHU BHUSHINI

Contact Number : 9500548246

Your IBM Reference No : I6AD0039

IBM India Private Limited
Manyata Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear P . V. MACHU BHUSHINI,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

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Should you have any questions regarding your candidature, feel free to call us on 080-49140279 (Monday - Friday; 10:00AM -5:00PM), or email us at ibmcrecr@in.ibm.com.

Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name : P. V. MANCHU BHUSHINI
Place of Residence : CHENNAI
Residence Contact No : 9500548246
Date : 13/8/15
Signature : [Handwritten Signature]



Visit us at: <http://ibmcampusindia.com>



IBM India Private Limited
Manyata Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Date : August 10, 2015

Name : RAJESH PRASHANTH

Contact Number : 8190805640

Your IBM Reference No : I6AD0239

Dear RAJESH PRASHANTH,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

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Sincerely,

Rohit K Vohra
Authorized Signatory

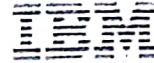
IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name : RAJESH PRASHANTH.A.
Place of Residence : THIRUNINRAVUR, CHENNAI
Residence Contact No : 044-65160618, 91-8190805640
Date : 11/08/2015.
Signature : A. Rajesh Prashanth.



Visit us at: <http://ibmcampusindia.com>



Date : August 10, 2015

Name : ASHINA SHAJI

Contact Number : 9566253745

Your IBM Reference No : I6AD0059

IBM India Private Limited
Manyata Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear ASHINA SHAJI,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

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Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name : ASHINA SHAJI
Place of Residence : CHENNAI
Residence Contact No : 9566253745, 044-26500839
Date : 10-08-2015
Signature : Ashina Shaji



Visit us at <http://ibmcampusindia.com>



Date : August 10, 2015

Name : ASWINI S

Contact Number : 8122308032

Your IBM Reference No : I6AD0141

IBM India Private Limited
Manyata Embassy Business Park,
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Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear ASWINI S,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

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Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name : ASWINI S
Place of Residence : No 52, VANMATHI NAGAR, KANDHAN KOLLAI, TIRUR, THIRUVALLUR
Residence Contact No : +91-9952008972, 8122308032
Date : 14 - Aug - 2015
Signature : [Handwritten Signature]



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Date : August 10, 2015

Name : BHUVANESHWARI S

Contact Number : 9003231859

Your IBM Reference No : I6AD0150



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Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear BHUVANESHWARI S,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

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Sincerely,

Rohit K Vohra
Authorized Signatory

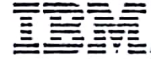
IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name : BHUVANESHWARI S
Place of Residence : NO.355 14th Street TNHB Colony , Korattur Chennai-80
Residence Contact No : +91-9790942703 , +91-9003231859
Date : 14 August 2015
Signature : Bhuvaneshwari



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Date : August 10, 2015

Name : DAGADA NAVEEN KUMAR REDDY

Contact Number : 8500768977

Your IBM Reference No : I6AD0018

IBM India Private Limited
Manyata Embassy Business Park,
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Nagawara Outer Ring Road,
Bangalore - 560045, India
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear DAGADA NAVEEN KUMAR REDDY,
Congratulations!

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Sincerely,

Rohit K. Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name : DAGADA NAVEEN KUMAR REDDY
Place of Residence : GUDURU, ANDHRA PRADESH
Residence Contact No : 09491919456
Date : 11-08-2015
Signature : D. Naveen Kumar Reddy



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Date : August 10, 2015

Name : SREE LALITHA GANGISETTY

Contact Number : 9176726990

Your IBM Reference No : I6AD0241

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Manyata Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear SREE LALITHA GANGISETTY,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

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Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name	: SREE LALITHA GANGISETTY
Place of Residence	: 3/314, Flat No-2, Shirdi Sai Residency, Y.M.R. Colony,
Residence Contact No	: +91 9849240515, +91-9247453634 Proddatur, Kadapa (dt)
Date	: 14 August 2015 Andhra Pradesh.
Signature	: Sreelalitha



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Date : August 10, 2015

Name : DINESH VARMA GUDURU

Contact Number : 8939555966

Your IBM Reference No : I6AD0180

IBM India Private Limited
Manyata Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear DINESH VARMA GUDURU,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

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Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name	: GUDURU DINESHVARMA
Place of Residence	: CHENNAI
Residence Contact No	: 08939555966
Date	: 11-08-2015
Signature	: dgnasms



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Date : August 10, 2015

Name : GUDURU VENKATA SANDEEP KUMAR

Contact Number : 9047425308

Your IBM Reference No : I6AD0011

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Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India
Tel : 91-80-43039999
Fax: 91-80-49142409
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Dear GUDURU VENKATA SANDEEP KUMAR,
Congratulations!

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Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest	
Name	: GUDURU VENKATA SANDEEP KUMAR
Place of Residence	: KADAPA, ANDHRA PRADESH
Residence Contact No	: 09246940342
Date	: 11-08-2015
Signature	: <i>G.V. Sandeep</i>



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Date : August 10, 2015

Name : HARSHINI K

Contact Number : 9677505666

Your IBM Reference No : I6AD0315

IBM India Private Limited
Manyata Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear HARSHINI K,
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Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name	: <u>HARSHINI K</u>
Place of Residence	: <u>BALATI NILAYAM, KAMARAJAR ST, I LEFT CROSS, KANAKAMMA CHATRAM,</u>
Residence Contact No	: <u>9677505666, 9940135423</u> THIRUVALLUR DIST-631204
Date	: <u>14-08-2015</u>
Signature	: <u>K. Harshini</u>



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Date : August 10, 2015

Name : SRI KISHORE HASTI

Contact Number : 9659149925

Your IBM Reference No : 16AD0186

IBM India Private Limited
Manyata Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear SRI KISHORE HASTI,
Congratulations!

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Sincerely,

Rohit K Vohra
Authorized Signatory

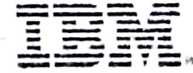
IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name	: SRI KISHORE HASTI
Place of Residence	: 20-48-513-1123, 401, SIVAYOTHINAGAR, TIRUPATI, A° P, 517501.
Residence Contact No	: 9533653269
Date	: AUGUST 14, 2015
Signature	: H. S. Kishore



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Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Date : August 10, 2015

Name : TEJA VYSHNAVI IRUPURU

Contact Number : 9492733577

Your IBM Reference No : I6AD0211

Dear TEJA VYSHNAVI IRUPURU,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

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Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name : TEJA VYSHNAVI IRUPURU
Place of Residence : D.No- 2/31, MARRIPADI POST & VILLAGE, NELLORE Dt, A.P, PINCODE- 524306
Residence Contact No : 8500 75 88 53, 9492733577
Date : 17-08-2015
Signature : T. Teja Vyshnavi



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Date : August 10, 2015

Name : KARTHIK V

Contact Number : 8754198792

Your IBM Reference No : IGAD0049

IBM India Private Limited
Manyata Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear KARTHIK V,
Congratulations!

Based on your application and Interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

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Sincerely,

Rohit K Vohra
Authorized Signatory

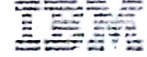
IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name : KARTHIK V
Place of Residence : 25, CSS CHETTY NAGAR MINTEL - 601203
Residence Contact No : 9677283739, 8754198792
Date : 11-08-2015
Signature : [Handwritten Signature] . V



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Date : August 10, 2015

Name : KARTHIKA S

Contact Number : 9176450850

Your IBM Reference No : I6AD0164

IBM India Private Limited
Manyata Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

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Congratulations!

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Should you have any questions regarding your candidature, feel free to call us on 080-49140279 (Monday - Friday: 10:00AM -5:00PM), or email us at ibmrecr@in.ibm.com.

Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name	:	<u>S.KARTHIKA</u>
Place of Residence	:	<u>CHENNAI</u>
Residence Contact No	:	<u>+91 9840371357</u>
Date	:	<u>13-AUG-2015</u>
Signature	:	<u>S.Karthika</u>



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Date : August 10, 2015

Name : KASTURI RANGAN T J

Contact Number : 9176023534

Your IBM Reference No : I6AD0178

IBM India Private Limited
Manyata Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear KASTURI RANGAN T J,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

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Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name : KASTURI RANGAN T. J
Place of Residence : No. 43, 4th MAIN ROAD, PRAKASH NAGAR, CHENNAI - 600 110
Residence Contact No : 9176023534, 9092572509
Date : 18 AUGUST 2015
Signature : [Handwritten Signature]



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Date : August 10, 2015

Name : KIRUTHIKA E

Contact Number : 8754142499

Your IBM Reference No : I6AD0058



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Bangalore - 560045, India
Tel : 91-80-43039999
Fax : 91-80-49142409
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Dear KIRUTHIKA E,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

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Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name : E. KIRUTHIKA
Place of Residence : K.Y.R ILLAM, FLAVUR BAZZAR 4 PST, Gummudipoondi
Residence Contact No : 8754142499, 9894026652 601201
Date : 15 AUG - 2015
Signature : Kiruthika E



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Date: August 10, 2015
Name: KUMAR E R
Contact Number: 8883020559
Your IBM Reference No: I6AD0047

IBM India Private Limited
Manyata Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India
Tel: 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear KUMAR E R,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

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Sincerely,

Rohit K. Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name	: E. R. KUMAR
Place of Residence	: 82, BAZAAR STREET, PONDATUR PET-631208
Residence Contact No	: 8883020559, 8608979696
Date	: 13-08-2015
Signature	: E. R. Kumar



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Date : August 10, 2015

Name : VENKAT DUSHYANTH CHOWDARY MALINENI

Contact Number : 8220142592

Your IBM Reference No : I6AD0312

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Manyata Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
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Déar VENKAT DUSHYANTH CHOWDARY MALINENI,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

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Sincerely,

Rohit K Vohra
Authorized Signatory

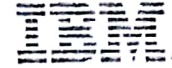
IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name : VENKAT DUSHYANTH CHOWDARY MALINENI
Place of Residence : NELLORE
Residence Contact No : 491 9701906909
Date : 15-08-2015
Signature : M. Dushyanth



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Date : August 10, 2015

Name : SARATH CHANDRA MALLINENI

Contact Number : 8870974577

Your IBM Reference No : I6AD0314

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Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear SARATH CHANDRA MALLINENI,
Congratulations!

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Sincerely,

Rohit K. Volra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name	: SARATH CHANDRA MALLINENI
Place of Residence	: CHIRAMANNA (VILLAGE), A.S.PETA (MANDAL), NELLURU (DIST). ANDHRA PRADESH - 524308
Residence Contact No	: 8870974577
Date	: 17-08-2015
Signature	: M. Prayaga



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Date : August 10, 2015

Name : HIMA BINDU MUPPALA

Contact Number : 9491802556

Your IBM Reference No : I6AD0292

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Manyata Embassy Business Park,
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Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
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Congratulations!

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Sincerely,

Nit K Vohra
Authorized Signatory

IBM India Private Limited

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Name	:	HIMA BINDU MUPPALA
Place of Residence	:	MADHURAVAYAL, CHENNAI
Residence Contact No	:	9491802556
Date	:	16-8-2015
Signature	:	M. Hima Bindu



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Date : August 10, 2015

Name : NITHYA R

Contact Number : 9094829407

Your IBM Reference No : 16AD0277

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Manvata Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
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Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name : NITHYA R
Place of Residence : THIRUMAZHISAI, CHENNAI
Residence Contact No : 9094829407
Date : 17.08.2015
Signature : R. Nithya



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Date : August 10, 2015

Name : NIVEDITA G

Contact Number : 8940063772

Your IBM Reference No : I6AD0076

IBM India Private Limited
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Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
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Dear NIVEDITA G,
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Sincerely,

Rohit K Vohra
Authorized Signatory

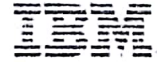
IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name	: NIVEDITA G
Place of Residence	: No 296, VASANTHA STREET, G-SI-NAGAR, NERKUNDRAM, CHENNAI
Residence Contact No	: 8940063772
Date	: 15/08/2015
Signature	:



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Date : August 10, 2015

Name : RAGHAVENDRA KOWSIK RAJA

Contact Number : 8939591697

Your IBM Reference No : IGAD0171

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Manyata Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear RAGHAVENDRA KOWSIK RAJA,
Congratulations!

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Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest	
Name	: RAJA RAGHAVENDRA KOWSIK
Place of Residence	: Plot: 44/1B, Balaji Nagar 1 st street, Venagaram-
Residence Contact No	: 09941378581 600095
Date	: 15-08-2015
Signature	:



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Date : August 10, 2015

Name : SANDHYASRI GANESAN

Contact Number : 8438455503

Your IBM Reference No : I6AD0233

IBM India Private Limited
Manyata Embassy Business Park,
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Tel : 91-80-43039999
Fax: 91-80-49142409
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Congratulations!

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Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name : Sandhya Sni. G
Place of Residence : 2/11, c III Noble st, Alandur, ch - 16
Residence Contact No : 9754466663
Date : 10 - Aug - 2015
Signature : [Handwritten Signature]



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Date : August 10, 2015

Name : SARATH HARI

Contact Number : 9941493390

Your IBM Reference No : I6AD0041

IBM India Private Limited
Manyata Embassy Business Park,
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Bangalore - 560045, India.
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Fax: 91-80-49142409
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Dear SARATH HARI,
Congratulations!

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Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name : SARATH-H
Place of Residence : Chennai (Ambattur)
Residence Contact No : 9941493390
Date : 10/08/2015
Signature : Sarath H



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Date : August 10, 2015

Name : SMITHA K

Contact Number : 9791197156

Your IBM Reference No : 16AD0110

IBM India Private Limited
Manyata Embassy Business Park,
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Nagawara Outer Ring Road,
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Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear SMITHA K,
Congratulations!

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Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name : K. SMITHA
Place of Residence : AYANAVARAM CHENNAI-23
Residence Contact No : 9791197156
Date : 10-08-2015
Signature : Smitha K



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Date : August 10, 2015

Name : THANOJ KUMAR REDDY VASA

Contact Number : 8500917077

Your IBM Reference No : I6AD0048

IBM India Private Limited
Manyata Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear THANOJ KUMAR REDDY VASA,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

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If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Should you have any questions regarding your candidature, feel free to call us on 080-49140279 (Monday - Friday; 10:00AM -5:00PM), or email us at ibmcrcer@in.ibm.com.

Sincerely,

Rohit K Vohra
Authorized Signatory

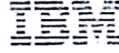
IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name : Thanoj Kumar Reddy - V
Place of Residence : 11/13, Balaji Nagar - 1st street - Varagavom - 600095
Residence Contact No : 8500917077
Date : 15-08-2015
Signature : Thanoj Kumar Reddy



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www.ibm.com/in

Date: August 10, 2015

Name: VANKADARA VENKATA VINAY

Contact Number: 9492439614

Your IBM Reference No: 16AD0188

Dear VANKADARA VENKATA VINAY,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

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Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name	: VANKADARA VENKATA VINAY
Place of Residence	: 26-14-75, YLNN KALVANAMONDAPAM STREET, B V. NAGAR, NELLORE-524004 ANDHRA PRADESH
Residence Contact No	: 94-92439614
Date	: 16-08-2015
Signature	:



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Date : August 10, 2015

Name : VEMULA VIDYA SAGAR

Contact Number : 8985839613

Your IBM Reference No : I6AD0028

IBM India Private Limited
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Nagawara Outer Ring Road,
Bangalore - 560045, India
Tel : 91-80-43039999
Fax: 91-80-49142409
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Dear VEMULA VIDYA SAGAR,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

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Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name	: VEMULA VIDYA SAGAR
Place of Residence	: Mittapalem (vi), Chapalapalli (Po), Dakkili (Ma), Nellore (Dist). Andhra Pradesh - 524134
Residence Contact No	: 08985839613
Date	: August 14, 2015
Signature	:



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Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Date : August 10, 2015

Name : VIGNESH MOORTHY

Contact Number : 9940505574

Your IBM Reference No : I6AD0225

Dear VIGNESH MOORTHY,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

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Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name	: VIGNESH M
Place of Residence	: CHENNAI (M.R.B NAGAR)
Residence Contact No	: 9940505574
Date	: 10-08-2015
Signature	: M. R. Vohra



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Ref No: Campus/15-16/379

Date: 26-Jan-16

Abdul Raheem V G
Tamil Nadu

Dear Mr. Abdul Raheem V G,

A very warm welcome to the Polaris Family!

Polaris is an organization with Indian roots and a global outlook. We have a distinctive culture, and would like you to enrich and enhance this culture. This letter is our invitation to join us in building a truly global corporation. We are sure that with your coming onboard we will be adding to our Organization's strengths of competence, commitment and customer orientation.

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In order to guarantee an enriching career, the Organization has needed to invest in cutting-edge technologies, impart extensive and intensive training and provide world-class infrastructure and environment. This requires us to create a win-win situation. Against this backdrop we have orchestrated the **Advanced Learning Program**.

School of Financial Technology (SOFT) @ Polaris shall take care of your complete learning journey. A blend of programs ranging from technology, behavioral, language school, domain-related and much more is part of our offerings. The learning team also offers an assortment of e-learning modules to be updated with the current trends of learning. Focusing our programs on the basis of The Learning Architecture, we are here to handhold you throughout your tenure at Polaris.

We are delighted to invite you to join our Advanced Learning Program. You would be required to sign a separate Agreement to Learn and Perform (ALP), as in order to enhance your role it is essential for you to undergo training programs for handling the high technology equipment and methodologies required for providing services. The Organization has estimated an investment for Rs. 200,000 (Rupees Two Lakhs Only) for your growth and to make you a trained associate to deliver High Performance, Technology Based, Business Applications, on Time and on Cost. In agreement with the above terms, the Organization expects you to serve Polaris for a minimum period of 36 months from the date of joining the Company. If you decide to leave the Organization before expiry of this period, the same amount of Rs. 200,000 (Rupees Two Lakhs Only) would need to be reimbursed to the Company at the time of your exit.

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CIN No. LC5993711903PLC024112

Date: 26-Jan-16

Ref No: Campus/15-16/375

Chitra G
Tamil Nadu

Dear Ms.Chitra G,

A very warm welcome to the Polaris Family!

Polaris is an organization with Indian roots and a global outlook. We have a distinctive culture, and would like you to enrich and enhance this culture. This letter is our invitation to join us in building a truly global corporation. We are sure that with your coming onboard we will be adding to our Organization's strengths of competence, commitment and customer orientation.

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CIN No. L65993TN1903PLC024112

Ref No: Campus/15-16/381

Dhivya K S
Tamil Nadu

Dear Ms. Dhivya K S,

A very warm welcome to the Polaris Family!

Polaris is an organization with Indian roots and a global outlook. We have a distinctive culture, and would like you to enrich and enhance this culture. This letter is our invitation to join us in building a truly global corporation. We are sure that with your coming onboard we will be adding to our Organization's strengths of competence, commitment and customer orientation.

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CIN No. LC59937111903PLC024112

Date: 26-Jan-16

Ref No: Campus/15-16/376

Meenu Manikandan
Tamil Nadu

Dear Ms.Meenu Manikandan,

A very warm welcome to the Polaris Family!

Polaris is an organization with Indian roots and a global outlook. We have a distinctive culture, and would like you to enrich and enhance this culture. This letter is our invitation to join us in building a truly global corporation. We are sure that with your coming onboard we will be adding to our Organization's strengths of competence, commitment and customer orientation.

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CIN No. U50931TN093PLC024112

Ref No:Campus/15-16/378

Date: 26-Jan-16

Mohith.T.G
Tamil Nadu

Dear Mr.Mohith.T.G,

A very warm welcome to the Polaris Family!

Polaris is an organization with Indian roots and a global outlook. We have a distinctive culture, and would like you to enrich and enhance this culture. This letter is our invitation to join us in building a truly global corporation. We are sure that with your coming onboard we will be adding to our Organization's strengths of competence, commitment and customer orientation.

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CIN No. L65993TN1993PLC024142



Ref No: Campus/15-16/382

Date: 26-Jan-16

Saravana Sankari V
Tamil Nadu

Dear Ms. Saravana Sankari V,

A very warm welcome to the Polaris Family!

Polaris is an organization with Indian roots and a global outlook. We have a distinctive culture, and would like you to enrich and enhance this culture. This letter is our invitation to join us in building a truly global corporation. We are sure that with your coming onboard we will be adding to our Organization's strengths of competence, commitment and customer orientation.

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CRN No. UC590317109371024142

Ref No: Campus/15-16/380

Date: 26-Jan-16

Sharmila C
Tamil Nadu

Dear Ms. Sharmila C,

A very warm welcome to the Polaris Family!

Polaris is an organization with Indian roots and a global outlook. We have a distinctive culture, and would like you to enrich and enhance this culture. This letter is our invitation to join us in building a truly global corporation. We are sure that with your coming onboard we will be adding to our Organization's strengths of competence, commitment and customer orientation.

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CIN No. LE5393TH100394024112

Ref : Applicant No. : PRATHYUSHA

Date : 23/12/15

Dear D. JAYASHREE

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services


Authorized Signatory

Candidate Acceptance

Ref : Applicant No. : *PRATHYUSHA*

Date : *23/12/15*

Dear *M LAVANYA*

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

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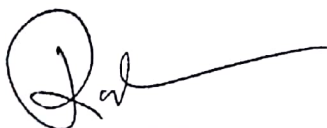
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Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services



Authorized Signatory

Candidate Acceptance

Ref: Applicant No.: PRATHYUSHA

Date: 23/12/15

Dear M MANJAIYARKARASI

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

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Yours sincerely,

Sutherland Global Services



Authorized Signatory



Candidate Acceptance

Ref : Applicant No. : PRATHYUSHA

Date : 23/12/15

Dear PRIYADHARSHINI R

PROVISIONAL OFFER LETTER

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Welcome to the Sutherland Family.....

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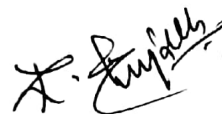
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Yours sincerely,

Sutherland Global Services


Authorized Signatory


Candidate Acceptance

Ref : Applicant No. : PRATHYUSHA

Date : 23/12/15

Dear NAVEENA H

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

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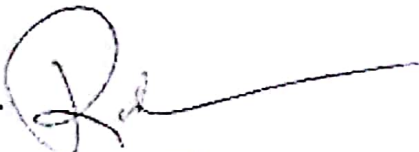
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Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services



Authorized Signatory

Candidate Acceptance



January 4, 2015

Dear Pradeepa Palani,

Welcome to the Vuram family!

We have the pleasure of offering you a job at Vuram as an "Associate Process Consultant". We at Vuram are keen on providing an excellent environment for work, a great learning atmosphere, a friendly work culture and highest quality service to our customers. We hope that you will have a rewarding, successful and enjoyable time working with us.

Please find enclosed your detailed appointment letter. We would appreciate if you could confirm your acceptance of this offer by sending an email to shanthipriyas@vuram.com no later than 26, February 2016. A copy of this letter is to be signed and brought by you on your date of joining. This offer is subject to you providing all the required documents and agreeing to all the offer terms and conditions.

We look forward to you having a long and fruitful relationship with us.

Warm Regards,

A handwritten signature in black ink, which appears to read "R. Prabhavathi Shanker".

Prabhavathi Macheri Shanker
Director, Vuram

Congratulations!

Welcome To The Family Of Eureka Forbes!!

Date: 06-02-16

Dear Mr/Mrs. **M. AKILAN**

This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of **Territory Executive at Eurovigil (Security Systems-Division) Chennai.**

You are requested to report to the following address on 01-06-2016 at 10.00A.M, for your Induction & Training.

Eureka Forbes Ltd,

#92, G.N.Chetty Road, 4th Floor, East Coast Chambers,

Opp Vani Mahal, T.Nagar, Chennai -17. PH: 044- 40603305.

The following documents are essential to process your appointment with us, requesting you to carry the same on the date of joining


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7. PAN Card Copy
8. Past Company Relieving Order
9. Bank Account details

Kindly sign our register as a token of your acceptance,

We look forward to a mutually beneficial association and supporting you in your career aspirations!

Yours faithfully,

For Eureka Forbes Limited


Authorised Signatory

In case of any queries or clarifications, please do not hesitate to contact:

Mr. Thanigaivel, Mb: 9884085884

Regional Office : C & D-5, Level -IV, Anmol Palani, No. 88, G.N. Chetty Road, T. Nagar, Chennai - 600 017. Tel.: 044 - 30289250, 30289260, Fax : 044 - 30289244.

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Lower Parel, Mumbai - 400 013

Phone :022 - 30449700 / 9888
Fax :022 - 30449701
Website : http : //www.eurekaforbes.com

Regd. Office :
7, Chakraberia Road (South)
Kolkatta - 700 025.
Phone : 033 - 2475 5402

Congratulations!

Welcome To The Family Of Eureka Forbes!!

Date: 06-02-16

Dear Mr/Mrs. P. ASHWINI

This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of **Territory Executive** at Eurovigil (Security Systems Division) Chennai.

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Congratulations!

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Date: 06-02-16

Dear Mr/Mrs. *CHITHRA S.*

This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of Territory Executive at Eurovigil (Security Systems Division) Chennai.

You are requested to report to the following address on *01.06.2016* at 10.00A.M, for your Induction & Training.

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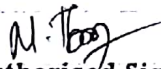
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Yours faithfully,

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Congratulations!

Welcome To The Family Of Eureka Forbes!!

Date: 06-02-16

Dear Mr/Mrs. *CHITIKI NITHIN KUMAR REDDY*

This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of **Territory Executive** at Eurovigil (Security Systems Division) **Chennai**.

You are requested to report to the following address on *01-06-2016* at 10.00A.M, for your Induction & Training.

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#92, G.N.Chetty Road, 4th Floor, East Coast Chambers,

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Congratulations!

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Date: 06-02-16

Dear Mr/Mrs. *G. DIVYA.*

This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of **Territory Executive at Eurovigil (Security Systems Division) Chennai.**

You are requested to report to the following address on *June - 1st* at 10.00A.M, for your Induction & Training.

Eureka Forbes Ltd,

#92, G.N.Chetty Road, 4th Floor, East Coast Chambers,

Opp Vani Mahal, T.Nagar, Chennai -17. PH: 044- 40603305.

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Date: 06-02-16

Dear Mr/Mrs. S. ETHIRAJ
This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of **Territory Executive at Eurovigil (Security Systems Division) Chennai.**

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Dear Mr/Mrs. **G. SAI PRANEETH**

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Congratulations!

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Date: 06-02-16

Dear Mr/Mrs. *K. GOOTHAM*

This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of **Territory Executive at Eurovigil (Security Systems Division) Chennai.**

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Date: 06-02-16

Dear Mr/Mrs. M. HEMANATHAN

This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of **Territory Executive** at **Eurovigil** (Security Systems Division) **Chennai**.

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Date: 06-02-16

Dear Mr/Mrs. *S. Jayakumar*

This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of **Territory Executive at Eurovigil (Security Systems Division) Chennai.**

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Yours faithfully,

For **Eureka Forbes Limited**


Authorized Signatory

In case of any queries or clarifications, please do not hesitate to
contact:

Mr. Thanigaivel, Mb: 9884085884

Regional Office : C & D-5, Level -IV, Anmol Palani, No. 88, G.N. Chetty Road, T. Nagar,
Chennai - 600 017. Tel.: 044 - 30289250, 30289260, Fax : 044 - 30289244.

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Date: 06-02-16

Dear Mr/Mrs. **JOTHI AISHWARYA RANI**

This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of Territory Executive at Eurovigil (Security Systems Division) Chennai.

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Dear Mr/Mrs. **S. KARTHIKEYAN.**

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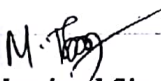
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Dear Mr/Mrs. KOTA SAI VENKATA SOWMYA.

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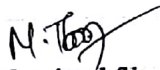
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Dear Mr/Mrs. KRISHNA MOORTHY. S.V

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Dear Mr/Mrs. V. MAHESWARA PRATHAP
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Dear Mr/Mrs. **PRATHIBA PRABHAKAR**

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Dear Mr/Mrs. **S. PRAVIN KUMAR**

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Dear Mr/Mrs. *Narayana Sree nivasulu*,

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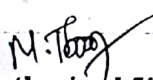
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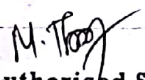
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Regional Office : C & D-5, Level -IV, Anmol Palani, No. 88, G.N. Chetty Road, T. Nagar, Chennai - 600 017. Tel.: 044 - 30289250, 30289260, Fax : 044 - 30289244.

Eureka Forbes Limited.

Corporate Head Office :
B1/B2, 701, Marathon Innova
OFF : Ganpatrao Kadam Marg,
Lower Parel, Mumbai - 400 013

Phone : 022 - 30449700 / 9888
Fax : 022 - 30449701
Website : <http://www.eurekaforbes.com>

Regd. Office :
7, Chakraberia Road (South)
Kolkatta - 700 025.
Phone : 033 - 2475 5402

Congratulations!

Welcome To The Family Of Eureka Forbes!!

Date: 06-02-16

Dear Mr/Mrs. Salla Prasanth Kumar

This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of **Territory Executive** at Eurovigil (Security Systems Division) **Chennai**.

You are requested to report to the following address on 01-06-2016 at 10.00A.M, for your Induction & Training.

Eureka Forbes Ltd,

#92, G.N.Chetty Road, 4th Floor, East Coast Chambers,

Opp Vani Mahal, T.Nagar, Chennai -17. PH: 044- 40603305.

The following documents are essential to process your appointment with us, requesting you to carry the same on the date of joining


1. 02 reference letters from well-known citizens (other than your friends, relatives and teachers) vouching your character and conduct (with contact number).
2. 03 Passport size colour photographs (with neck-tie).
3. One family photograph.
4. Copies of your educational certificates (from SSLC onwards) along with the originals (for verification).
5. Blood group certificate.
6. Copy of your election card/passport/family ration card – address proof
7. PAN Card Copy
8. Past Company Relieving Order
9. Bank Account details

Kindly sign our register as a token of your acceptance,

We look forward to a mutually beneficial association and supporting you in your career aspirations!

Yours faithfully,

For Eureka Forbes Limited


Authorised Signatory

In case of any queries or clarifications, please do not hesitate to
contact:

Mr. Thanigaivel, Mb: 9884085884

Regional Office : C & D-5, Level -IV, Anmol Palani, No. 88, G.N. Chetty Road, T. Nagar,
Chennai - 600 017. Tel.: 044 - 30289250, 30289260, Fax : 044 - 30289244.

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Regd. Office :
7, Chakraberia Road (South)
Kolkatta - 700 025.
Phone : 033 - 2475 5402

Congratulations!

Welcome To The Family Of Eureka Forbes!!

Date: 06-02-16

Dear Mr/Mrs. S SRIDHAR

This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of **Territory Executive at Eurovigil (Security Systems Division) Chennai.**

You are requested to report to the following address on 01.06.2016 at 10.00A.M, for your Induction & Training.

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Yours faithfully,

For **Eureka Forbes Limited**


Authorised Signatory

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Congratulations!

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Date: 06-02-16

Dear Mr/Mrs. VIGNESH M

This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of **Territory Executive at Eurovigil (Security Systems Division) Chennai.**

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We, look forward to a mutually beneficial association and supporting you in your career aspirations!

Yours faithfully,

For Eureka Forbes Limited


Authorised Signatory

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Regd. Office:
7, Chakraberia Road (South)
Kolkatta - 700 025.
Phone : 033 - 2475 5402

Congratulations!

Welcome To The Family Of Eureka Forbes!!

Date: 06-02-16

Dear Mr/Mrs. **YEJUPATI RAVI RAJAN**
This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of **Territory Executive at Eurovigil (Security Systems Division) Chennai.**

You are requested to report to the following address on 01-06-2016 at 10.00A.M, for your Induction & Training.

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#92, G.N.Chetty Road, 4th Floor, East Coast Chambers,

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Yours faithfully,

For Eureka Forbes Limited

Authorised Signatory

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Regd. Office :
7, Chakraberia Road (South)
Kolkatta - 700 025.
Phone : 033 - 2475 5402

Congratulations!

Welcome To The Family Of Eureka Forbes!!

Date: 06-02-16

Dear Mr/Mrs. *Yuvraj*

This has reference to the interview you recently had with us. We are pleased to welcome you to the Eureka Forbes family, and offer you the position of **Territory Executive at Eurovigil (Security Systems Division) Chennai.**

You are requested to report to the following address on 01.06.2016 at 10.00A.M, for your Induction & Training.

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5. Blood group certificate.
6. Copy of your election card/passport/family ration card – address proof
7. PAN Card Copy
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9. Bank Account details

Kindly sign our register as a token of your acceptance,

We look forward to a mutually beneficial association and supporting you in your career aspirations!

Yours faithfully,

For Eureka Forbes Limited


Authorised Signatory

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Regd. Office :
7, Chakraberia Road (South)
Kolkatta - 700 025.
Phone : 033 - 2475 5402

06-Apr-2016

Dear Ashwini Purushothaman,
B.E, Electronics & Communication Engineering
Prathyusha Institute of Technology and Management, Thriuvallur



Candidate ID –8670889

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.335,005**. This includes an annual incentive indication of **Rs.20,000** as well as Cognizant's contribution of **Rs.18,005** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **Rs.380,755**. This includes an annual incentive indication of **Rs.20,000** as well as Cognizant's contribution of **Rs.18,755** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

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

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

Please note that 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.

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

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

Sriiram V Rajagopal

SVP - Human Resources

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

Signature :

Date:

06-Apr-2016

Dear Joyce Arul Prachi Johnpeter,
B.E, Electronics & Communication Engineering
Prathyusha Institute of Technology and Management, Thiruvallur



Candidate ID - 8603026

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.335,005**. This includes an annual incentive indication of **Rs.20,000** as well as Cognizant's contribution of **Rs.18,005** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **Rs.380,755**. This includes an annual incentive indication of **Rs.20,000** as well as Cognizant's contribution of **Rs.18,755** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

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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 that 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.

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

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

Srinam V Rajagopal

SVP - Human Resources

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

Signature :

Date:

06-Apr-2016

Dear Kota Saivenkatasowmya,
B.E, Electronics & Communication Engineering
Prathyusha Institute of Technology and Management, Thriuvallur



Candidate ID –8807352

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.335,005**. This includes an annual incentive indication of **Rs.20,000** as well as Cognizant's contribution of **Rs.18,005** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **Rs.380,755**. This includes an annual incentive indication of **Rs.20,000** as well as Cognizant's contribution of **Rs.18,755** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

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

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

Please note that 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.

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.**,

Sriam V Rajagopal

SVP - Human Resources

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

Signature :

Date:

06-Apr-2016

Dear Nagarakanti Swetha Rani,
B.E, Electronics & Communication Engineering
Prathyusha Institute of Technology and Management, Thriuvallur



Candidate ID –8807439

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.335,005**. This includes an annual incentive indication of **Rs.20,000** as well as Cognizant's contribution of **Rs.18,005** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **Rs.380,755**. This includes an annual incentive indication of **Rs.20,000** as well as Cognizant's contribution of **Rs.18,755** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

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

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

Please note that 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.

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.,

Sriam V Rajagopal

SVP - Human Resources

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

Signature :

Date:

06-Apr-2016

Dear Rakesh Varadarajan,
B.E, Electronics & Communication Engineering
Prathyusha Institute of Technology and Management, Thriuvallur



Candidate ID –8807263

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.335,005**. This includes an annual incentive indication of **Rs.20,000** as well as Cognizant's contribution of **Rs.18,005** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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

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

Sriram V Rajagopal

SVP - Human Resources

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

Signature :

Date:

06-Apr-2016

Dear Siddharth Girish,
B.E, Electronics & Communication Engineering
Prathyusha Institute of Technology and Management, Thriuvallur



Candidate ID –8626612

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.335,005**. This includes an annual incentive indication of **Rs.20,000** as well as Cognizant's contribution of **Rs.18,005** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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

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

Sriiram V Rajagopal

SVP - Human Resources

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

Signature :

Date:

06-Apr-2016

Dear Somisetty Amrutha Lakshmi,
B.E, Electronics & Communication Engineering
Prathyusha Institute of Technology and Management, Thriuvallur



Candidate ID –8807370

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.335,005. This includes an annual incentive indication of Rs.20,000 as well as Cognizant's contribution of Rs.18,005 towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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

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

Sriram V Rajagopal

SVP - Human Resources

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

Signature :

Date:



Yokesh ECE <yokesh.ece@prathyusha.edu.in>

Fwd: Welcome to CSS Corp

2 messages

koppala rohini <rohinikoppala@gmail.com>
To: Yokesh <yokesh.ece@prathyusha.edu.in>

Tue, Apr 19, 2016 at 7:38 PM

----- Forwarded message -----

From: "Sripriya Ramanathan" <Sripriya.Ramanathan@csscorp.com>
Date: Apr 19, 2016 4:33 PM
Subject: Welcome to CSS Corp
To: "rohinikoppala@gmail.com" <rohinikoppala@gmail.com>
Cc:

Welcome to CSS Corp Pvt. Ltd!!!

Dear Koppala Rohini

Congratulations on being shortlisted by CSS Corp Pvt. Ltd.

This letter is to welcome you to our company CSS Corp. We are happy and glad to have made the decision of hiring a talented individual like you and believe you will positively contribute to the growth of our organization.

About Us

CSS Corp is the global leader in technology support. Over 140 clients, including Fortune 1000 enterprises, count on our expertise in supporting enterprise and consumer products, managing IT infrastructures (stand-alone, cloud or mobile-enabled), and deploying networks. Technology support is in our DNA. With over 5,500 technology professionals across 13 locations globally, we have a rich heritage of managing large and complex support ecosystems. Our employees in the Technical Assistance Centre (TAC) provide Level 1 to Level 3 product support to the Enterprise customers on Networking, Firewall, Wireless and Telecom related products.

Tech Career Portal Details

As a selected student you will be provided with free access to our online training portal

Techcareer (URL: Techcareer.co.in). This portal can be accessed anytime from anywhere. You are required to register in this portal post which you will receive your welcome kit within 48hrs of registration which includes your Login Credentials, Course Details and Learning Plan. You are required to complete all the 10 modules as per the Learning plan within the prescribed time limit.



Yokesh ECE <yokesh.ece@prathyusha.edu.in>

Fwd: Welcome to CSS Corp

2 messages

ygayathri2595 <ygayathri2595@gmail.com>
To: Yokesh <yokesh.ece@prathyusha.edu.in>

Tue, Apr 19, 2016 at 8:07 PM

Sent from Samsung Mobile.

----- Original message -----

From: Sripriya Ramanathan <Sripriya.Ramanathan@csscorp.com>
Date: 04/19/2016 4:32 PM (GMT+05:30)
To: ygayathri2595@gmail.com
Cc:
Subject: Welcome to CSS Corp

Welcome to CSS Corp Pvt. Ltd!!!

Dear Gayathri Y

Congratulations on being shortlisted by CSS Corp Pvt. Ltd.

This letter is to welcome you to our company CSS Corp. We are happy and glad to have made the decision of hiring a talented individual like you and believe you will positively contribute to the growth of our organization.

About Us

CSS Corp is the global leader in technology support. Over 140 clients, including Fortune 1000 enterprises, count on our expertise in supporting enterprise and consumer products, managing IT infrastructures (stand-alone, cloud or mobile-enabled), and deploying networks. Technology support is in our DNA. With over 5,500 technology professionals across 13 locations globally, we have a rich heritage of managing large and complex support ecosystems. Our employees in the Technical Assistance Centre (TAC) provide Level 1 to Level 3 product support to the Enterprise customers on Networking, Firewall, Wireless and Telecom related products.

Tech Career Portal Details



Yokesh ECE <yokesh.ece@prathyusha.edu.in>

CSS Corp offer letter

2 messages

lavanya annadurai <lavanyam1495@gmail.com>
To: Yokesh <yokesh.ece@prathyusha.edu.in>

Sat, Apr 23, 2016 at 8:20 AM

----- Forwarded message -----

From: "Sripriya Ramanathan" <Sripriya.Ramanathan@csscorp.com>

Date: 19-Apr-2016 4:33 pm

Subject: Welcome to CSS Corp

To: "lavanyam1495@gmail.com" <lavanyam1495@gmail.com>

Cc:

Welcome to CSS Corp Pvt. Ltd!!!

Dear Lavanya M

Congratulations on being shortlisted by CSS Corp Pvt. Ltd.

This letter is to welcome you to our company CSS Corp. We are happy and glad to have made the decision of hiring a talented individual like you and believe you will positively contribute to the growth of our organization.

About Us

CSS Corp is the global leader in technology support. Over 140 clients, including Fortune 1000 enterprises, count on our expertise in supporting enterprise and consumer products, managing IT infrastructures (stand-alone, cloud or mobile-enabled), and deploying networks. Technology support is in our DNA. With over 5,500 technology professionals across 13 locations globally, we have a rich heritage of managing large and complex support ecosystems. Our employees in the Technical Assistance Centre (TAC) provide Level 1 to Level 3 product support to the Enterprise customers on Networking, Firewall, Wireless and Telecom related products.

Tech Career Portal Details

As a selected student you will be provided with free access to our online training portal

Techcareer (URL: Techcareer.co.in). This portal can be accessed anytime from anywhere. You are required to



Yokesh ECE <yokesh.ece@prathyusha.edu.in>

Fwd: Welcome to CSS Corp

6 messages

priya dharshini <priyachotti@gmail.com>
To: Yokesh <yokesh.ece@prathyusha.edu.in>

Tue, Apr 19, 2016 at 5:51 PM

----- Forwarded message -----

From: "Sripriya Ramanathan" <Sripriya.Ramanathan@csscorp.com>

Date: 19 Apr 2016 16:33

Subject: Welcome to CSS Corp

To: "priyachotti@gmail.com" <priyachotti@gmail.com>

Cc:

Welcome to CSS Corp Pvt. Ltd!!!

Dear Priyadharshini R

Congratulations on being shortlisted by CSS Corp Pvt. Ltd.

This letter is to welcome you to our company CSS Corp. We are happy and glad to have made the decision of hiring a talented individual like you and believe you will positively contribute to the growth of our organization.

About Us

CSS Corp is the global leader in technology support. Over 140 clients, including Fortune 1000 enterprises, count on our expertise in supporting enterprise and consumer products, managing IT infrastructures (stand-alone, cloud or mobile-enabled), and deploying networks. Technology support is in our DNA. With over 5,500 technology professionals across 13 locations globally, we have a rich heritage of managing large and complex support ecosystems. Our employees in the Technical Assistance Centre (TAC) provide Level 1 to Level 3 product support to the Enterprise customers on Networking, Firewall, Wireless and Telecom related products.

Tech Career Portal Details

As a selected student you will be provided with free access to our online training portal

Techcareer (URL: Techcareer.co.in). This portal can be accessed anytime from anywhere. You are required to register in this portal post which you will receive your welcome kit within 48hrs of registration which includes your Login Credentials, Course Details and Learning Plan. You are required to complete all the 10 modules as per the Learning plan within the prescribed time limit.



Yokesh ECE <yokesh.ece@prathyusha.edu.in>

Fwd: Welcome to CSS Corp

3 messages

priyanka blessy <blessypriyanka7@gmail.com>
To: Yokesh <yokesh.ece@prathyusha.edu.in>

Tue, Apr 19, 2016 at 4:54 PM

----- Forwarded message -----

From: "Sripriya Ramanathan" <Sripriya.Ramanathan@csscorp.com>
Date: Apr 19, 2016 4:33 PM
Subject: Welcome to CSS Corp
To: "blessypriyanka7@gmail.com" <blessypriyanka7@gmail.com>
Cc:

Welcome to CSS Corp Pvt. Ltd!!!

Dear Priyanka R

Congratulations on being shortlisted by CSS Corp Pvt. Ltd.

This letter is to welcome you to our company CSS Corp. We are happy and glad to have made the decision of hiring a talented individual like you and believe you will positively contribute to the growth of our organization.

About Us

CSS Corp is the global leader in technology support. Over 140 clients, including Fortune 1000 enterprises, count on our expertise in supporting enterprise and consumer products, managing IT infrastructures (stand-alone, cloud or mobile-enabled), and deploying networks. Technology support is in our DNA. With over 5,500 technology professionals across 13 locations globally, we have a rich heritage of managing large and complex support ecosystems. Our employees in the Technical Assistance Centre (TAC) provide Level 1 to Level 3 product support to the Enterprise customers on Networking, Firewall, Wireless and Telecom related products.

Tech Career Portal Details

-
As a selected student you will be provided with free access to our online training portal

Techcareer (URL: Techcareer.co.in). This portal can be accessed anytime from anywhere. You are required to register in this portal post which you will receive your welcome kit within 48hrs of registration which includes your Login Credentials, Course Details and Learning Plan. You are required to complete all the 10 modules as per the Learning plan within the prescribed time limit.



Private & Confidential

Date : 17th March 2016.

Name : Ega Sowmya

Address : Kaluraya, Nellore.

Dear Ega Sowmya,

With reference to your application and the subsequent interviews that you had with us, we are pleased to offer for the position of **Talent Acquisition Executive in Human Resources** Department in our organization. You shall also be eligible for Provident Fund as per the relevant statutes and rules of the company.

Your annual total compensation will be ₹ 200000 / annum.

The joining date would be confirmed later on by us. At the time of joining, please submit the following documents:

- 1) 10th, 12th and Degree with two photocopies in support of your educational qualifications.
- 2) Relieving letter from your previous employer and last drawn pay slip, if applicable.
- 3) Six passport size and one stamp size color photographs.
- 4) Medical Fitness Certificate from Recognized Medical Practitioner.
- 5) One photocopy of your address proof and ID proof.
- 6) Appointment letter if, any from your previous employer.

We will be issuing a letter of Appointment on the day you join our services.

Kindly sign the duplicate copy of this letter and return it as a token of your acceptance.

Regards,



Authorized Signature

Accepted



Private & Confidential

Date : 17th March 2016.

Name : Chitiki Nithin Kumar Reddy

Address : 3-145-9-6-4-A21, Indra Nagar, Mandanapalli chittoor - 517325.

Dear Nithin Kumar,

With reference to your application and the subsequent interviews that you had with us, we are pleased to offer for the position of **Talent Acquisition Executive in Human Resources** Department in our organization. You shall also be eligible for Provident Fund as per the relevant statutes and rules of the company.

Your annual total compensation will be ₹200000 / annum.

The joining date would be confirmed later on by us. At the time of joining, please submit the following documents:

- 1) 10th, 12th and Degree with two photocopies in support of your educational qualifications.
- 2) Relieving letter from your previous employer and last drawn pay slip, if applicable.
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- 4) Medical Fitness Certificate from Recognized Medical Practitioner.
- 5) One photocopy of your address proof and ID proof.
- 6) Appointment letter if, any from your previous employer.

We will be issuing a letter of Appointment on the day you join our services.

Kindly sign the duplicate copy of this letter and return it as a token of your acceptance.

Regards,



Authorized Signature

Accepted



Private & Confidential

Date : 17th March 2016 .

Name : Ms. P. Lavanya .

Address : No. 10/4a, new street, kodavasal, Thiruvador .

Dear Lavanya ,

With reference to your application and the subsequent interviews that you had with us, we are pleased to offer for the position of **Talent Acquisition Executive** in Human Resources Department in our organization. You shall also be eligible for Provident Fund as per the relevant statutes and rules of the company.

Your annual total compensation will be ₹ 200000 / annum.

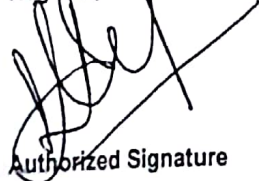
The joining date would be confirmed later on by us. At the time of joining, please submit the following documents:

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- 6) Appointment letter if, any from your previous employer.

We will be issuing a letter of Appointment on the day you join our services.

Kindly sign the duplicate copy of this letter and return it as a token of your acceptance.

Regards,



Authorized Signature

Accepted



Private & Confidential

Date : 17th March 2016.

Name : Ms. Kethareddy Saketha

Address : NO. 4-150/63, Sri Rajeswari Nagar, Navlak gardens, Nellore.

Dear Saketha,

With reference to your application and the subsequent interviews that you had with us, we are pleased to offer for the position of **Talent Acquisition Executive in Human Resources** Department in our organization. You shall also be eligible for Provident Fund as per the relevant statutes and rules of the company.

Your annual total compensation will be ₹200000 / annum.


The joining date would be confirmed later on by us. At the time of joining, please submit the following documents:

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- 5) One photocopy of your address proof and ID proof.
- 6) Appointment letter if, any from your previous employer.

We will be issuing a letter of Appointment on the day you join our services.

Kindly sign the duplicate copy of this letter and return it as a token of your acceptance.

Regards,


Authorized Signature

Accepted

Private & Confidential

Date : 17th March 2016

Name : Penamitta. Bhavana

Address : D.No : 10-19-7c, Raja Vaidi street, Kavalipatti SAA 201,

Dear Bhavana,

With reference to your application and the subsequent interviews that you had with us, we are pleased to offer for the position of **Talent Acquisition Executive in Human Resources Department** in our organization. You shall also be eligible for Provident Fund as per the relevant statutes and rules of the company.

Your annual total compensation will be ₹200000 / annum.

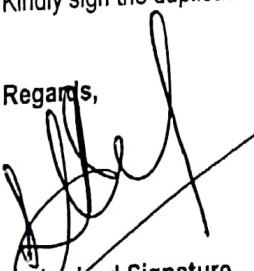
The joining date would be confirmed later on by us. At the time of joining, please submit the following documents:

- 1) 10th, 12th and Degree with two photocopies in support of your educational qualifications.
- 2) Relieving letter from your previous employer and last drawn pay slip, if applicable.
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- 4) Medical Fitness Certificate from Recognized Medical Practitioner.
- 5) One photocopy of your address proof and ID proof.
- 6) Appointment letter if, any from your previous employer.

We will be issuing a letter of Appointment on the day you join our services.

Kindly sign the duplicate copy of this letter and return it as a token of your acceptance.

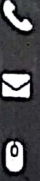
Regards,


Authorized Signature

Accepted


Sans Pareil IT Services Private Limited

Greeta Tech Park, First Floor, # 96-99, Perungudi Industrial Estate, Old Mahabalipuram Road, Chennai-600096.



Private & Confidential

Date : 17th March 2016

Name : Ms. Prathiba prabhakar

Address : NO. 4, Lakshmi puam, Thiruninravur, Tiruvallur.

Dear Prathiba,

With reference to your application and the subsequent interviews that you had with us, we are pleased to offer for the position of **Talent Acquisition Executive in Human Resources** Department in our organization. You shall also be eligible for Provident Fund as per the relevant statutes and rules of the company.

Your annual total compensation will be ₹ 200000 / annum.

The joining date would be confirmed later on by us. At the time of joining, please submit the following documents:

- 1) 10th, 12th and Degree with two photocopies in support of your educational qualifications.
- 2) Relieving letter from your previous employer and last drawn pay slip, if applicable.
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- 4) Medical Fitness Certificate from Recognized Medical Practitioner.
- 5) One photocopy of your address proof and ID proof.
- 6) Appointment letter if, any from your previous employer.

We will be issuing a letter of Appointment on the day you join our services.

Kindly sign the duplicate copy of this letter and return it as a token of your acceptance.

Regards,



Authorized Signature

Accepted

Sans Pareil IT Services Private Limited

Greeta Tech Park, First Floor, # 96-99, Perungudi Industrial Estate, Old Mahabalipuram Road, Chennai-600096.

Private & Confidential

Date : 17th March 2016 .

Name : Ms. Monica . R .

Address : No . 9B , Devi easwari nagar , Tirumullaivoyal , Chennai - 62 .

Dear Monica ,

With reference to your application and the subsequent interviews that you had with us, we are pleased to offer for the position of **Talent Acquisition Executive in Human Resources** Department in our organization. You shall also be eligible for Provident Fund as per the relevant statutes and rules of the company.

Your annual total compensation will be ₹ 200000 / annum.

The joining date would be confirmed later on by us. At the time of joining, please submit the following documents:

- 1) 10th, 12th and Degree with two photocopies in support of your educational qualifications.
- 2) Relieving letter from your previous employer and last drawn pay slip, if applicable.
- 3) Six passport size and one stamp size color photographs.
- 4) Medical Fitness Certificate from Recognized Medical Practitioner.
- 5) One photocopy of your address proof and ID proof.
- 6) Appointment letter if, any from your previous employer.

We will be issuing a letter of Appointment on the day you join our services.

Kindly sign the duplicate copy of this letter and return it as a token of your acceptance.

Regards,

Authorized Signature

Accepted

Sans Pareil IT Services Private Limited

Greeta Tech Park, First Floor, # 96-99, Perungudi Industrial Estate, Old Mahabalipuram Road, Chennai-600096.



Private & Confidential

Date : 17th March 2016.

Name : M. Mangaiyakavasi

Address : NO: 5A/37 Brahmin street, korattur, ch - 80.

Dear Mangaiyakavasi,

With reference to your application and the subsequent interviews that you had with us, we are pleased to offer for the position of **Talent Acquisition Executive in Human Resources Department** in our organization. You shall also be eligible for Provident Fund as per the relevant statutes and rules of the company.

Your annual total compensation will be ₹200000 / annum.

The joining date would be confirmed later on by us. At the time of joining, please submit the following documents:

- 1) 10th, 12th and Degree with two photocopies in support of your educational qualifications.
- 2) Relieving letter from your previous employer and last drawn pay slip, if applicable.
- 3) Six passport size and one stamp size color photographs.
- 4) Medical Fitness Certificate from Recognized Medical Practitioner.
- 5) One photocopy of your address proof and ID proof.
- 6) Appointment letter if, any from your previous employer.

We will be issuing a letter of Appointment on the day you join our services.

Kindly sign the duplicate copy of this letter and return it as a token of your acceptance.

Regards,



Authorized Signature

Accepted

Sans Pareil IT Services Private Limited

Greeta Tech Park, First Floor, # 96-99, Perungudi Industrial Estate, Old Mahabalipuram Road, Chennai-600096.

Tech Mahindra

Expression of Interest

Date 07/04/2016

Dear R. Monisha (Pratnyasha enginn (02))

We are pleased to convey through this Expression of Interest letter that you are being considered for the post of **Customer Support Associate** provided you fulfill other requirements. This letter is intended only as an overview of the potential offer from Tech Mahindra Limited. The detailed terms and conditions of employment will be contained in an offer letter, which may be issued by the company and may contain additional provisions to those herein.

Proposed CTC : 100,098 TCTC P/A +1000 Login Per month & 1000 Language per month+Perks

Proposed Date of Joining / Place : August 2016 (9.00am) Chennai

We request you to bring the following documents at the time of your joining, as they are mandatory for our records and necessary for the completion of joining formalities.

- Copy of Class 10th Certificate & Class 12th Certificate & Degree / Graduation certificates.
- Copy of Residence proof
- Copy of Identity Proof (Driving License or Passport or Voter card)
- Original copy of LAST PAY SLIP received (if applicable)
- Copy of RELIEVING LETTER / APPOINTMENT LETTER from previous employer(s) (if applicable)
- Passport size photographs-10 nos. & Post Card Size Photographs -2 nos

This letter remains valid for the period of 7 days from the date of issue. After that another round of interview will be conducted at our company premises. There after the company would issue you an offer letter with details of all service terms and conditions and salary annexure along with suitable date of joining. If any information furnished by you in your application is found to be incorrect or false or if you have suppressed material information regarding your qualification, experience, identity etc, the company may withdraw this letter without any notice.

Please note this letter is not an offer or a legally binding contract of employment. An offer for employment shall be made to you at the sole discretion of the company and there is no obligation on the company to do so. An employee-employer relationship between you and company shall be established only upon the company's issuance and your acceptance of a legally binding agreement of employment.

Kindly sign and return a copy of this letter as a token of your acceptance of this expression of interest.

Candidate Signature _____

Recruiter Name Thirumurugan Krishnan

Sincerely,
Resource Management Group
Tech Mahindra Limited

Please find the below address for communication and reporting.

TECHMAHINDRA SBC Tech Park, MTH Road, Ambattur Industrial Estate
Chennai-68 Land Mark. Diagonally opposite to Ambattur Telephone Exchange.

Contact Person : Thirumurugan Krishnan
ID-AP

Contact Number: +91-44-666 24 000 ,EXTN-240308



Associates Of APPCO Group India

Encore Management
4 & 5,6th Floor,
Alsa Tower, Door. No. 186/45,
Ponnamalle High Road,
Kilpauk, Chennai - 600 010.
admin@encoremanagement.org
www.encoremanagement.org

To VARSHINEE .G

Letter of Offer

With reference to your application and the subsequent interview you had with us, we take pleasure in offering you a position with the following details and on the terms and conditions discussed and agreed upon by you at the time of interview.

Designation: Management Trainee

Date of Joining: 25/03/2016

On your date of joining, you are required to submit the following documents to the HR department:

1. Graduation degree or Third year mark sheets.
2. Proof of residence (Copy of passport, ration card, bank statement, license or electricity / telephone bill.-

If employed earlier, then:

3. Last 2 salary slips.
4. Relieving / Resignation / Experience letter from last employer

You are required to submit the above mentioned documents within 3 days from the date of joining, failure to which this offer will stand automatically withdrawn or cancelled.

ENCORE MANAGEMENT reserves the right to terminate your services in event of any absenteeism during the Training Period.

Trainee shall ensure that ENCORE MANAGEMENT intellectual property is protected at all times and not do anything to sabotage the company's reputation. Company is not liable for any payments, in case trainee leaves within 21 days. The candidate shall not divulge (through any mode of correspondence) any of company's details to anyone who is not working with ENCORE MANAGEMENT, misrepresenting Company or company's channel partners or giving incorrect product information or not complying with any of the above mentioned rules will attract a penalty and termination of contract. If anybody were found to be under the influence of alcohol during the business hours would be immediately terminated without payment and might be liable for prosecution.

During the training the BUSINESS ASSOCIATE will be paid on PBS Structure i.e up to 30k depending on their performance.

K.TAMIL VENDAN
MANAGING DIRECTOR

ANUSHA K
H.R. MANAGER

ACCEPTED.....

DATE: 25-03-2016

LETTER OF INTENT

December 9, 2015

Dear Manjula Sundher Rajan,

We are delighted to take this opportunity to congratulate you on the fine skills you portrayed during the selection process which concluded in Prathyusha Institute of Technology and Management on September 7, 2015.

We are duly impressed with your attitude & believe that professionals like you would be an asset to our organization.

On behalf of ExcelaCom Technologies, it's our pleasure to present this Letter of Intent to you. The Letter of Employment will be shortly sent to you at the sole discretion of our company.

We request you to sign the copy of this "Letter of Intent" and by doing so, you here by acknowledge and admit the fact that pursuant of the acceptance of this "Letter of Intent", neither ExcelaCom Technologies is under any obligation to offer you employment nor you have a right to receive the Letter of employment from the company.

We wish you all the very best in your future endeavors.

Regards

for **ExcelaCom Technologies Private Ltd**



Senthilkumar Kandasamy
Director

Received Letter of Intent
Accepted

Date : August 10, 2015

Name : DEEPAK RAJ RAJALINGAM

Contact Number : 9940562514

Your IBM Reference No : 16AD0161

Dear DEEPAK RAJ RAJALINGAM,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment.

The Expression of Interest shall remain valid until the earlier of date of the Letter of Offer or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Should you have any questions regarding your candidature, feel free to call us on 080-49140279 (Monday - Friday; 10:00AM -5:00PM), or email us at ibmcrec@in.ibm.com.

Sincerely,



Rohit K Vohra

Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name	:	P. DEEPAK RAJ
Place of Residence	:	CHENNAI
Residence Contact No	:	9940562514
Date	:	12-08-2015
Signature	:	P. Deepak Raj



Visit us at <http://ibmcampusindia.com>



IBM India Private Limited
Mangyala Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Date : August 10, 2015

Name : ISHWARYA ANANDHAN

Contact Number : 9841863239

Your IBM Reference No : I6AD0199

Dear ISHWARYA ANANDHAN,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

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We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Should you have any questions regarding your candidature, feel free to call us on 080-49140279 (Monday - Friday: 10:00AM -5:00PM), or email us at ibmerer@in.ibm.com.

Sincerely,




Rohit K Vohra

Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name	: A. ISHWARYA
Place of Residence	: OLD WASHHEMENPET, CHENNAI-21
Residence Contact No	: 9841863239
Date	: 13/8/15
Signature	: 



Ref No:Campus/15-16/383

Date: 26-Jan-16

Manjusha S
Tamil Nadu

Dear Ms.Manjusha S,

A very warm welcome to the Polaris Family!

Polaris is an organization with Indian roots and a global outlook. We have a distinctive culture, and would like you to enrich and enhance this culture. This letter is our invitation to join us in building a truly global corporation. We are sure that with your coming onboard we will be adding to our Organization's strengths of competence, commitment and customer orientation.

The journey that lies ahead is filled with challenges and would require all of us to pool our resources together and work as a cohesive team. We trust that your credentials are well suited to this task of Organization building. Here we build relationship through openness, participation and non-hierarchical reaching out. We encourage transparency in all that we do; we do not put on "confidentiality", "position", and "exclusive" labels on our relationship with people. You are encouraged to reach out to people foster positive ideas, and seek clarifications on any issue that draws your attention. Within the Organization we recognize every one of our associates as our internal customer.

In order to guarantee an enriching career, the Organization has needed to invest in cutting-edge technologies, impart extensive and intensive training and provide world-class infrastructure and environment. This requires us to create a win-win situation. Against this backdrop we have orchestrated the **Advanced Learning Program**.

School of Financial Technology (SOFT) @ Polaris shall take care of your complete learning journey. A blend of programs ranging from technology, behavioral, language school, domain-related and much more is part of our offerings. The learning team also offers an assortment of e-learning modules to be updated with the current trends of learning. Focusing our programs on the basis of "The Learning Architecture", we are here to handhold you throughout your tenure at Polaris.

We are delighted to invite you to join our Advanced Learning Program. You would be required to sign a separate Agreement to Learn and Perform (ALP), as in order to enhance your role it is essential for you to undergo training programs for handling the high technology equipment and methodologies required for providing services. The Organization has estimated an investment for Rs. 200,000 (Rupees Two Lakhs Only) for your growth and to make you a trained associate to deliver High Performance, Technology Based, Business Applications, on Time and on Cost. In agreement with the above terms, the Organization expects you to serve Polaris for a minimum period of 36 months from the date of joining the Company. If you decide to leave the Organization before expiry of this period, the same amount of Rs. 200,000 (Rupees Two Lakhs Only) would need to be reimbursed to the Company at the time of your exit.

Polaris Consulting & Services Limited

Registered Office: Polaris House, 244 Anna Salai, Chennai - 600 006, India | Ph: +91-44-3987 4000, 3984 3400 | Fax: +91-44-2852 3280
Corporate Headquarters: Foundation, 34 IT Highway, Chennai - 603 103, India | Ph: +91-44-2743 5001, 3987 3000 | Fax: +91-44-2743 5166

Sydney • Tokyo • Hong Kong • Singapore • Mumbai • Dubai • London • New York • Toronto

www.polarisFT.com

CIN No. L65903TN1003PLC024142

However, we are sure that you appreciate the opportunity being provided to you. Therefore, subject to signing the Agreement to Learn and Perform (ALP), we are happy to invite you to join our Financial Technology Engineering Graduates Programme and extend an offer as "System Trainee". You have now become one over 10000 Polarites located in over 25 countries right across the globe. This is, at once, an immensely satisfying as well as humbling thought.

In addition to terms & conditions stated in this offer, the detailed terms & conditions of employment outlined under Annexure-II hereto shall be applicable to you with effect from date of joining.

COMPENSATION

You will receive a total compensation of Rs. 300,000/- (Rupees Three Lakhs only) per annum. The compensation package consists of:

CM1. Fixed CTC

CM2. Position Linked Benefits

CM3. Variable Pay (Annual Performance Driven Pay or APDP)*

CM4. Retention Bonus**

*You will become eligible for payment of APDP on completion of your first Anniversary and thereafter will be aligned to the payout cycles for each component. The quantum will be in accordance with the variable pay norms prescribed by Polaris. Associates on the rolls of the organization on the day of disbursement will be eligible for the same. The breakup of the compensation and benefits applicable to you is detailed in Annexure.

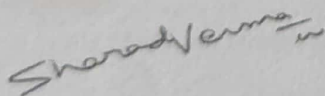
**You will become eligible for payment of Retention Bonus of Rs. 25,000 (Rupees Twenty Five Thousand only) per annum on completion of 36 months of continuous service with us. Retention Bonus payout is contingent to your continuous high performance and continuity in your current assignment with Polaris. In the event of your performance dropping below the category of P3, you will be automatically disqualified for the payout applicable for that performance review period.

Your Advanced Learning Program shall commence on your Date of Joining. You will need to report at Polaris Consulting & Services Ltd at 9.00 a.m. You are liable to be posted anywhere in India or around the globe. Please note that we shall not be in a position to provide you accommodation during the induction programme or thereafter, nor reimburse any travelling expenses that you might incur.

Please sign this offer as a token of your acceptance of the terms & conditions.

Once again, Welcome to Polaris!

With Warm Regards,
For Polaris Consulting & Services Ltd.,



Sharad Verma
Senior Vice President - Global HR Head

Annexure 1 – Compensation Breakup Details

CM1	Fixed CTC	(In Rs. p.a.)
CM1.1	Salary	Rs.200,118/-
CM1.1.1	Basic Salary	Rs.78,000/-
CM1.1.2	Deployment Allowance	Rs.21,713/-
CM1.1.3	House Rent Allowance (HRA)	Rs.39,000/-
CM1.1.4	Special Allowance	Rs. 33,805 /-
CM1.1.5	Other Allowance	Rs. 27,600/-
CM1.1.5.1	Conveyance	Rs. 19,200/-
CM1.1.5.2	Medical Reimbursement	Rs.0/-
CM1.1.5.3	Fuel Reimbursement	Rs.0/-
CM1.1.5.4	Special allowance – Bonus	Rs.8,400/-
CM1.2	Retirals	Rs.17,012/-
CM1.2.1	Provident Fund	Rs.9,360/-
CM1.2.2	Gratuity	Rs.3,752/-
CM1.2.3	Superannuation	Rs.3,900/-
CM1	Fixed CTC (CM1.1 + CM1.2)	Rs.217,130/-

CM2	Position Linked Benefits	(In Rs. p.a.)
CM2.1	Stay Connected	
CM2.2.1	Telephone Reimbursement	Rs.0/-
CM2.3	Protect Life	
CM2.3.1	Health Insurance Premium	Rs.5,400/-
CM2.3.2	Personal Accident Premium	Rs.100/-
CM2.4	Leave Travel Allowance	
CM2.4.1	Leave Travel Allowance	Rs.0/-
CM2.5	Additional Allowance	
CM2.5.1	Additional Allowance	Rs.35,000/-
CM2	Position Linked Benefits	Rs.40,500/-
CM3	Variable Pay (APDP)	
CM3.1.1	Individual PDP	Rs.13,896/-
CM3.1.2	Team PDP	Rs.1,737/-
CM3.1.3	Organization PDP	Rs.1,737/-
CM3	APDP	Rs.17,370/-

*Annual Performance Driven Pay is linked to performance and the payment terms will be as per the organization policy. Associates on the rolls of the organization on the day of disbursement will be eligible for the same.

*Payment of Gratuity and Superannuation will be in accordance with Statutory Acts and norms.

List of Documents to be Submitted On Date of Joining.

At the time of joining, you are requested to bring the below mentioned documents in original, with a copy of each.

1. Two reference letter
 - a) Reference letter from professor or faculty guide from college.
 - b) Reference letter from a known person who is a working citizen(No Relatives)
2. Copies of all educational certificates and mark sheets (10th, 12th, Degree)
3. Copy of Passport & Pancard is mandatory
4. Six Passport size and three stamp size photographs(RED colour background is a must)

Terms and conditions of Employment

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1. Working Hours:

Polaris observes a 5-day week with Saturday and Sunday as weekly holidays. The office hours are from 08:30 AM to 05:30 PM, with staggered lunch break of 30 minutes between 12:00 PM and 02:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/onsite. In the event an Associate fails to register their attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR, Polaris shall initiate appropriate disciplinary action against the Associate as per Polaris policy. Polaris reserves the right to registering a MAN MISSING complaint with the Police Department, in such cases.

2. Employment Terms:

a. Service Rules: Your services in Polaris shall be governed by the service rules and regulations, which are in force or which would be brought into force from time to time, as applicable to all Associates of the Company. All Company policies and Associate related guidelines are made available on the intranet of the Company. Any changes/amendments to these policies and guidelines are made taking into consideration Company's best interests from time to time. You are advised and instructed to go through these policies and adhere to them during your employment with the Company.

b. Full Time Work: Your position is a full time employment and you shall devote yourself exclusively to the business of the Company. You shall not take up any other work – part time or otherwise – or work in advisory capacity or be interested directly or indirectly in any other trade or business without the prior written consent from the Company during your tenure of association with the company. The Company reserves the right to alter or allocate different responsibility to you from time to time depending on the business needs of the Company.

c. Code of Conduct: You are expected to operate with the highest degree of initiative, economy, efficiency and responsibility. You will at all times act bearing in mind the best interest of the Company and will at no time do or say anything which compromises the Company's goal or reputation. If there is any breach of the same, or the terms and conditions laid down in this document, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein.

d. Past Record: If any declaration given or information furnished by you to the Company proves to be false/forged or if you are found to have willfully suppressed any material information, you will be liable to be removed from services without any notice or compensation whatsoever.

e. Responsibilities: You shall perform effectively to ensure achievement of required results and you will be required to work under the supervision of such officers as directed by the Company from time to time. Your performance in the assigned role will be periodically reviewed and the feedback will be shared with you. In the event of your performance not measuring up to the expectations of your supervisor, the Company reserves the right to take suitable recourse up to and including termination of your services.

CV
/

ADP
from

f. **Confidentiality:** You shall maintain utmost secrecy in regard to affairs of Polaris and shall keep any information of Polaris, whether written or oral, confidential. Please note that the terms and conditions of your services with Polaris shall be treated as strictly confidential and you shall not divulge its contents to any associate of the Company or any person connected with the Company. With respect to the confidentiality obligations undertaken, you shall sign a Non-Disclosure Agreement on joining Polaris. If required by Polaris or its Clients, you will sign further confidentiality agreements or the like to further protect the interest of Polaris and/or its Clients. The confidentiality obligation will be perpetual in nature.

g. **ALP agreement:** As mentioned in the offer, Polaris will be incurring considerable expenditure on your training, you shall be required to sign an agreement to serve Polaris for a minimum period of 36 months after joining, failing which, you shall be liable to pay Polaris Rs.2,00,000/- towards the training expenditure.

h. **Technical Competency:** You are expected to be technically competent as per Polaris benchmarks at the time of joining Polaris.

i. **Technical Induction Program:** On your joining Polaris you shall undergo a technical induction program for such period as Polaris may decide.

j. Technical Assessment Test:

Your employment in Polaris shall be subject to your successful clearing of technical assessment tests. The marks scored by you in the technical assessment tests shall be considered final.

(a) You shall be required to clear the Base level technical assessment test (in line with Polaris benchmarks) within four weeks of Technical Induction schedule or within a maximum of two more additional weeks. i.e. total six weeks from the date of joining Polaris.

(b) You shall be required to clear the Advanced Technical Test within six months from the date of joining Polaris and your employment or your deployment on projects is subject to your successfully clearing the certification exams.

(c) It is mandatory for you to complete the Brain Bench certification within two years from the date of joining Polaris. Non-Adherence to this may impact your future project assignments

k. **Termination of services:** In case you fail to successfully complete the technical assessments as detailed in clause J (a), your employment with the Company shall be liable for termination without further notice.

l. **Course Completion:** Your employment with Polaris shall be subject to your successful completion of graduation & post graduation examination which includes completion of your final semester without any pending arrears/ back logs during the entire course duration.

3. Leave Eligibility:

You are entitled to Leave benefits during your employment with the Company. Annual eligibility of Earned leave will depend on the length of service of the Associate. Associates are also entitled to sick leave and a woman Associate shall also be entitled to Maternity Leave and benefits. Detailed terms and conditions relating to leave eligibility are provided as relevant policies on the intranet. All these policies are subject to change and you shall abide by the updated policies.

CV

4. Transfer of Associate

Please note that Polaris has the right to transfer you to other locations of Polaris or to transfer you work for its Group companies or for its Clients, at their respective locations, whether in India or abroad as per the business requirements.

5. Medical Fitness

You are required to continuously maintain yourself in a state of good medical fitness so as to perform well and to discharge your assigned responsibilities adequately while in employment. If at any point in time, during your employment with the Company, you are found to be medically unfit for the job or the role assigned to you, then your services may be liable for termination as per the Company rules notwithstanding anything mentioned in this document or otherwise. You agree to submit yourself for any medical check-up at any time if called upon by Polaris or its clients when assigned to work at their premises.

6. Associate Representation:

Your appointment with the Company is solely based upon the representations, made by you, regarding your qualifications and/or experience, which the Company has relied upon. If it is found at any point of time that your representation regarding your qualifications and/or experience is incorrect and/or false and/or fraudulent and/or forged, the Company shall, WITHOUT PREJUDICE TO ITS ANY OTHER RIGHTS, terminate your services with immediate effect and without notice period & without incurring any liability whatsoever thereof. Notwithstanding anything contained herein, you shall indemnify and hold the Company harmless from all cost, losses, damages and liabilities that may have been caused to the Company due to such incorrect and/or false and/or fraudulent and/or forged representation. Company shall be entitled to seek specific performance or other injunctive or equitable relief as a remedy apart from claiming indemnity from you, without limitation, for hiring charges of Rs.500,000/- (Rupees Five Lakhs only). By signing this letter, you also irrevocably consent to the Company to initiate and perform all necessary background checks as may be required in and during the course of your employment, either by Company or through any third party authorized by the Company in this regard.

7. Probation & Confirmation:

You will be on probation for a period of six (6) months , during which your performance will be reviewed periodically. On completion of your probationary period and based on your performance outcome, the management may at its sole discretion confirm your services or extend the period of probation as deemed fit.

8. Notice Period & Termination:

This contract of employment is terminable by either party giving a 30 days notice during probationary period and a 90 days notice on or after confirmation or on payment of a Gross monthly salary in lieu of a notice period. While on a key assignment with any of our clients, in case associate wishes to leave the organisation during probation period, the notice period to be served will be 90 days. The decision to the effect of criticality will be decided by the reporting hierarchy.

The Company reserves the right to recover Gross Monthly Salary in lieu of any un-served notice period.

CV

If at any time or continuously
contract, disobedience, notice

If at any time during your employment, you are found guilty of any act of misconduct or any willful breach or continuous negligence in the terms of this appointment letter or rules or dereliction of duties, disobedience of the instructions given to you from time to time, the management may, without any notice, or payment in lieu of notice, terminate your employment contract. You will be deemed to have brought about such a situation by your own misconduct compelling the management to terminate your contract and in addition you shall be liable for all losses/damages to the Company.

Also, In accordance with Clause 2(g), You shall be liable to pay Polaris Rs.2,00,000/- in case you fail to serve Polaris for a minimum period of 36 months after joining.

9. Intellectual Property Rights

You acknowledge and represent that the Intellectual Property Rights (IPR) in all the work(s) done by you during the time of your employment or contract or assignment in any manner with Polaris or its Clients will be deemed as work done for hire and it belongs to Polaris perpetually and without any claim from you. IPR shall include but not limited to rights in software, systems, documentations, designs, tools, inventions, patents, utility models, trademarks, knowhow, designs, drawings, specifications, reports, copyrights, source code, flowcharts, algorithms, moral rights, database rights, semiconductor topography rights, etc.

(whether or not, in each case, the right is registered and including applications for, and any right to apply for, such registrations) and all rights or forms of protection of a similar nature or having similar or equivalent effect to any of these which may subsist anywhere in the world, together with all renewals and extensions to such rights. As and when requested by Polaris, you shall sign all such documents and instruments including any actions that is required to effect the purpose of assignment of IPR to Polaris during your tenure with Polaris or otherwise.

10. Non-solicitation of Customer(s)

You shall not during the term of your employment with the Company and a period of 1 year thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly:

- (i) Assist, aid, induce, facilitate or cause any customer or client of the Company who is an existing client or customer of the Company or who had been a customer or client or who becomes customer or client of the Company during your term of employment with the Company, to cease, terminate, discontinue either any part or whole of its business with the Company;
- (ii) Solicit the business of any current or future client, customer or licensee of the Company either for yourself or for any other organization.

11. Restriction on Joining a Customer:

You agree that for a period of one (1) year following the termination of your employment with Polaris for any reason, you shall not: (a) accept any offer of employment from any customer of Polaris, where you had worked in a professional capacity with that customer in the one (1) year immediately preceding the termination of your employment with Polaris; (b) undertake a project or provide services to any such customer, either directly as an employee of the customer or as independent contractor or through any other company or agency, where you had worked in a professional capacity in the one (1) year immediately preceding the termination of your employment from Polaris;

CW

You further agree to undertake that you will disclose information on the existence of conditions mentioned in this clause to the company or agency where you would seek employment or get employed within the period of one (1) year following your termination of your employment with Polaris for any reason.

12. Non-Solicitation

You shall not during the term of your employment with the Company and any time thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly abet, induce, facilitate, contact or deal with the employee(s) of the Company or its associated entities for the purpose of making such employee(s) leave the Company and/or hiring them either for yourself or for any other organization, entities, etc.

13. ISMS

You shall read and understand the information security training material(s) of Polaris and complete the ISMS Certification within one month of your joining Polaris, failing which appropriate disciplinary action as per Polaris policies may be initiated against you, including withholding of your salary till such period you complete the ISMS Certification.

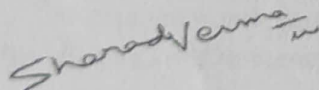
14. Superannuation

You will retire in the normal course from the services of the company on attaining the age of superannuation, which would be the end of the month following your 60th birthday.

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for Polaris Consulting & Services Ltd.



Sharad Verma
Senior Vice President - Global HR Head

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexures (Annexure – I & II) are reasonable and necessary, and accept the same irrevocably and unconditionally. I agree to update myself of all company policies and associate related guidelines available on the Company intranet and adhere to them during my tenure of employment with the Company.

Signature :

Name :

Date :

Ref: Applicant No.: **PRATHYUSHA**
BOUEGE

ENGINEERING

Date: 27/11/16

Dear **GOKULAKRISHNAN** [B.Tech - IT]

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagar, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services



Authorized Signatory

Candidate Acceptance

06-Apr-2016

Dear Lavanya Vasanthan,
B.Tech, Information Technology
Prathyusha Institute of Technology and Management, Thriuvallur



Candidate ID –8807197

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

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.335,005**. This includes an annual incentive indication of **Rs.20,000** as well as Cognizant's contribution of **Rs.18,005** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **Rs.380,755**. This includes an annual incentive indication of **Rs.20,000** as well as Cognizant's contribution of **Rs.18,755** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

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

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

Please note that 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.

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.,

Sriram V Rajagopal

SVP - Human Resources

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

Signature :

Date:

Annexure A

Name: Lavanya Vasanthan

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8,675	104,100
2	HRA @60% of basic*	5,205	62,460
3	Special Allowance*	7,779	93,348
4	Conveyance Allowance*	800	9,600
5	Medical Allowance*	1,250	15,000
7	Company's contribution of PF #	1,041	12,492
8	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		13,000
	Gratuity		5,005
	Annual Total Remuneration		335,005

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

- Floating Medical Insurance Coverage of Rs.250,000 per annum for self and maximum of 3 non-earning dependents
- Round the Clock Personal Accident & Life Insurance coverage
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

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

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

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

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

Ref: Applicant No.: **P** RATHYUSHA
College ENGINEERING

Date: 27/11/16

Dear **CHARLES BORRORIO SUSHANTH** [B.Tech - I.T.]

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof (Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

I received the offer letter.

Sutherland Global Services

S. Mohan
Authorized Signatory

Sutherland
Candidate Acceptance



HTC Holdings Private Ltd.

(Group of HTC Global Services)

SDF II, Phase II, MEPZ - SEZ

Tambaram, Chennai - 600 045, INDIA

Tel : +91 44 2262 0300 Fax : +91 44 2262 7713

CIN: U72200TN2005PTC056545

Date: 28-Oct-16

Ref. No: HTC/SET/2016/18705

To,

Marthi Sri Vidya

D.no.35-4-6, Karanala Street, Palakol,

West Godavari Distret, Andhrapradesh, 534260

Dear Marthi ,

Please refer to our SET enrollment letter GI/SET/XXXIII/3 dated 29-Jun-16 and MOU dated 6-Jun-16. We are pleased to appoint you in our company as **Trainee Programmer Analyst**. The terms and Conditions of our appointment are as follows:

Compensation:

Heads	Monthly (in Rs.)	Annual (in Rs.)
Basic Salary	6500	78000
HRA	3250	39000
Conveyance Reimbursement	1600	19200
Special Pay	2000	24000
Special Onsite Allowance	1693	20316
Project Allowance ^{*1}	1000	12000
Project Incentive ^{**}	1600	19200
Medical Reimbursement/ Allowance ^{*3}	1250	15000
Total	18893	226716
Leave Travel Assistance ^{*4}		14503
Bonus accrues and becomes payable upon completion of your services year based on performance, business & continuity of your service.		9874
HTC Group Medical ^{**}		2925
Term Life Insurance Premium		250
PF (12%) company's contribution towards EPF ^{**6}		16982
GRATUITY ^{**}		3750
TOTAL		275000

Salary will be paid on the last day of the month, may be delayed due to delays in timesheet or submissions/approvals and also in case of discrepancies in attendance. Conveyance reimbursement will be made upon furnishing a declaration that you have actually spent said amount on commuting to work.



+91 44 6628 2222

hr@sanspareiltech.com

www.sanspareiltech.com

Private & Confidential

Date : 17th March 2016.

Name : Mani.L

Address : Thiruvallur.

Dear Mani,

With reference to your application and the subsequent interviews that you had with us, we are pleased to offer for the position of **Entry Level Professional** in **Operations** Department in our organization. You shall also be eligible for Provident Fund as per the relevant statutes and rules of the company.

Your annual total compensation will be ₹ 200000 / annum.

The joining date would be confirmed later on by us. At the time of joining, please submit the following documents:

- 1) 10th, 12th and Degree with two photocopies in support of your educational qualifications.
- 2) Relieving letter from your previous employer and last drawn pay slip, if applicable.
- 3) Six passport size and one stamp size color photographs.
- 4) Medical Fitness Certificate from Recognized Medical Practitioner.
- 5) One photocopy of your address proof and ID proof.
- 6) Certification by Microsoft / Oracle as advised.
- 7) Appointment letter if, any from your previous employer.

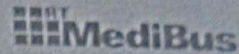
We will be issuing a letter of Appointment on the day you join our services.

Kindly sign the duplicate copy of this letter and return it as a token of your acceptance.

Regards,

Authorized Signature

Accepted



File Reference: RTM/16/HR/007

Appointment Letter

18 May 2016

Ms. Pragathi Dhakal B,
No.31/1, Church Street,
Nehru Nagar, Ennore
Chennai- 631209

Dear Ms. Pragathi ,

We are pleased to appoint you as **Software Engineer-Trainee**; your period of training shall be for a period upto **one year**. Your employment will be subject to the following terms and conditions:

1. Service regulations

- 1.1. You shall be paid gross emoluments as detailed in Annexure – A effective **26-05-2016**, subject to Tax Deduction at Source and other statutory deductions as applicable by law. Your employment with us will be governed by the Terms & Conditions as listed below and as per the policies of RT Medibus.
- 1.2. Your offer has been made based on information furnished by you. However if it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
- 1.3. You will be operating out of our Chennai center, but the company reserves the right to send you on deputation/ transfer/ assignment, either temporarily or permanently, to any other location, to serve any of the company's projects, whether existing at the time of your appointment or to be set up in the future.
- 1.4. You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense. Kindly note that refusal to participate in a training programme without any extraneous circumstances would lead to automatic termination of your employment.
- 1.5. You will be entitled to leave as per company policy. You will be eligible to the benefits of the company's Privileged Leave on your confirmation with the company.

©Confidential: Details of this document are not to be discussed with anyone in RT Medibus who is not authorized to access it, or with anyone outside RT Medibus other than immediate family

Page 1 of 7



06/06/2016

Chandini Niveditha V,
#3/4,Dharmaraja Koil Street,
Alandur, Chennai-16.

Dear Chandini Niveditha,

Offer Letter for the Position of "Systems Design Associate - Trainee"

Offer type: Conditional Offer*

We are pleased to offer you the above-mentioned position with effect from 6th June 2016 with the following terms & conditions:

1. Salary & Benefits

- a. You will be paid of Rs.6,000/- as a stipend during the training & assessment period [1 Month] Inclusive of all other allowances.
- b. Your salary will be Rs.15,000/- per Month Inclusive of all other allowances after the training & assessment period, subject to clearing the assessment.
- c. Annual leave entitlement 12 days it will be pro-rate according to completion of two years of service.
- d. Sick leave entitlement 12 days, it will be pro-rate according to completion of two years of service.
- e. All other official expenses are claimable through submission of proper receipt / invoice and reimbursement form (Subject to Pre-Approval from Manager).
- f. Further increment will be entitled based ONLY on your performance.

2. Job Description:

- a. Ensure all company policies are abided by you.
- b. Other miscellaneous tasks within company and job portfolio.
- c. Validating contents for accuracy and usability using support communications and ensure adherence to objectives set by the higher official.
- d. Skillful with clear understanding of technical design concepts, projects and methodology.
- e. Ability to learn new technologies with less supervision and guidance.
- f. Highlight the missing steps, values and any inconsistency identified during the proof reading.
- g. Ability to work under pressure, tight deadlines, in team and as efficient individual contributor.
- h. Report back to Manager – Technical Development Team directly.

3. Probation.

- a. You will be on probation of 3 Months (Excluding 1st month Training period) from the date of successful completion of Training & assessment period (Subject to Clearing the Assessment).
- b. Annual / Sick leave are not entitled during the training & assessment and probation period.

Letter of Offer

Ref: - Pompeii/Rect/Mum 2016 -17/.....^{IT}

DATE: 16/ 06/2016

Dear Mr./Ms. DEEPA . V

Thank you for exploring career opportunities with Pompeii™ Connect (A Training & Recruitment wing of Pompeii™ Technologies Pvt. Ltd.)

We are pleased to make you an offer that you have been primarily selected by us for the position of "**Graduate Engineer-Trainee**" subject to clearing of medical test conducted by our panel doctor at ...CHENNAI..... on 24/06/2016. You are advise to carry all document along with medical fees by Demand Draft of Rs. 4000/- (Four Thousand Only) in favour of "**Pompeii Technologies (P) Ltd**", payable at "**Nagpur**" which is Non-Refundable & Non-Transferable. If you found medically unfit the mentioned DD will be refunded & will not entitled for further process of recruitment.

After successfully completion of medical check up & all other formalities, you will be part of the Pompeii™ E-commerce Project across PAN India. Your gross salary including all benefits will be 3,05,000 per annum, as per the terms and conditions set out in "Pompeii™ Student Declaration". The gross salary mentioned above is inclusive of the Variable Allowance becoming effective upon successful completion of the final selection round of Pompeii™ in Sept-16. The final round criteria & syllabus is available at "Pompeii™ Connect Website" includes but not limited some basic IT/E-Commerce related subjects.

Kindly confirm your acceptance of this offer by submitting "Pompeii™ Student Declaration" within 7 days from the date of medical on 100 Rs. notarized stamp paper with an option of self-study/Pompeiiify 3 months Paid Training Program for final selection round.

After successful completion of the final selection round of Pompeii™ & subject to accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities As a part of joining formalities you are required to sign a confidential agreement, which aims to protect the intellectual property rights and business information of Pompeii™ and its clients.



Pompeii Technologies Pvt. Ltd.

Head Office :- 101, Gomati Apartment, W.H.C. Road, Law College Sq., Dharampeth, Nagpur- 440 010 (M.S.) India.

Email : pompeiiconnect@gmail.com, Website : www.pompeiiconnect.com

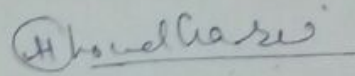
POMPEII™

here you trust
Complete Branding Solution
www.pompeitech.com

The Pompeii™ reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you. Pompeii™ reserve its right to terminate your services by giving you one month's notice or one month's basic salary in lieu thereof.

We look forward to have you in our team.

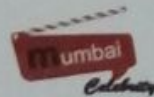
Yours Sincerely,



For **Pompeii Technologies (P) Ltd.**

Pompeii™ Recruitment Disclaimer for Students :

Pompeii™ does not entertain payment of any kind from candidates for employment. We received a number of complaints from candidates who got mails from various non- Pompeii ID's, offering employments that require payment of cash or in forms of cash deposit into specified bank accounts. Note that such advertisements are fake job offers. Please also note that all mails to candidates have a statutory warning against payment of cash for securing jobs at Pompeii™. Please refrain from paying/depositing any money and promptly add it to your spam mail. In case you have already made a payment, please lodge a complaint with the nearest police station so that necessary action can be taken against the imposters.



Pompeii Technologies Pvt. Ltd.

Head Office :- 101, Gomati Apartment, W.H.C. Road, Law College Sq., Dharampeth, Nagpur- 440 010 (M.S.) India.
Email : pompeiiconnect@gmail.com, Website : www.pompeiiconnect.com

Letter of Offer

Ref: - Pompeii/Rect/Mum 2016-17/.....II.

DATE: 16/06/2016

Dear Mr./Ms. P. DEVI SHANKARI

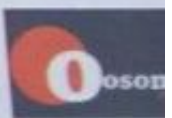
Thank you for exploring career opportunities with Pompeii™ Connect (A Training & Recruitment wing of Pompeii™ Technologies Pvt. Ltd.)

We are pleased to make you an offer that you have been primarily selected by us for the position of "**Graduate Engineer-Trainee**" subject to clearing of medical test conducted by our panel doctor at CHENNAI on 24/06/2016. You are advise to carry all document along with medical fees by Demand Draft of Rs. 4000/- (Four Thousand Only) in favour of "**Pompeii Technologies (P) Ltd**", payable at "**Nagpur**" which is Non-Refundable & Non-Transferable. If you found medically unfit the mentioned DD will be refunded & will not entitled for further process of recruitment.

After successfully completion of medical check up & all other formalities, you will be part of the Pompeii™ E-commerce Project across PAN India. Your gross salary including all benefits will be 3,05,000 per annum, as per the terms and conditions set out in "Pompeii™ Student Declaration". The gross salary mentioned above is inclusive of the Variable Allowance becoming effective upon successful completion of the final selection round of Pompeii™ in Sept-16. The final round criteria & syllabus is available at "Pompeii™ Connect Website" includes but not limited some basic IT/E-Commerce related subjects.

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After successful completion of the final selection round of Pompeii™ & subject to accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities As a part of joining formalities you are required to sign a confidential agreement, which aims to protect the intellectual property rights and business information of Pompeii™ and its clients.



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Email : pompeiiconnect@gmail.com, Website : www.pompeiiconnect.com

POMPEII™

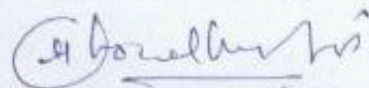
here you trust

Complete Branding Solution
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The Pompeii™ reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you. Pompeii™ reserve its right to terminate your services by giving you one month's notice or one month's basic salary in lieu thereof.

We look forward to have you in our team.

Yours Sincerely,



For **Pompeii Technologies (P) Ltd.**

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Pompeii Technologies Pvt. Ltd.

Head Office :- 101, Gomati Apartment, W.H.C. Road, Law College Sq., Dharampeth, Nagpur- 440 010 (M.S.) India.

Email : pompeiiconnect@gmail.com, **Website :** www.pompeiiconnect.com

Date : August 10, 2015

Name : RADHIKA GR

Contact Number : 9710534665

Your IBM Reference No : 16ADD0043

Dear RADHIKA G.R,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment.

The Expression of Interest shall remain valid until the earlier of date of the Letter of Offer or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Should you have any questions regarding your candidature, feel free to call us on 080-49140279 (Monday - Friday; 10:00AM - 5:00PM), or email us at ibmrecr@in.ibm.com.

Sincerely,



Rohit K Vohra

Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name : G. R. RADHIKA
Place of Residence : STHIRUVOTRIYUR, CHENNAI-19
Residence Contact No : 9710534665
Date : 13-08-2015
Signature : G.R. Radhika



Date : August 10, 2015

Name : SHYAMALAR

Contact Number : 9043159835

Your IBM Reference No : I6AD0173

Dear SHYAMALAR,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

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Should you have any questions regarding your candidature, feel free to call us on 080-49140279 (Monday - Friday; 10:00AM -5:00PM), or email us at ibmrecr@in.ibm.com.

Sincerely,



Rohit K Vohra

Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name	: P. Shyamala
Place of Residence	: Uthuloo Halli
Residence Contact No	: 9043159835
Date	: 13/08/15
Signature	: Shyamala



Date : August 10, 2015

Name : SWEETHA GANESHI

Contact Number : 9500037016

Your IBM Reference No : 16AD0016

Dear SWEETHA GANESH,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

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Should you have any questions regarding your candidature, feel free to call us on 080-49140279 (Monday - Friday; 10:00AM - 5:00PM), or email us at ibmrecr@in.ibm.com.


Sincerely,



Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name	SWEETHA GANESH
Place of Residence	CHENNAI
Residence Contact No	9500037016
Date	12-08-2015
Signature	



Visit us at <http://ibmrecampusindia.com>

IBM India Private Limited
Mandya Embassay Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in



SYNTEL PRIVATE LIMITED
SEZ - Unit
(Syntel - Special Economic Zone)
Plot No. B-1/B2, Software Technology Park,
Dehu - Alandi Road, MIDC Talawade, Tal -
Haveli,
Pune - 412 114 India
Tel: 91 020 40701000
Fax: 91 020 40781100

Date: 24th MARCH 2017

Intent to Offer

Dear Priyadharshini R,
Syntellect ID: SYN - 16651
Congratulations!

We are pleased to record this intent to offer for the position **Trainee (Band B2, Grade AP1)** with Syntel Private Limited ("Company").

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

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

This Offer of Intent is valid subject to:

- a) Your successful completion of the Graduate program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of 55 %.
- b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
- c) You are producing all the relevant documents pertaining to your education, identity, residence etc... as required by the Company.

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



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

You will be continuously assessed during your training. If you do not complete the class room / on the job training to our satisfactory, your appointment stands cancelled. That the offer of on-boarding will automatically expires if the candidate failed to respond to this Offer of Intent in writing on or before the end of 4 weeks from date of its issuance.

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

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. We take this opportunity to welcome you into Syntel family and look forward to a very fruitful association with you.

Yours Sincerely,
For Syntel Pvt. Ltd,

Adarsh Krishna
Head - Global Recruitment

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

Signature

Encl: Annexure

ANNEXURE A
SALARY DISTRIBUTION

Name : Priyadharshini R			
Designation : Trainee			
Band : B2 Grade AP1			
Pay and Allowances	%	Monthly	Yearly
Basic Pay (A)	40%	9,033	108,400
HRA (B)	20%	4,517	54,200
Meal Allowance (CC)		1,500	18,000
Special Allowance (D)		2,830	33,960
City Allowance (EE)		903	10,840
Bonus (F)	8%	2,000	24,000
Co.'s Contribution to PF (G)		1,800	21,600
Sub-Total - I (H)	100%	22,583	271,000
Reimbursements and Other Benefits			
Transport Expenses		1,600	19,200
Medical Reimbursement Expenses		1,250	15,000
Leave Travel Assistance		400	4,800
Sub-Total - II		3,250	39,000
Total Compensation (I + II)		25,833	310,000

Ref: Applicant No.: *PRATHYUSHA ENGINEERING*
BOLEGE

Date: *27/1/16*

Dear *SWETHA [B.Tech - IT]*

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagar, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services

Provisional offer
I have received the letter of



Authorized Signatory



Candidate Acceptance

Date : 17th March 2016.

Name : Vaishali S

Address : J. Balaji Street, Ramnagar, Ambattur, ch - 53.

Dear Vaishali,

With reference to your application and the subsequent interviews that you had with us, we are pleased to offer for the position of **Entry Level Professional in Operations** Department in our organization. You shall also be eligible for Provident Fund as per the relevant statutes and rules of the company.

Your annual total compensation will be ₹ 200000 / annum.

The joining date would be confirmed later on by us. At the time of joining, please submit the following documents:

- 1) 10th, 12th and Degree with two photocopies in support of your educational qualifications.
- 2) Relieving letter from your previous employer and last drawn pay slip, if applicable.
- 3) Six passport size and one stamp size color photographs.
- 4) Medical Fitness Certificate from Recognized Medical Practitioner.
- 5) One photocopy of your address proof and ID proof.
- 6) Certification by Microsoft / Oracle as advised.
- 7) Appointment letter if, any from your previous employer.

We will be issuing a letter of Appointment on the day you join our services.

Kindly sign the duplicate copy of this letter and return it as a token of your acceptance.

Regards,



Authorized Signature

Accepted



+91 44 6628 2222

hr@Sanspareiltech.com

www.sanspareiltech.com

Private & Confidential

Date : 17th March 2016

Name : Ms. Raveena .ch

Address : No. 10, Rajmangalam, Villuvelkottam, Chennai.

Dear Raveena,

With reference to your application and the subsequent interviews that you had with us, we are pleased to offer for the position of **Talent Acquisition Executive** in **Human Resources** Department in our organization. You shall also be eligible for Provident Fund as per the relevant statutes and rules of the company.

Your annual total compensation will be ₹ 200000 / annum.

The joining date would be confirmed later on by us. At the time of joining, please submit the following documents:

- 1) 10th, 12th and Degree with two photocopies in support of your educational qualifications.
- 2) Relieving letter from your previous employer and last drawn pay slip, if applicable.
- 3) Six passport size and one stamp size color photographs.
- 4) Medical Fitness Certificate from Recognized Medical Practitioner.
- 5) One photocopy of your address proof and ID proof.
- 6) Appointment letter if, any from your previous employer.

We will be issuing a letter of Appointment on the day you join our services.

Kindly sign the duplicate copy of this letter and return it as a token of your acceptance.

Regards,

Accepted



06/06/2016

Ramya.B,
#7/10 Balakrishna Nagar, 2nd Main Road,
Thiruvottiyur, Chennai-19

Dear Ramya.B,

Offer Letter for the Position of "Systems Design Associate - Trainee"

Offer type: Conditional Offer*

We are pleased to offer you the above-mentioned position with effect from 6th June 2016 with the following terms & conditions:

1. Salary & Benefits

- a. You will be paid of Rs.6,000/- as a stipend during the training & assessment period [1 Month] inclusive of all other allowances.
- b. Your salary will be Rs.15,000/- per Month inclusive of all other allowances after the training & assessment period, subject to clearing the assessment.
- c. Annual leave entitlement 12 days it will be pro-rate according to completion of two years of service.
- d. Sick leave entitlement 12 days, it will be pro-rate according to completion of two years of service.
- e. All other official expenses are claimable through submission of proper receipt / Invoice and reimbursement form (Subject to Pre-Approval from Manager).
- f. Further increment will be entitled based ONLY on your performance.

2. Job Description:

- a. Ensure all company policies are abided by you.
- b. Other miscellaneous tasks within company and job portfolio.
- c. Validating contents for accuracy and usability using support communications and ensure adherence to objectives set by the higher official.
- d. Skillful with clear understanding of technical design concepts, projects and methodology.
- e. Ability to learn new technologies with less supervision and guidance.
- f. Highlight the missing steps, values and any inconsistency identified during the proof reading.
- g. Ability to work under pressure, tight deadlines, in team and as efficient individual contributor.
- h. Report back to Manager – Technical Development Team directly.

3. Probation.

- a. You will be on probation of 3 Months (Excluding 1st month Training period) from the date of successful completion of Training & assessment period (Subject to Clearing the Assessment).
- b. Annual / Sick leave are not entitled during the training & assessment and probation period.

4. Termination of Employment :

- a. Continuing to underperforming after periodical reviews and highlight of the mistakes.
- b. Bad attitude, immoral and personality disorder will lead to immediate termination with bad remarks and no further explanation (No further benefits, salary settlements will be given).
- c. May be effected by either party, giving 1 Month notice in writing or payment in lieu of notice.
- d. Lack of Integrity and providing false information will lead to immediate termination with bad remarks.

5. Terms and conditions:

- a. Failure to complete all the academic requirements to secure the position in the company by the end of the training & assessment period, the offer considered void and no longer valid.
- b. Failing the assessment at the end of the training period, immediately will void the offer and will refrain you to continue the employment.
- c. Emergency leaves taken during training & assessment and probation period will be granted ONLY as LEAVE ON LOSS OF PAY (Subject to Approval from the Manager- Technical Development).
- d. Annual or sick leaves are subject to approval by the Manager or Team leader during the time of employment.
- e. Maintain strong inter-personal communication skills
- f. Fail to give 1 month notice period in writing by the employee to employer and want to relieve from employment immediately or in the event of abscond, no further benefits, salary settlements, relieving letter shall be provided.
- g. It is the responsibility of the employee to hand over all the official belongings like laptop, internet dongle, mobile phone/SIM (if any) without any damages and in working condition and Identity card at the time of discharging the duties.
- h. Additionally, the employee must complete the project successfully if any assigned to him/her before submitting resignation letter.
- i. A letter of appointment will be issued upon completion of your 3 months' probation term.
- j. You will be required to sign an asset handover form.

Thanking you,

For & on behalf of Global Knowledge Network (India) Pvt Ltd.

HR Department



Acknowledge Receipt

B. [Signature]

Letter of Offer
(strictly confidential)

To: Ms. Vedhavathi R

No:1, Thangavel Garden, 2nd Street,
Korukkupet, Chennai - 600021.

Date : July 13, 2016

Dear Ms. Vedhavathi R

Further to the interactions we had with you, we are glad to issue this letter of offer towards your appointment as **Trainee -QA Analyst** at Encore IT Services Solutions Private Limited.

You will be entitled to a gross annual remuneration (CTC) of **INR 270,000/-** (Two Lakh Seventy Thousand Only) effective from the date of joining. The breakup of the salary and benefits are detailed in the enclosed Annexure A.

The role and responsibilities of your assignment will be communicated to you after you join Encore. As a Trainee, you are required to enter into a service agreement with Encore for a period of 18 months (1.5 years) from the Date of joining which would be July 18, 2016. After joining Encore, you will be placed on probation for a period of Six (6) Months. Your employment with Encore will be confirmed based on your performance during the probation period.

This offer will be contingent upon successful completion of background verification check. Any discrepancy or misrepresentation that becomes evident from this verification process may result in immediate withdrawal of this offer.

On behalf of the management, I thank you for your interest in joining the Encore team and look forward to a mutually beneficial and enduring relationship.

With best wishes, sincerely

For Encore IT Services Solutions Private Limited



Mr. Sridhar Venkataraman
Senior Vice President
svenkataraman@encoreess.com



encl.: Annexure A

Sign & Date above to accept the terms of offer

Annexure A
(strictly confidential)

To: Ms. Vedhavathi R
No:1, Thangavel Garden, 2nd Street,
Korukkupet, Chennai - 600021.

Date: July 13, 2016

Letter of Offer - Remuneration Details

Salary Particulars	Per Month (Rs.)	Per Annum (Rs.)	Remarks
Basic Pay (A)	7,307/-	-	
Allowances			
HRA	3,653/-	-	
Medical	1,250/-	-	
Conveyance	1,600/-	-	
Business Communication	1,000/-	-	
LTA	609/-	-	
Personal	2,496/-	-	
Total Allowances (B)	10,609/-		
Gross Salary (A +B)	17,915/-	214,985/-	Round off 5/-
Other Benefits			
Employer Contribution to PF	-	21,600/-	
Gratuity	-	4,215/-	
Food	-	19,200/-	
Medical, Accident & Life Insurance Premium	-	10,000/-	Medical Coverage: 5 lakhs for Employee & Dependents Accident Coverage: 5 Lakhs for Employee only
Total Benefits (INR)	-	55,015/-	
Total CTC (INR)	-	270,000/-	Two Lakh Seventy Thousand Only

Note: Wherever applicable, Statutory deductions such as PF, TDS, Professional Tax, etc. will be deducted from Gross Monthly Salary and will be paid to respective Statutory authority.

For Encore IT Services Solutions Private Limited



Mr. Sridhar Venkataraman
Senior Vice President
svenkataraman@encoress.com

Ref : Applicant No. : PITAM.

Date : 25/3/2015

Dear K. PRIYANKA.

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services



Authorized Signatory

Candidate Acceptance

Ref : Applicant No. : PITAM

Date : 25/3/2015

Dear N. DIVYA

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us..

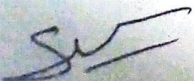
You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services



Received the Original Copy
of offer letter
VD Divya
Candidate Acceptance 17/4/2015

Ref : Applicant No. : PITAM.

Date : 25 / 3 / 2015

Dear N. ARAVINDAN.

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services

Received the copy of my offer

N. Aravindan

Candidate Acceptance

Ref: Applicant No.: **PRATHYUSHA** **ENGINEERING**
COLLEGE

Date: 27/11/16

Dear **VINAY NANDAKUMAR [B.Tech-IT]**

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

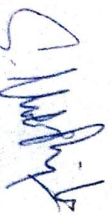
You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services



Authorized Signatory

Received the copy of the offer letter
27/11/16

Candidate Acceptance



Mobile Tutor Private Limited
No. 12, AH Block 3rd Street,
Annamagar, Chennai-600 040.
☎ +91-44-42179352

05 July 2016

To,
Santhosh Kumar S
18, 12th Street, J.B. Estate, Avadi, Chennai - 54

Work Location: Chennai

Dear Mr./Ms. Santhosh Kumar S,

With reference to your application and subsequent interview, we are pleased to appoint you as
"Trainee - Networking" with **Mobile Tutor Pvt. Ltd.** Refer Annexure-1 for Salary breakup.

TERMS AND CONDITIONS

You shall abide by the rules, regulations and directions of the company presently in force &
issued from time to time.

You are liable to be shifted from one job or department or shift or city or client to another in
accordance with the exigencies of work or managerial or administrative or business
requirements.

Mobile Tutor Pvt. Ltd. shall be free to end your services towards the organization any time by
giving 30 days' notice or amount in lieu thereof. Similarly, you shall be free to end this service
any time by giving 90 days advance notice or salary in lieu of the same to **Mobile Tutor Pvt
Ltd.**

Santhosh Kumar S



Mobile Tutor Private Limited
No. 12, AH Block 3rd Street,
Ann Nagar, Chennai-600 040.
☎ +91-44-42179352

You shall not disclose any information regarding the affairs of **Mobile Tutor Pvt. Ltd** or **Client**, which comes to your knowledge, the disclosure of which is likely to be prejudicial to the Company.

Mobile Tutor Pvt. Ltd will expect you to work with high standards of integrity, initiative, efficiency and economy. During the course of your employment, you shall not engage yourself in any other regular / part time services or work without permission in writing from the management.

As a token of your acceptance of the above terms and conditions, please return the duplicate copy of the letter duly signed by you.

For **Mobile Tutor Pvt. Ltd.**

Padmakumar
Director

I agree and accepted to the terms and conditions stated above. I have read and understood my salary structuring which is provided on page 3 of this letter.

Signature

Name:

Date:

(Please mention in capital letters)



Name	Cost To Company	
Designation : Trainee - Network	Level :	
	Monthly	Annual
Annual Total CTC		122400
Annual Fixed	10200	122400
Annual Performance Linked Incentive (PLI)		0
Basic	5264	63168
<u>Allowance</u>		
House Rent Allowance	2705	32460
Conveyance	0	0
Medical Reimbursement	0	0
Special Allowance	1046	12552
<u>Total - (A)</u>	<u>9015</u>	<u>108180</u>
<u>Reimbursements</u>		
Leave Travel Allowance	0	0
Vehicle Maintenance Reimbursement	0	0
Attire	0	0
Professional Development Reimbursement	0	0
Telephone / Mobile Reimbursement	0	0
Food Coupons	0	0
<u>Total - (B)</u>	<u>0</u>	<u>0</u>
<u>Gross Salary - (C= A + B)</u>	<u>9015</u>	<u>108180</u>
<u>Deferrals</u>		
Provident Fund - Emp'R Contribution	757	9086
Gratuity (@ 4.8 % of Basic)	0	0
ESI - Emp'R Contribution	428	5136
<u>Total - (D)</u>	<u>1185</u>	<u>14222</u>
<u>Cost to Company (E= C + D)</u>	<u>10200</u>	<u>122402</u>
<u>Deduction from Gross</u>		
Provident Fund - Emp'E Contribution	757	9084
Professional Tax	85	1020
ESI - Emp'E Contribution	158	1896
<u>Total - (F)</u>	<u>1000</u>	<u>12000</u>
<u>Net Take Home (G = C - F)</u>	<u>8015</u>	<u>96180</u>

PLI shall vary based on performance, which will be paid on completion of 1 year

Tax Deductions Applicable as per Government Law

Santhosh Kumar
12/10/18
1097/611

CLOSURE DATE	:	05 Jul 2016
NAME OF CANDIDATE	:	Santhosh Kumar S
QUALIFICATION	:	B.E
DESIGNATION	:	Trainee - Network
TOTAL EXPERIENCE	:	Fresher
RELEVANT EXPERIENCE	:	Fresher
CURRENT DEPARTMENT	:	IT Support
LOCATION	:	Anna Nagar West
REPORTING TO	:	Mr. Kannadoss
PREVIOUS CTC (Including variable)	:	0
CURRENT CTC (Including variable)	:	10200
CTC SPLIT-UP (Fixed/ Variable)	:	Fixed
OTHER PAYMENTS (Buyout/ relocation/ Joining Bonus)	:	NA
LEVEL	:	
SOURCE OF RECRUITMENT	:	Internal Dept/ Referral/ Job Portal/ Consultant <input type="checkbox"/>
NAME OF SOURCE	:	<input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>
CLOSURE RECOMMENDED BY (Name and Designation)	:	Padmakumar <i>8/1/16</i>
CLOSURE APPROVED BY (Name and Designation)	:	Padmakumar
Remarks	:	
HR Approval	:	

Private & Confidential

Date : 17th March 2016 .

Name : Ms. Tiruvattaru Avanisimha .

Address :

Dear Avanisimha,

With reference to your application and the subsequent interviews that you had with us, we are pleased to offer for the position of **Talent Acquisition Executive** in **Human Resources** Department in our organization. You shall also be eligible for Provident Fund as per the relevant statutes and rules of the company.

Your annual total compensation will be ₹ 200000 / annum.

The joining date would be confirmed later on by us. At the time of joining, please submit the following documents:

- 1) 10th, 12th and Degree with two photocopies in support of your educational qualifications.
- 2) Relieving letter from your previous employer and last drawn pay slip, if applicable.
- 3) Six passport size and one stamp size color photographs.
- 4) Medical Fitness Certificate from Recognized Medical Practitioner.
- 5) One photocopy of your address proof and ID proof.
- 6) Appointment letter if, any from your previous employer.

We will be issuing a letter of Appointment on the day you join our services.

Kindly sign the duplicate copy of this letter and return it as a token of your acceptance.

Regards,

Authorized Signature

Accepted



+91 44 6628 2222

hr@sanspareiltech.com

www.sanspareiltech.com

Private & Confidential

Date : 17th March 2016.

Name : M. Faizal Noordeen

Address : 211a, Elumalai street, Ayanavaram, ch - 23.

Dear Faizal Noordeen,

With reference to your application and the subsequent interviews that you had with us, we are pleased to offer for the position of **Entry Level Professional in Operations Department** in our organization. You shall also be eligible for Provident Fund as per the relevant statutes and rules of the company.

Your annual total compensation will be ₹200000 / annum.

The joining date would be confirmed later on by us. At the time of joining, please submit the following documents:

- 1) 10th, 12th and Degree with two photocopies in support of your educational qualifications.
- 2) Relieving letter from your previous employer and last drawn pay slip, if applicable.
- 3) Six passport size and one stamp size color photographs.
- 4) Medical Fitness Certificate from Recognized Medical Practitioner.
- 5) One photocopy of your address proof and ID proof.
- 6) Certification by Microsoft / Oracle as advised.
- 7) Appointment letter if, any from your previous employer.

We will be issuing a letter of Appointment on the day you join our services.

Kindly sign the duplicate copy of this letter and return it as a token of your acceptance.

Regards,

Authorized Signature

Received the copy of offer letter
Faizal
20/3/16

Accepted

Sans Pareil IT Services Private Limited

Greeta Tech Park, First Floor, # 96-99, Perungudi Industrial Estate, Old Mahabalipuram Road, Chennai-600096.



Inexo Cast Metal Solutions Pvt. Ltd.,

Regd. Off. & Works: Plot No. 107, (Old No. 166) VIII Phase, SIDCO Industrial Estate, Ambattur, Chennai - 600 098.
Phone : 91-44-2625 6179 / 91-44-2624 2694 / 99400 87297 / 99400 54948. www.inexocast.in
CIN No. : U24117TN1997PTC037258



Ref: ICMS/HR/FMT/05

April 23, 2016

Ms. Banu Priya H
No.16, 2nd Street,
Muthamizh Nagar,
Poonamallee,
CHENNAI 600 056.

Dear Ms. Banu Priya,

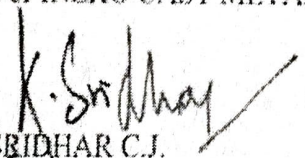
This has reference to the interview you had with us. We are pleased to issue this Letter of offer of Employment in our organization, as per the Terms of offer stated in the enclosed Annexure.

Your absorption into regular rolls will be regularized based on your performance, by issuing an Appointment Order on completion of Training period.

Kindly sign the duplicate copy of this offer as a token of acceptance and return to us mentioning your expected date of joining

Thanking you,

Yours faithfully
For INEXO CAST METAL SOLUTIONS Pvt. Ltd.


SRIDHAR C.J.
Director

Encl: Terms of offer



Inexo Cast Metal Solutions Pvt. Ltd.,

Right Of Work Plot No. 107 (Old No. 166), VII Phase, SIDCO Industrial Estate, Ambattur, Chennai - 600 098.
Phone : +44-2625 6179 / 91-44-2604 2894 / 99400 67297 / 99400 54948 www.inexocast.in
CIN No. U24117TN1997PTC037258



Ref: ICMS HR/FMT/05

April 23, 2016

Ms.Brindha P
117/6, Madura Flats,
Anna Nagar West Ext.
CHENNAI 600101.

Dear Ms.Brindha,

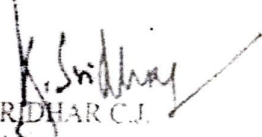
This has reference to the interview you had with us. We are pleased to issue this Letter of offer of Employment in our organization, as per the Terms of offer stated in the enclosed Annexure.

Your absorption into regular rolls will be regularized based on your performance, by issuing an Appointment Order on completion of Training period.

Kindly sign the duplicate copy of this offer as a token of acceptance and return to us mentioning your expected date of joining

Thanking you.

Yours faithfully
For INEXO CAST METAL SOLUTIONS Pvt. Ltd.


SRIDHAR C.J.
Director

Encl: Terms of offer

LETTER OF INTENT

March 31, 2016

Dear Danusha Posani Chowdary,

We are delighted to take this opportunity to congratulate you on the fine skills you portrayed during the selection process which concluded in Prathyusha Institute of Technology and Management on September 7, 2015.

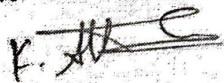
We are duly impressed with your attitude & believe that professionals like you would be an asset to our organization.

On behalf of ExcelaCom Technologies, it's our pleasure to present this Letter of Intent to you. The Letter of Employment will be shortly sent to you at the sole discretion of our company.

We request you to sign the copy of this "Letter of Intent" and by doing so, you here by acknowledge and admit the fact that pursuant of the acceptance of this "Letter of Intent", neither ExcelaCom Technologies is under any obligation to offer you employment nor you have a right to receive the Letter of employment from the company.

We wish you all the very best in your future endeavors.

Regards
for **ExcelaCom Technologies Private Ltd**



Senthilkumar Kandasamy
Director

----- Forwarded message -----

From: "IBM GTS Campus Recruitment" <gtscampus@in.ibm.com>

Date: Nov 27, 2015 1:49 AM

Subject: MANDATORY: Online Registration _Campus 2016

To: <diya241194@gmail.com>

Cc:

Dear DHIVYA SEKAR,

Greetings from IBM India!!!

Hearty CONGRATULATIONS for being short-listed in the Campus recruitment process for the position of an Associate-Technical Operation in our Global Technology Services business unit.

We are happy to inform you that, we have now moved to a new Recruitment tool, aside from an updated look the tool has been designed to help improve navigation and make it easier to find the status of your candidature. In order to proceed with next process we would require you to kindly register on our career portal.

Do NOTE that it is imperative that you complete the online registration within the timelines mentioned. The requisition ID on our career portal will be open until 29 Nov 2015 till 8:00 PM only.

Requisition ID to apply: 15935BR

Link: <https://krb-sjobs.brassring.com/TGWebHost/home.aspx?partnerid=26059&siteid=5016>

Please go through the registration guidebook attached alongside of this email.

(See attached file: Registration Guidebook V4.pdf)

Thanks & Regards,

University Hiring team

Visit us at: <http://ibmcampusindia.com>

Neither IBM India Pvt. Ltd. nor any of its subsidiaries (collectively 'IBM'), nor any authorized third party who assists with our recruitment process, ever ask candidates for 'recruitment', 'processing' or any other kind of fees in exchange for offer letters from IBM. Offer letters and other recruiting correspondence from IBM are sent from an official e-mail id and/or are printed on IBM letterhead with authentic signatures of appropriate IBM authorities.

This e-mail may contain confidential, proprietary, copyrighted, sensitive personal and/or legally privileged information solely for the intended recipient/s. The contents do not represent the opinion of IBM or any of its affiliates except to the extent that it relates to its official business. If you are not the intended recipient, kindly delete this e-mail and any attachments hereto, and inform the sender by return e-mail of your receipt hereof in error. Any unauthorized access to, review, reproduction, dissemination or other use of the information contained herein is strictly prohibited. Thank you.



Date - June 29, 2016

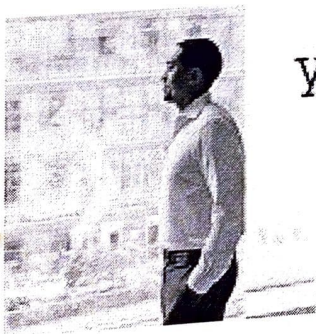
IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Jeeva K,

We are delighted to invite you to join IBM as a Associate - Technical Operations, in band [04G] . Working with open-minded professionals like you, who are relentless and passionate in designing and building solutions for the world's most difficult challenges - and in helping our clients do the same. IBMers aim high. We are always learning, sharing expertise, and working together to drive innovation. We are certain you will thrive in our company of experts and make a difference.

As an IBMer, you can change the way the world works. It's what IBMers have been doing for more than 100 years. A new world is taking shape before our eyes, and what we do here is a big part of it. Most of the world's top banks, car companies and healthcare businesses are IBM clients. Seventy percent of the world's data is managed with our technology. Eighty percent of Fortune 500 companies use our cloud. There is simply no other company on earth where you can make more of a meaningful difference in this new era of cognitive computing, than at IBM.

Attached are the specifics of your offer. Please don't hesitate to reach out to us if we can be of any assistance. We look forward to hearing from you soon and welcoming you to the team.



your future
made with
IBM





The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Sincerely,

Rohit K Vohra
Recruitment Leader
India/SA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE



Date - September 21, 2016

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear RAJESHWARI M,

We are delighted to invite you to join IBM as a Associate - Technical Operations, in band [04G] . Working with open-minded professionals like you, who are relentless and passionate in designing and building solutions for the world's most difficult challenges - and in helping our clients do the same. IBMers aim high. We are always learning, sharing expertise, and working together to drive innovation. We are certain you will thrive in our company of experts and make a difference.

As an IBMer, you can change the way the world works. It's what IBMers have been doing for more than 100 years. A new world is taking shape before our eyes, and what we do here is a big part of it. Most of the world's top banks, car companies and healthcare businesses are IBM clients. Seventy percent of the world's data is managed with our technology. Eighty percent of Fortune 500 companies use our cloud. There is simply no other company on earth where you can make more of a meaningful difference in this new era of cognitive computing, than at IBM.

At IBM you can also look forward to build a long term career with a range of varied and rich career opportunities & experiences across business units & functions, industries & domains. You can expect to meet highly talented & bright IBMers from whom you will learn & grow and most importantly those with whom you will build potentially lifelong friendships.

Your employment contract is attached, for your review and acceptance. Please don't hesitate to reach out to us if we can be of any assistance. We look forward to hearing from you soon and welcoming you to the team.



your future
made with
IBM





**IBM CONFIDENTIAL
ANNEXURE A**

DATE	September 21, 2016	MANAGER	Puranikmath, Roopa P (rpuranik@in.ibm.com)
NAME	RAJESHWARI M	BAND	04G
DESIGNATION	Associate - Technical Operations	LOCATION	BANGALORE

<u>Compensation Components</u>	<u>IBM Offer (in INR)</u>
1. Basic Salary	122762
2. Flexible Benefit Plan (FBP)	147314
<u>Reference Salary</u>	
3. Retirals	
a) Provident Fund (PF)	14731
b) Gratuity @ 4.8%	5893
Annual Remuneration	290700

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Medclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Sincerely,

Rohit K Vohra
Recruitment Leader
India/SA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

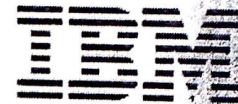
DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE



Date - August 26, 2016

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear RENUKADEVI V,

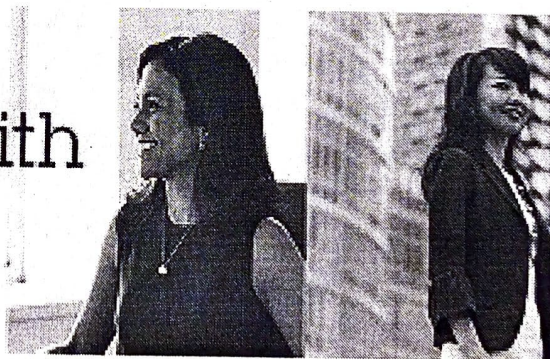
We are delighted to invite you to join IBM as a Associate - Technical Operations, in band [04C] . Working with open-minded professionals like you, who are relentless and passionate in designing and building solutions for the world's most difficult challenges - and in helping our clients do the same. IBMers aim high. We are always learning, sharing expertise, and working together to drive innovation. We are certain you will thrive in our company of experts and make a difference.

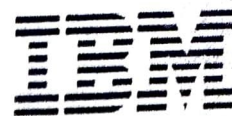
As an IBMer, you can change the way the world works. It's what IBMers have been doing for more than 100 years. A new world is taking shape before our eyes, and what we do here is a big part of it. Most of the world's top banks, car companies and healthcare businesses are IBM clients. Seventy percent of the world's data is managed with our technology. Eighty percent of Fortune 500 companies use our cloud. There is simply no other company on earth where you can make more of a meaningful difference in this new era of cognitive computing, than at IBM.

Attached are the specifics of your offer. Please don't hesitate to reach out to us if we can be of any assistance. We look forward to hearing from you soon and welcoming you to the team.



your future
made with
IBM





IBM CONFIDENTIAL

DATE	August 26, 2016	MANAGER	RANA, NIRMAL (nirmal.rana@in.ibm.com)
NAME	RENUKADEVI V	BAND	04G
DESIGNATION	Associate - Technical Operations	LOCATION	NOIDA

<u>Compensation Components</u>	<u>IBM Offer (in INR)</u>
1. Basic Salary	122762
2. Flexible Benefit Plan (FBP)	147314
<u>Reference Salary</u>	
3. Retirals	
a) Provident Fund (PF)	14731
b) Gratuity @ 4.8%	5893
Annual Remuneration	290700

Growth Driven Profit-sharing (GDP), an annual performance-based incentive plan, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

The Company presently has a Performance Award Program. Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Medclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage



The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At IBM, we're changing the world every day and we will be delighted to have you as part of our team. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in the space specified below and return the signed copy to IBM on your on boarding day.

Sincerely,

Rohit K Vohra
Recruitment Leader
India/SA

ACCEPTANCE OF APPOINTMENT TERMS AND CONDITIONS (TO BE UPDATED BY THE CANDIDATE ON THE DATE OF JOINING)

I agree that I have read, understand, and accept employment with IBM under the terms and conditions stated above. By signing on this offer, I also agree and acknowledge that this offer letter does not require a physical signature, and the issuance of this offer of employment to me, my acceptance of this offer, and IBM's acknowledgment of the same and the affixing of a signature by the IBM representative shall be adequate to constitute a valid contract of employment between IBM India Pvt Ltd. and me. (Please sign below to confirm that you agree with the terms and conditions stated in this offer.)

SIGNATURE

PRINTED NAME

DATE OF JOINING

DATE

VERIFIED BY (FOR OFFICE USE ONLY - TO BE UPDATED BY ON BOARDING SPECIALIST)

SIGNATURE

PRINTED NAME

DATE

Dear REVATHY .V,

Greetings from IBM India!

This is in context of the Offer made to you by IBM where you have confirmed your availability to commence employment at IBM on October 5, 2016 . It is important to note that this date of joining has been finalized in view of our business need. We would request you to kindly attend the onboarding session, as per the scheduled date and time mentioned in the Offer.

We would also like to emphasize that if you are unable to attend the onboarding session per the mentioned date and time, we will be unable to provide you with an alternate joining date and we may have to consider that you are no longer interested in the position offered with IBM and hence the Offer extended to you will stand cancelled, making it null and void and cannot be accepted at any time in the future.

Additionally, Joining Forms have been shared with you and is available on the IBM Candidate Portal. Please log in to your Candidate Portal and complete the necessary documentation requirements. Completion of documentation is a legal / statutory requirement. You are therefore advised to complete all the forms at the earliest to ensure a smooth and enjoyable onboarding experience with IBM.

We look forward to welcoming you to IBM Family.

If you have any query, please feel free to write back to us or call us at our Helpdesk (+91 80 49140279) between 10.00 AM to 5.00 PM on all business days.

Thanks and Regards

IBM India - University Hiring Team

Private & Confidential

Date : 17th March 2016

Name : K. Shalini

Address : No: 33, 35th cross street, Sakethivel nagar, puzhal, Chennai-66.

Dear Shalini,

With reference to your application and the subsequent interviews that you had with us, we are pleased to offer for the position of Talent Acquisition Executive in Human Resources Department in our organization. You shall also be eligible for Provident Fund as per the relevant statutes and rules of the company.

Your annual total compensation will be ₹ 200000 / annum.

The joining date would be confirmed later on by us. At the time of joining, please submit the following documents:

- 1) 10th, 12th and Degree with two photocopies in support of your educational qualifications.
- 2) Relieving letter from your previous employer and last drawn pay slip, if applicable.
- 3) Six passport size and one stamp size color photographs.
- 4) Medical Fitness Certificate from Recognized Medical Practitioner.
- 5) One photocopy of your address proof and ID proof.
- 6) Appointment letter if, any from your previous employer.

We will be issuing a letter of Appointment on the day you join our services.

Kindly sign the duplicate copy of this letter and return it as a token of your acceptance.

Regards,

Authorized Signature

Received the copy of offer letter

K. Shalini

Accepted

22-Oct-2016

Dear Vishal Prakash,
B.E, Computer Science & Engineering
Prathyusha Institute of Technology and Management, Thriuvallur



Candidate ID – 8807313

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

During your probation period of 12 months, which includes your training program, you are entitled to an annual Total Remuneration (ATR) of **Rs. 338,005**. This includes an annual incentive indication of **Rs.20,000**, as well as Cognizant's contribution of **Rs.21,005** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755**. This includes an annual incentive indication of **Rs.20,000** as well as Cognizant's contribution of **Rs. 21,755** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

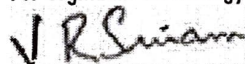
Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may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

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

Please note that 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.

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.,



Sriram V Rajagopal
SVP - Human Resources

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

Signature:

Date:

Annexure A

Name: Vishal Prakash

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic		
2	HRA @60% of basic*	8,675	104,100
3	Conveyance Allowance*	5,205	62,460
4	Medical Allowance*	800	9,600
5	Company's contribution of PF #	1,250	15,000
6	Advance Statutory Bonus***	1,041	12,492
7	Special Allowance*	2,000	24,000
8	Incentive Indication (per annum)**	5,779	69,348
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

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

- Floating Medical Insurance Coverage of Rs. 250,000 per annum for self and maximum of 3 non-earning dependents
- Round-the-Clock Personal Accident & Life Insurance coverage
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

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

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

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

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

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

LETTER OF INTENT

December 9, 2015

Dear Yamini Vasudevan,

We are delighted to take this opportunity to congratulate you on the fine skills you portrayed during the selection process which concluded in Prathyusha Institute of Technology and Management on September 7, 2015.

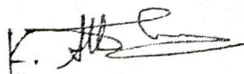
We are duly impressed with your attitude & believe that professionals like you would be an asset to our organization.

On behalf of ExcelaCom Technologies, it's our pleasure to present this Letter of Intent to you. The Letter of Employment will be shortly sent to you at the sole discretion of our company.

We request you to sign the copy of this "Letter of Intent" and by doing so, you here by acknowledge and admit the fact that pursuant of the acceptance of this "Letter of Intent", neither ExcelaCom Technologies is under any obligation to offer you employment nor you have a right to receive the Letter of employment from the company.

We wish you all the very best in your future endeavors.

Regards
for ExcelaCom Technologies Private Ltd



Senthilkumar Kandasamy
Director

Received the letter of intent.

Yamini V
11/11/15

Hi,

Congratulations!!

Thank you for your interest in pursuing your career with Global knowledge

Global Knowledge is an exciting place to build your career! We believe that our employees are our best assets and we do everything possible to create an inspiring environment for you to learn and contribute to the best of your abilities

Further to your application for a position and subsequent interviews you had with us, we are pleased to confirm that you have been selected on probation basis as System Designs Associate - Trainee

Job Title Systems Design Associate - Trainee

Job Description and terms & Conditions -

Under the supervision of the Manager - Technical Development, the duties and responsibilities include but are not limited to

- a. Ensure all company policies are abided by you.
- b. Other miscellaneous tasks within company and job portfolio.
- c. Preparing technical documents for the training
- d. Validating contents for accuracy and usability using support communications and ensure adherence to objectives set by the higher official.
- e. Skillful with clear understanding of technical design concepts, projects and methodology
- f. Ability to learn new technologies with less supervision and guidance.
- g. Highlight the missing steps, values and any inconsistency identified during the proof reading.
- h. Ability to work under pressure, tight deadlines, in team and as efficient individual contributor.
- i. Failure to complete all the academic requirements to secure the position in the company by the end of the training & assessment period, the offer considered void and no longer valid.
- j. Failing the assessment at the end of the training period, immediately will void the offer and will refrain you to continue the employment.
- k. Emergency leaves taken during training & assessment and probation period will be granted ONLY as LEAVE ON LOSS OF PAY (Only upon proper approval from the Manager).

After the candidate accepted the offer, he/she will be paid of Rs.6,000/- as a stipend during the training & assessment period [1 Month] inclusive of all other allowances and then salary will be Rs.15,000/- per Month inclusive of all other allowances after the training & assessment period, subject to clearing the assessment.

Your joining date will be on 1st June of 2017.

Request you to please reply to this mail confirming your acceptance in taking up this job as System Designs Associate - Trainee.

Upon your confirmation, we would proceed further in sending your offer letter and other joining formalities.

Thanks
Global Knowledge



Date : August 10, 2015

Name : AGALYA S

Contact Number : 9500329941

Your IBM Reference No : I6AD0099

IBM India Private Limited
Manyata Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear AGALYA S,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment.

The Expression of Interest shall remain valid until the earlier of date of the Letter of Offer or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Should you have any questions regarding your candidature, feel free to call us on 080-49140279 (Monday - Friday; 10:00AM -5:00PM), or email us at ibmcrecr@in.ibm.com.

Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name : AGALYA.S
Place of Residence : THIRUVALLUR
Residence Contact No : 9500329941
Date : 14-8-15
Signature : S. Ag



Visit us at <http://ibmcampusindia.com>

Date August 10, 2015

Name AGALYA S

Contact Number 9500329941

Your IBM Reference No. ISAD0099



IBM India Private Limited
Maryata Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
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Rohit K. Vohra
Authorized Signatory

IBM India Private Limited

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Name : AGALYA S
Place of Residence : THIRUVALLUR
Residence Contact No : 9500329941
Date : 14-8-15
Signature : S. Ag



Visit us at <http://ibmcareersindia.com>



Date : August 10, 2015
 Name : AGALYA S
 Contact Number : 9500329941
 Your IBM Reference No : I6AD0099

IBM India Private Limited
 Manyata Embassy Business Park,
 Ground Floor, G2 Block,
 Nagawara Outer Ring Road,
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Rohit K Vohra
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IBM India Private Limited

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Name : AGALYA S
 Place of Residence : THIRUVALLUR
 Residence Contact No : 9500329941
 Date : 14-8-15
 Signature : S. Agal



Visit us at: <http://ibmcampusindia.com>



Date : August 10, 2015

Name : DAFNEY ANN

Contact Number : 9840437009

Your IBM Reference No : I6AD0217

IBM India Private Limited
Mangala Embassy Business Park,
Ground Floor, G2 Block,
Hegdewara Outer Ring Road,
Bangalore - 560043, India.
Tel : 91-80-43439999
Fax: 91-80-49142409
www.ibm.com/in

Dear DAFNEY ANN,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

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Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name	:	<u>D. DAFNEY ANN</u>
Place of Residence	:	<u>CHENNAI, TAMILNADU</u>
Residence Contact No	:	<u>9840437009</u>
Date	:	<u>14-AUG-2015</u>
Signature	:	<u>DAFNEY ANN D</u>



Visit us at: <http://ibmcampusindia.com>



IBM India Private Limited
Mumbai Embassy Business Park,
Ground Floor, 112 Block,
Hegdewadi Outer Ring Road,
Bangalore - 560043, India
Tel: 91 80 43039999
Fax: 91 80 49143409
www.ibm.com/in

Date: August 10, 2015

Name: DHIVYA REKAR

Contract Number: B00N14333

Your IBM Reference No: B0A10001

Dear DHIVYA REKAR,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

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Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name	: <u>DHIVYA S</u>
Place of Residence	: <u>CHENNAI</u>
Residence Contact No	: <u>014 - 24865152</u>
Date	: <u>12 - 08 - 2015</u>
Signature	: <u>Dhp</u>



Visit us at <http://ibmcampusindia.com>

Date : August 10, 2015

Name : DHIVYA SBKAR

Contact Number : 9600147235

Your IBM Reference No : I6AD0051



IBM India Private Limited
Manyata Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

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Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name : DHIVYA S
Place of Residence : CHENNAI
Residence Contact No : 044 - 24865152
Date : 12 - 08 - 2015
Signature : Dhp



Visit us at <http://ibmcampusindia.com>

Date: 6th June 2016

Dear Faizal Noordeen .M,

Congratulations!!!

We are pleased to offer you an appointment in our organization as a **DA Trainee** on the following terms and conditions:

1. Your date of commencement of Employment will be on or before 27th June 2016
2. You will be entitled to receive a compensation of Rs3, 25,000 per annum as per the enclosed Annexure
3. This offer is valid subject to you clearing all the subjects/papers including standing areas, if any
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on the date of joining
5. You will be required to sign a bond agreement, valid for 3 years
6. Other benefits will be as per company policy which will be explained to you in detail on the date of joining
7. The following listed original documents and photocopy of the same are required to be brought one week prior to the date of joining. Date of document collection will be communicated via email :

- Offer letter copy duly signed and dated by you
- Educational certificates, including all semester mark sheets and consolidated mark sheet (from SSLC till your latest degree)
- Pan Card (2 copies)
- Passport (2 copies), If you do not have passport then kindly apply immediately
- Address proof of current residence
- Name change document, if any
- 3 copies of passport size photographs

Joining Acceptance

Your appointment will be effective on your joining date i.e. 27th June 2016. Please email us at systechinhr@systechusa.com for any questions relating to the offer.

The offer will be withdrawn if you are not confirming your acceptance. You are requested to report to the below mentioned address at 9 AM on 27 June 2016.

Systech Solutions Pvt Ltd.,,
No: 17, (Old No: 9), North Street,
Sriram Nagar, Alwarpet, Chennai - 600 018

Please note that this offer is valid only on successful completion of your degree and reference checks else the employment is subjected to termination without notice.

Faizal, we are delighted to extend this offer of employment to you. We look forward to working with you.

Regards,
Deepa Muthu Krishnan
Systech India HR Team



Dear Jayakrishna Thatha,

We are pleased to inform you that Systech Solutions Pvt. Ltd. has decided to extend an offer of employment. We are excited about your interest in us and are confident that you will be an important addition to our team. You will join us as a full-time employee on **17th June 2015**, in the position of **DA Trainee**. Your compensation will be Rs. 2,78,014 per annum, with the proper deductions made for all required withholdings.

Joining Acceptance

Your appointment will be effective on your joining date i.e. 17th June 2015. Please contact us or email us at systechinhr@systechusa.com immediately if you require an alternative joining date. The alternative date should not be later than 5 days from the specified joining date. The offer will be withdrawn if you are not confirming your acceptance or not able to give an alternative date.

At the time of joining our organization you will be signing a bond agreement for 3 years and other benefits will be as per company policy.

On your joining date, please bring a copy of this letter duly signed and dated by you. You are also requested to bring the photocopy of the following documents along with the originals for verification at the time of collecting your Appointment order.

- a. Educational certificates, all year mark sheets, consolidated mark sheet (from SSLC till your latest degree),
- b. Previous company Service letter, Relieving letter, pay slips
- c. Form 16
- d. Pan Card (2 copies)
- e. Passport (2 copies). If you do not have passport then kindly apply immediately and submit the acknowledgement on the joining date
- f. Address proof of current residence
- g. If you have ever changed your name for any reason, please bring the supporting documents
- h. 3 copies of passport size photographs

Please note that all of the above documents are mandatory.

Report to

Systech Solutions Pvt Ltd
No: 17, (Old No: 9), North Street,
Sriram Nagar,
Alwarpet,
Chennai -600 018

on the joining date at 9:00 AM. Please be on time to complete the joining formalities.



Please note that this offer is valid only on successful completion of your degree else the employment is subjected to termination without notice.

Jayakrishna, we are delighted to extend this offer of employment to you and sincerely feel that Systech can provide you with the opportunity to achieve rewarding results for both you and the Company. We look forward to working with you.

Kindly contact us for any further clarification.

Regards,
Sridevi Muppala
Systech India HR Team
Tel: 044 2431 3751
www.systechusa.com

File Reference: RTM/16/HR/004

Appointment Letter

18 May 2016

Ms. Kabilashri J
21/9, Sanjeevirayan Koil Street,
Old Washermanpet,
Chennai-600021

Dear Ms. Kabilashri,

We are pleased to appoint you as **Software Engineer-Trainee**; your period of training shall be for a period upto **one year**. Your employment will be subject to the following terms and conditions:

1. Service regulations

- 1.1. You shall be paid gross emoluments as detailed in Annexure - A effective **26-05-2016**, subject to Tax Deduction at Source and other statutory deductions as applicable by law. Your employment with us will be governed by the Terms & Conditions as listed below and as per the policies of RT MediBus.
- 1.2. Your offer has been made based on information furnished by you. However if it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
- 1.3. You will be operating out of our Chennai center, but the company reserves the right to send you on deputation/ transfer/ assignment, either temporarily or permanently, to any other location, to serve any of the company's projects, whether existing at the time of your appointment or to be set up in the future.
- 1.4. You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense. Kindly note that refusal to participate in a training programme without any extraneous circumstances would lead to automatic termination of your employment.
- 1.5. You will be entitled to leave as per company policy. You will be eligible to the benefits of the company's Privileged Leave on your confirmation with the company.

2. Confidentiality

- 2.1. You are expected to maintain utmost confidentiality with regard to the affairs of the company and all information, instruments, documents, etc., relating to the company that may come to your professional knowledge during your assignment with the Company.
- 2.2. In this regard you are required to execute, A. Employee Invention Assignment and Confidentiality Agreement, and B. Non-Compete and Non-Disclosure Agreement, copies of which are annexed herewith.

3. Separation

- 3.1. During the training period, your services may be brought to a close at any time by either party by giving three month's Notice to the other or by giving such shorter notice as mutually agreed upon or by paying compensation in lieu of notice. Notwithstanding the above, the company is entitled to terminate your services forthwith and without any notice, if you indulge in any action, which is deemed inappropriate by the company.
- 3.2. Unauthorized absence for a continuous period of three days without prior approval of your superior, (including overstay on leave/training) would result in disciplinary action which may cause you to lose your lien on the service and the same shall automatically come to an end without any notice or intimation.

4. Status Reports

- 4.1. You shall provide the company with any reports that are deemed necessary, including time sheets, periodic summaries of your work related activities and accomplishments.

5. Review

- 5.1. Your performance shall be periodically reviewed every 3 months during the training period.
- 5.2. Based on your performance, you may be confirmed with the company in written at any point during your training period.

6. Reporting formalities

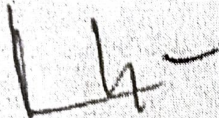
You are requested to report to the HR department at 26-05-2016 at 10:30AM to complete the joining formalities at RT-MediBus Technologies India Private Limited, 2nd Floor Ganesh Towers, 152 Luz Church Road, Mylapore, Chennai-600004.

Please sign the duplicate copy of this letter as a token of your acceptance of the terms and conditions mentioned herein.

We welcome you to the RT Medibus family and look forward to a mutually fulfilling collaboration.

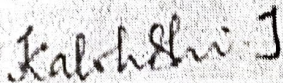
Yours sincerely,

For RT-MediBus Technologies Private Limited



Srirama Raja
CTO & Director

Agreed and Accepted:



Signature of Intern

Date: 26-05-2016

Date : August 10, 2015

Name : KISHORE

Contact Number : 9659485515

Your IBM Reference No : I6AD0194



IBM India Private Limited
Maryata Embassy Business Park,
Ground Floor, G2 Block,
Nagawata Outer Ring Road,
Bangalore - 560045, India
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear KISHORE,
Congratulatory!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment.

The Expression of Interest shall remain valid until the earlier of date of the Letter of Offer or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Should you have any questions regarding your candidature, feel free to call us on 080-49140279 (Monday - Friday, 10:00AM -5:00PM), or email us at ibmcrecr@in.ibm.com.

Sincerely,

Rohit K. Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name : KISHORE - S
Place of Residence : THIRUVALLUR, TAMILNADU
Residence Contact No : 7845276574
Date : 14-AUG-2015
Signature : S. Kishore



Visit us at <http://ibmcampusindia.com>

Date : August 10, 2015

Name : KISHORE

Contact Number : 9659485515

Your IBM Reference No : I6AD0194



IBM India Private Limited
Maryata Embassy Business Park,
Ground Floor, G2 Block,
Nagawata Outer Ring Road,
Bangalore - 560045, India
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear KISHORE,
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Should you have any questions regarding your candidature, feel free to call us on 080-49140279 (Monday - Friday, 10:00AM -5:00PM), or email us at ibmcrecr@in.ibm.com.

Sincerely,

Rohit K. Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name : KISHORE - S
Place of Residence : THIRUVALLUR, TAMILNADU
Residence Contact No : 7845276574
Date : 14-AUG-2015
Signature : S. Kishore



Visit us at <http://ibmcampusindia.com>

File Reference: RTM/16/HR/003

Appointment Letter

18 May 2016

Ms. Nithya S

6-1-1 c/21 ,Haridwar colony,
Chinna Reddy Colony,
Thirupati-517507

Dear **Ms.Nithya,**

We are pleased to appoint you as **Software Engineer-Trainee**; your period of training shall be for a period upto **one year**. Your employment will be subject to the following terms and conditions:

1. Service regulations

- 1.1. You shall be paid gross emoluments as detailed in Annexure – A effective **26-05-2016**, subject to Tax Deduction at Source and other statutory deductions as applicable by law. Your employment with us will be governed by the Terms & Conditions as listed below and as per the policies of RT Medibus.
- 1.2. Your offer has been made based on information furnished by you. However if it transpires that you have made a false statement (or have not disclosed a material fact) resulting in your being offered this appointment, the Management may take such action as it deems fit in its sole discretion, including termination of your employment.
- 1.3. You will be operating out of our Chennai center, but the company reserves the right to send you on deputation/ transfer/ assignment, either temporarily or permanently, to any other location, to serve any of the company's projects, whether existing at the time of your appointment or to be set up in the future.
- 1.4. You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense. Kindly note that refusal to participate in a training programme without any extraneous circumstances would lead to automatic termination of your employment.
- 1.5. You will be entitled to leave as per company policy. You will be eligible to the benefits of the company's Privileged Leave on your confirmation with the company.


Annexure A

1. Your compensation package will be as follows:

Salary Components	Per Month	Per Annum
Basic Salary	6,000	72,000
HRA	3,600	43,200
Conveyance	1,600	19,200
Medical Allowance	1,250	15,000
Special Allowance	1,330	15,960
Provident Fund-Employer Contribution	1,222	14,659
Total Gross Salary	15,002	1,80,019

2. Gratuity and Social & Health security scheme will be provisioned for in an appropriate manner, over and above the Salary mentioned above, and reflected in the employee's cost to company.
3. Bonus will be applicable and payable as per the Payment of Bonus Act, 1965.
4. Gratuity payment becomes due only upon your completing 5 years in service.
5. Monthly salaries remitted will be subject to deductions, including Provident Fund, ESI and applicable taxes.
6. All Income will be subject to Tax Deducted at Source.

For RT-Medibus Technologies Pvt. Ltd.



Director

S. Nitthya
26-05-2016.

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Ms. Nachammai .L

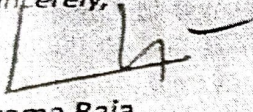
Dear Nachammai .L

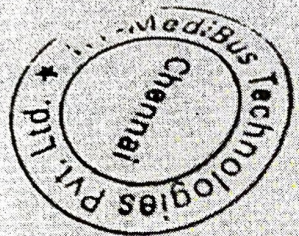
We are pleased to inform that your services in our Organization are confirmed w.e.f 27th Feb, 2017. You will continue to work as **Software Engineer**. Your job responsibilities will remain the same.

Your annual CTC will be Rs. 275,000 (Two lakhs seventy five thousand only). The break of this is provided as annexure to this letter.

All other terms and conditions of your employment shall remain the same as mentioned in your appointment letter.

We look forward to your valuable contribution and wish you all the very best for a rewarding career with the organization.

Sincerely,

Rama Raja
Director



Read and Accepted:


Signature of Employee

27/03/17
Date

Confidential: Details of this document are not to be discussed with anyone in RT Medibus who is not authorized to access it, or with anyone outside RT Medibus other than immediate family



Date : August 10, 2015
Name : PRATHIBA K
Contact Number : 9094564379
Your IBM Reference No : I6AD0267

IBM India Private Limited
Manyata Embassy Business Park,
Ground Floor, G2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear PRATHIBA K,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment.

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The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Should you have any questions regarding your candidature, feel free to call us on 080-49140279 (Monday - Friday, 10:00AM -5:00PM), or email us at ibmcreer@in.ibm.com.

Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name : PRATHIBA K
Place of Residence : CHENNAI, TAMIL NADU
Residence Contact No : 044-26260620
Date : 11-08-2015
Signature : K. Prathiba



Visit us at: <http://ibmcampusindia.com>

Hi, R.VISHNU PRIYA

Congratulations!!!

Thank you for your interest in pursuing your career with Global knowledge.

Global Knowledge is an exciting place to build your career! We believe that our employees are our best assets and we do everything possible to create an inspiring environment for you to learn and contribute to the best of your abilities.

Further to your application for a position and subsequent interviews you had with us, we are pleased to confirm that you have been selected on probation basis as System Designs Associate - Trainee.

Job Title : Systems Design Associate - Trainee

Job Description and terms & Conditions -

Under the supervision of the Manager - Technical Development, the duties and responsibilities include but are not limited to:

- a. Ensure all company policies are abided by you.
- b. Other miscellaneous tasks within company and job portfolio.
- c. Preparing technical documents for the training
- d. Validating contents for accuracy and usability using support communications and ensure adherence to objectives set by the higher official.
- e. Skillful with clear understanding of technical design concepts, projects and methodology.
- f. Ability to learn new technologies with less supervision and guidance.
- g. Highlight the missing steps, values and any inconsistency identified during the proof reading.
- h. Ability to work under pressure, tight deadlines, in team and as efficient individual contributor.
- i. Failure to complete all the academic requirements to secure the position in the company by the end of the training & assessment period, the offer considered void and no longer valid.
- j. Failing the assessment at the end of the training period, immediately will void the offer and will refrain you to continue the employment.
- k. Emergency leaves taken during training & assessment and probation period will be granted ONLY as LEAVE ON LOSS OF PAY (Only upon proper approval from the Manager).

After the candidate accepted the offer, he/she will be paid of Rs.6,000/- as a stipend during the training & assessment period [1 Month] Inclusive of all other allowances and then salary will be Rs.15,000/- per Month Inclusive of all other allowances after the training & assessment period, subject to clearing the assessment.

Your joining date will be on 1st June of 2017.

Request you to please reply to this mail confirming your acceptance in taking up this job as System Designs Associate - Trainee.

Upon your confirmation, we would proceed further in sending your offer letter and other joining formalities.

Thanks
Global Knowledge

Ref: Applicant No.: PRATHYUSHA ENGINEERING
COLLEGE

Date: 27/1/16

Dear RIZWANA [B.E-CSE]

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

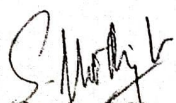
- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services

I have received the copy of the offer letter


Authorized Signatory

Rizwana
4/4/16
Candidate Acceptance

Ref: Applicant No.: PRATHYUSHA ENGINEERING
COLLEGE

Date: 27/1/16

Dear SWETHA [B.E - CSE]

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

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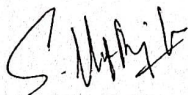
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- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.


Yours sincerely,

Sutherland Global Services

I have received the copy of the offer letter.



Authorized Signatory


04.04.16
Candidate Acceptance

Confidential

30 August 2016

Ms. Umamageshwari G

No 13/8B Alwarpet 2nd Street

Alwarpet

Chennai -

Dear Umamageshwari

Congratulations! We welcome you to the family of Sutherland.

1. With reference to our discussions, we are pleased to appoint you as "**Consultant**". Please note that this position is pending a favourable background verification and reference check. You are requested to join us on or before **2 September 2016** on the following terms and conditions:
2. Your place of posting will be at **Chennai**. However during your employment with us you may be posted or transferred / attached to any other units / companies / offices or clients of The Sutherland Global Services Private Limited either in India or Abroad at the sole discretion of the Management.
3. Your emoluments by way of Annual Cost to the Company is Rs. **185000/- per annum (Rupees One Lakhs Eighty Five Thousand only)**, the details of which are given in the annexure of the appointment letter.
4. You shall report to the **Program Head** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.
5. You may be required to work in shift system of the company as intimated to you from time to time.
6. You are governed by the "**Service Rules and Regulations**" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.
7. This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing. On confirmation, either party can terminate this contract for employment by giving 60 Days advance notice or pay salary in lieu of the same to the other party. However, should your termination be due to un authorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case, the company will not pay any notice pay.
8. During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

D.K.G.

Shiv Kumar Ganapathi
Associate Vice President and Head of Talent Acquisition, India

Candidate Signature: *Umamageshwari G*

9. You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter
10. Your appointment is subject to that your being found medically fit by a doctor nominated by the company and thereafter you will have to maintain a state of overall sound health in order to continue in the services of the company.
11. All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.
12. You shall keep the company informed in writing, of any change in your address, failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.
13. You will automatically retire from the services of the company on attaining the age of 58 years.
14. Please bring the following original documents for verification with their photocopies, which would be retained for our records.
 - a. Photographs (Six passport size)
 - b. All educational certificates including mark sheets in full
 - c. Relieving Letter & Service Certificate (If employed previously)
 - d. Proof of Last drawn salary
 - e. Passport / Proof of Address
 - f. Form -16 along with earnings certificate for IT purpose
 - g. Blood Group with Medical Fitness Certificate
 - h. Two Reference Letters from person known to you

Please sign and return the duplicate copy of this letter within 3 days of receiving the same as a confirmation of acceptance of the same, failing which this offer shall stand cancelled, unless a written extension is given.


We at Sutherland have the privilege to have you with us and personally welcome and wish you a very successful career with us, and reaffirm our complete confidence in your ability to find professional and personal satisfaction here. All who met you agree you will be a fine asset to the company.

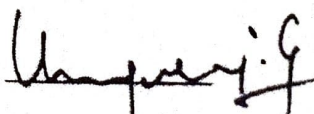
Best wishes for a long, happy and rewarding career with us.

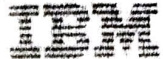
Sincerely,
For Sutherland Global Services Pvt. Ltd.,

I have read the contents of this letter and accept the offer of employment with the terms and conditions mentioned above and the enclosed annexures. I hereby also confirm having received my original copy of this Offer Letter.

Candidate Signature:


Shiv Kumar Ganapathi
Associate Vice President and Head of Talent
Acquisition, India





Date : August 10, 2015

Name : VIGNESH B

Contact Number : 7200798051

Your IBM Reference No : I6AD0167

IBM India Private Limited
Manyata Embassy Business Park,
Ground Floor, C2 Block,
Nagawara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-43039999
Fax: 91-80-49142409
www.ibm.com/in

Dear VIGNESH B,
Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works

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We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Should you have any questions regarding your candidature, feel free to call us on 080-49140279 (Monday - Friday; 10:00AM -5:00PM), or email us at ibmcrecr@in.ibm.com.

Sincerely,

Rohit K Vohra
Authorized Signatory

IBM India Private Limited

Kindly sign and return a copy of this as a token of your acceptance of this Expression of Interest

Name : VIGNESH B
Place of Residence : CHENNAI
Residence Contact No : 7200798051
Date : 12-Aug-2015
Signature : Vignesh



Visit us at: <http://ibmcampusindia.com>

Date - September 12, 2016

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block,
Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
[http://www-
07.ibm.com/in/careers/](http://www-07.ibm.com/in/careers/)

Dear vinithe K.G.,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & pre screening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment.

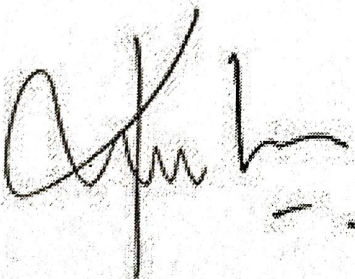
The Expression of Interest shall remain valid until the earlier of date of the Letter of Offer or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.

We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Sincerely,



Rohit K Vohra
Recruitment Leader
India/SA

Ref : Applicant No. : PRATHYUSHA ENGINEERING
COLLEGE

Date : 27/1/16

Dear VISHAL [B.E - CSE]

PROVISIONAL OFFER LETTER

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Consultant". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Velachery facility (45A, Velachery Main Road, Vijayanagaram, Chennai 600 042). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

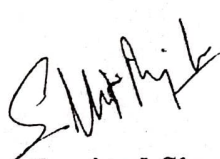
You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland Global Services


Authorized Signatory


28/1/16
Candidate Acceptance

mgel-2016



15th September 2016

To,

Mr. Sarath Chandra
Prathyusha Institute of Technology and Management

SUB: Letter of Intent

Congratulations!!!

Subsequent to the interview and the discussion you had with us, we are happy to welcome you to join Harita family.

You would be joining with us as **TRAINEE – DESIGN ENGINEER** for the remuneration of Rs. 15,000/-

Your appointment order will be issued at the time of your joining & you will be bound by Terms & Conditions of Harita.

Please bring 2 copies of your recent passport size photograph and copies of all certificates while joining. Your date of joining will be announced shortly.

With best wishes,

R. Shankarnarayanan
Chief Operating Officer

*This is system generated communication hence signature not required.



15th September 2016

To,

Mr. Sai Prabhu Raj
No.975, 14th Central Cross Street,
M.K.B Nagar,
Chennai -600039

SUB: Letter of Intent

Congratulations!!!

Subsequent to the interview and the discussion you had with us, we are happy to welcome you to join Harita family.

You would be joining with us as **TRAINEE – DESIGN ENGINEER** for the remuneration of Rs. 15,000/-

Your appointment order will be issued at the time of your joining & you will be bound by Terms & Conditions of Harita.

Please bring 2 copies of your recent passport size photograph and copies of all certificates while joining.

Your date of joining will be announced shortly.

With best wishes,

R. Shankarnarayanan
Chief Operating Officer

*This is system generated communication hence signature not required.

MECH-2016



15th September 2016

To,

Mr. Sankar Teja
No.5/3/69, Rajagopalapuram,
5th Line, Naldupet, Nellore, District
Andhrapradesh - 524126

SUB: Letter of Intent

Congratulations!!!

Subsequent to the interview and the discussion you had with us, we are happy to welcome you to join Harita family.

You would be joining with us as **TRAINEE – DESIGN ENGINEER** for the remuneration of Rs. 15,000/-

Your appointment order will be issued at the time of your joining & you will be bound by Terms & Conditions of Harita.

Please bring 2 copies of your recent passport size photograph and copies of all certificates while joining. Your date of joining will be announced shortly.

With best wishes,

R. Shankarnarayanan
Chief Operating Officer

*This is system generated communication hence signature not required.

MGC4 - 2016



15th September 2016

To,

Mr. Saravana Pandi V
No.17/B, Lower Canal Street,
Indian Bank Colony,
Ambattur, Chennai – 600053.

SUB: Letter of Intent

Congratulations!!!

Subsequent to the interview and the discussion you had with us, we are happy to welcome you to join Harita family.

You would be joining with us as **TRAINEE – DESIGN ENGINEER** for the remuneration of Rs. 15,000/-

Your appointment order will be issued at the time of your joining & you will be bound by Terms & Conditions of Harita.

Please bring 2 copies of your recent passport size photograph and copies of all certificates while joining. Your date of joining will be announced shortly.

With best wishes,

R. Shankarnarayanan
Chief Operating Officer

*This is system generated communication hence signature not required.

MARCH - 2016



15th September 2016

To,

Mr. Echilon
Plot 2, gangajam Avenue,
Guru Dev Garden - Avadi,
Chennai - 600054.

SUB: Letter of Intent

Congratulations!!!

Subsequent to the interview and the discussion you had with us, we are happy to welcome you to join Harita family.

You would be joining with us as **TRAINEE – DESIGN ENGINEER** for the remuneration of Rs. 15,000/-

Your appointment order will be issued at the time of your joining & you will be bound by Terms & Conditions of Harita.

Please bring 2 copies of your recent passport size photograph and copies of all certificates while joining.

Your date of joining will be announced shortly.

With best wishes,

R. Shankararayanan
Chief Operating Officer

*This is system generated communication hence signature not required.

MGCH -2016



15th September 2016

To,

Mr. Gowtham R
No.26, Netaji Avenue,
Padma Nagar, Vinayagapuram,
Kolathur, Chennai – 600099.

SUB: Letter of Intent

Congratulations!!!

Subsequent to the interview and the discussion you had with us, we are happy to welcome you to join Harita family.

You would be joining with us as **TRAINEE – DESIGN ENGINEER** for the remuneration of Rs. 15,000/-

Your appointment order will be issued at the time of your joining & you will be bound by Terms & Conditions of Harita.

Please bring 2 copies of your recent passport size photograph and copies of all certificates while joining. Your date of joining will be announced shortly.

With best wishes,

R. Shankarnarayanan
Chief Operating Officer

***This is system generated communication hence signature not required.**