



Annai College of Arts & Science

Quality Education for Today & Tomorrow

Kovilacheri, Kumbakonam. 612 503. Ph: 0435 2453007

Accredited by NAAC with "B" Grade & Recognized by UGC under Section 2(f) & 12(B)

Affiliated to Bharathidasan University, Tiruchirappalli. E-Mail: acasdmn@gmail.com

ANNAI COLLEGE OF ARTS AND SCIENCE

BHARATHIDASAN UNIVERSITY

SUPPORTING DOCUMENT

CRITERION 5.2.1

Placement of Outgoing Students

2020-2021



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BHARATHIDASAN UNIVERSITY

SUPPORTING DOCUMENT 5.2.1

Placement of Outgoing Students During the year

2020-2021



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S. Santhoshkumar, Dept. of Computer Science Proof of Offer Letter

TNQ

OFFER LETTER

March 11, 2022

Mr. Santhosh Mohan S.,

No. 234, South Street, Mullaivasal, Nidamangalam (Tk),

Thiruvavur - 614404

Dear Santhosh,

This has reference to your application and the subsequent interview you had with us. We are pleased to make you an offer of appointment in our organization as "**Trainee - Data Conversion**". The remuneration as discussed and agreed mutually is attached as per Annexure A of this letter.

A detailed appointment order containing your terms and conditions of service will be issued to you at the time of your joining the Company's service. A list of documents to be submitted on your joining is provided with this letter in Annexure B. Please ensure that you submit these documents on or before your joining date.

We request you to confirm your acceptance either by email, or by returning to us the signed copy of this letter, and inform us of your expected date of joining our organization.

Yours sincerely,

Anitha B
Vice President - Human Resources

TNQ Technologies Private Limited (Formerly known as TNQ Software Private Limited)
4/600, Phase II, Dr. Vikram Sarabhai Institute (VSI) Estate, Kottivakkam, Thiruvananthapuram, Chennai 600 041, INDIA
P +91 44 4596 4800 F +91 44 4596 4899 E info@tnq.co.in W www.tnq.co.in
CIN: U72900TN2010PTC077050



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A. Maheswaran Dept. of Computer Science Proof of ID Card





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Manivannan. B Dept. of Computer Science Proof of Offer Letter

TNQ

Hi Manivannan B,

Congratulations!

We have great pleasure in offering you the role of 'Trainee - LaTeX' at TNQ Technologies Private Limited.

I have attached a formal letter of offer. The hardcopy of the same would be handed over to you on the date of joining or whenever you can meet us in person. Meantime, I would request you to acknowledge receipt of this and indicate the date of your joining. Please note that your offer would stand cancelled, if we are not hearing from you in writing, within five business days.

We do look forward to having a mutually rewarding experience. Kindly let me know be there any clarifications.

Note: Your offer is subject to the document and background verification being positive.

To view offer letter,

[Click Here](#)

Regards,
HR Team,
TNQ Technologies Pvt Ltd



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M. Azarudeen Dept. of BCA Proof of Offer Letter

Mr. M. Azarudeen,
2/364 A, Best Garden,
Ganapathypalayam, Mangalam,
Tirupur- 641663.

Employment Offer

Dear Mr Azarudeen.M,

Congratulations!!

We are pleased to inform you that you have been selected for employment with us as a "Software Developer-Trainee". Your Total emoluments are **₹ 10,000/-** per month (Ten Thousand Rupees).

Your Date of Joining will be on **26th July 2021**.

You will be on probation for six months from the date of commencement of your service which is liable to extension at the sole discretion of the company.

During your service with **1Trooper**, You will be solely working for our organization/assigned duties to you by **1Trooper**. Any activities such as part-time work with any other organizations



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Priyadharsan Kumar Dept. of BCA Proof of ID card





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Sindhamani V Dept. of Commerce Proof of ID Card & Salary Slip



gcsi
GAIA CONSULTING AND SOLUTION PVT LTD
1st Link Road, Nehru Nagar, Kottivakkam
FORM NO : XXVII

Payslip for the month : February 2022

Emp Code : CL3003033 Name : SINDHAMANI V Fixed Gross : 10595.00

ESIC No. : UAN No. : Payable Days : 21.00

Earnings & Reimbursements		Deductions & Recoveries	
Basic	4741.00	E.S.I.C	70.00
DA	3816.00	PROV. FUND	1517.00
A shift Amount	300.00	Meal Deduction	100.00
B shift amount	200.00		
C shift amount	250.00		
Stay Allowance	3334.00		
Total Earnings	12641.00	Total Deductions	1687.00
		Net Pay	10954.00

Bank A/c No.: 40177122768

Checked by: Samson Jacob J C Approved by: Received by:



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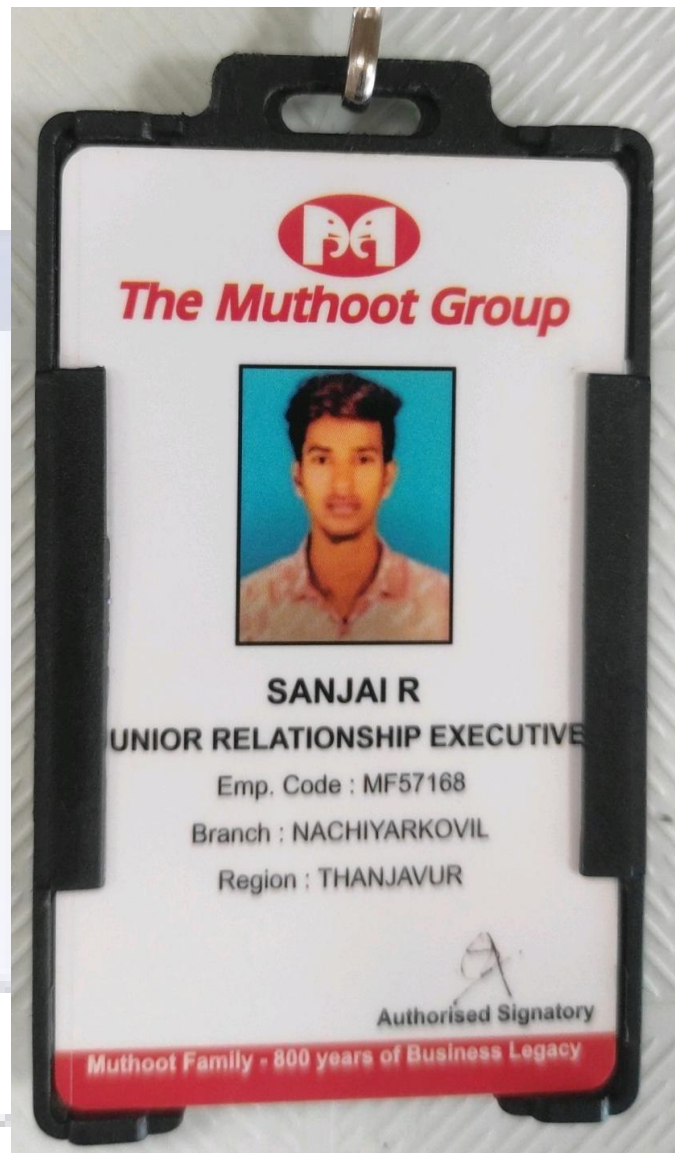
Karunasakaran P Dept of Commerce Proof of ID Card





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R. Sanjai, Dept of Commerce Proof of ID Card





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R. Lavanya, Dept. of Commerce Proof of Appointment Order



WORK ASSIGNMENT LETTER

Dear Ms Lavanya R

Date: 07 Mar 2022

Ref: SBI Cards & Payment Services Private Limited

Employee ID: 202209842

OfferID: CHE07032022278247

We are pleased to appoint you as Tele Calling Associate - Sales--A with our Client SBI Cards & Payment Services Private Limited located at our client project site at Chennai, on a fixed Term Basis. You have to complete Joining Formalities within 10 days from your joining. In addition to this:

1. As the Project work awarded to us by our Clients is only for a certain period, your assignment with us initially will be from **10 Mar 2022 to 09 Jun 2022** as per terms mentioned in the Letter of Engagement dated **10 Mar 2022**. If however, the Project work is extended, your association with us may be extended for such further period as may be decided by us. Hence, this contract of employment by no means be treated or construed to be of permanent in nature granting thereby to you a status of permanent employee of the Company. Your employment is governed by the contractual agreement between Innovsource Services Private Limited and SBI Cards & Payment Services Private Limited for which your services have been engaged.
2. If however the project work awarded to us is completed before time or if is terminated for any reasons whatsoever earlier, then your services shall be terminated on such earlier date as the situation demands as per terms mentioned in your Letter of Engagement.
3. Your CTC details would be:

GROSS SALARY		STATUTORY BENEFITS	
Basic	Rs. 9831/-	PF Employer	Rs. 1180/-
HRA	Rs. 2834/-	PF Admin	Rs. 49/-
Other Allowances	Rs. 0/-	ESIC Employer	Rs. 412/-
		EDLI Employer	Rs. 49/-
		Bonus	Rs. 819/-
		FixedGroupAccidentInsurance	Rs. 50/-
GROSS SALARY	Rs. 12665/-	STATUTORY TOTAL	Rs. 2559/-
PF Employee	Rs. 1180/-		
ESIC Employee	Rs. 95/-		
Professional Tax	Rs. 209/-		
NET SALARY	Rs. 11181/-	COST TO COMPANY (Gross + Statutory Benefits)	Rs. 15224/-

Bonus, if applicable, will be paid on monthly basis.

The net salary is subject to Income Tax

Your salary is payable only through electronic payment mode such as EFT/NEFT/RTGS/ECS or account payable cheque for which you have to provide relevant information at the time of joining. One month grace period shall be provided to you on reasonable ground.

4. In addition to the Monthly Salary, you will not be entitled to any other perquisites/ allowances unless given to you in writing. Your coverage under ESIC scheme, Provident Fund scheme, and Bonus Act where applicable will be as per the government regulations. Salary would be receivable on or before 10th of the subsequent month, subject to receipt of corresponding payments from our Client where you will be deployed. Any discrepancy in the salary received needs to be reported to our nearest branch within 7 days of receipt of salary after which, it will be



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considered as correct and further claims will not be entertained. Gratuity will be payable as per Payment of Gratuity Act, 1972. TDS will be deducted at Higher rate as per Income Tax Act, in case PAN number along with proof is not provided to nearest Innov Branch within 7 days of joining. Any unclaimed salary within 3 years from when it is due, will be paid to Labour Welfare Fund as per Labour Welfare Fund Act. You will be entitled to leave as per the practice followed by the client.

5. Your coverage under ESIC scheme is subject to adherence of rules & regulation of it. It is mandatory for you to submit Aadhar Card (UID) including your family within one month from the date of issuance of ESIC number, if you fail to submit the Aadhar Card (UID) within stipulated period in that case you will not be eligible to take benefits of ESIC coverage and in that Circumstances Company shall not be held responsible.
6. You are eligible under Provident Fund scheme subject to adherence of rules & regulation of it. It is also mandatory for you to submit Aadhar Card (UID), PAN Card & Bank A/c. No. with IFSC Code (collectively referred as 'KYC') within one month from your date of joining, if you fail to submit the KYC within stipulated period in that case as per PF norms you will not be able to withdraw or transfer or to take any benefits of PF and in that circumstances company shall not be held responsible or liable.
7. Since our Client undertakes contract projects, you may be required to work at different project sites and are likely to be deputed in any establishment within the city or outside the city including outside the State for the purpose of discharging your duties as and when the situation demands, at the said working hours.
8. You will act within the framework of organizational structure and policies and directions as may be laid down by the management from time to time. During the tenure of your employment with us, you will not undertake any other employment or business activities, work or public office of payment or otherwise except with the written permission of the Management. If you are found involved in any act which in the opinion of the Company is detrimental to the interest of their business interest, Management shall be at liberty to dispense with your services immediately and without any notice or compensation. Your Verification will be done by an external agency and you need to provide us all details and documents as required for the same. In case of negative verification status, we shall be at liberty to dispense with your services immediately and without any notice or compensation. At all time during the tenure of this Contract of employment you will be bound by any Rules & Regulations enforced by the management from time to time in relation to the conduct, discipline, leave, holidays or any other matters relating to service conditions. Identity Card issued to you is to be returned back to us on termination of contract, without which your amount against Full & Final Settlement will not be released.
9. Either Party can terminate this contract anytime during the existence of a work assignment by providing a notice of (7) seven days to the other party. This is as per the terms laid out in the letter of Engagement. In case you fail to give the above notice, the salary in lieu of notice will be recovered from you. You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against our company or our clients.
10. This letter is being sent to you in duplicate, Please return two copies of the same, duly signed as the token of acceptance this Contract of employment with the above terms and conditions.

Yours faithfully,

For Innovsource Services Private
Limited

Authorised Signatory

Acceptance

I have received the Work Assignment Letter and
agree to the terms and conditions contained thereto

Ms Lavanya R

(Signature & Date)



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S. Mohamed Asbath, Dept of Commerce Proof of Appointment Order

Cognizant

Ref No: 20278154
25-Feb-2022



Mohamed Asbath S

Dear **Mohamed Asbath**,

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

Your annual total compensation will be **INR 157,505**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

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

We request that you join us on or before **28-Feb-2022**.

Please note:

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

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

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

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


Shibu Balakrishnan
Sr. Director-Talent Acquisition

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

Signature:

Date:



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S. Suriya, Dept of Commerce Proof of Appointment Order

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Human Resources

Private & Confidential

Date: 16-Apr-2022
Emp ID: 197809
Mr. Surya S
719, adhi thiravidar street,
melasemmangudi,
thiruvudaimarudhur taluka,
thirumangaicheri,
thirumangalcherry, thanjavur, tamil
nadu, 609807
Thanjavur
609807

Dear Surya,

LETTER OF APPOINTMENT

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you in our organization as **Group Credit Officer** Initially based at **TN- Mayiladuthurai-Pattamangala Street** with effect from **19-Apr-2022** on the following terms and conditions:

1. You will be reporting to **Unit Manager**.
2. **Salary, Allowances & Benefits:** You will be paid salary, allowances and other benefits including statutory entitlements like Provident Fund, details of which are provided in **Annexure I** to this document. Your **Total Fixed Pay (TFP)** will be **Rs. 1,37,729 (One Lac Thirty Seven thousand Seven Hundred and Twenty Nine)**. The Company reserves the right to change the components of your TFP from time to time.

Please note employees joining on or before 1st October of the financial year will be eligible to receive Fixed Pay Increases. In addition, employees covered under annual bonus plan and joining before 1st January of the financial year will be eligible to receive a pro-rated variable pay basis performance.

Any future increments in salary and alterations thereto will be made at the discretion of the Company, based on individual merits and the Company performance.
3. The Company does not follow a probationary review process. Your services with the company will be deemed as confirmed upon joining.
4. Though you have been engaged for a specific position, the Company reserves the right to determine type and range of work you may be subsequently called upon to perform

Our Values

Integrity **Collaboration** **Innovation** **Diversity** **Excellence** **Agility**



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Fullerton
India

Human Resources

including varying the terms and conditions of service based on business needs from time to time. You will abide by all applicable service conditions, rules, regulations and procedures laid out in this document or any other document issued by the Company from time to time.

5. You may be transferred within the Company or the Company's direct and indirect subsidiaries, firms or limited partnerships or any other entities which are controlled by FFH and/or the Company to any place where the company has its business and/or offices or may in future have its business and/or offices on terms and conditions applicable to that business location or establishment.
6. You will be in exclusive employment of the Company and will not be employed by any other company or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business without the prior written permission of the Company.
7. Due to the nature of your work you will handle confidential information of the Company, its affiliates and clients. It is a condition of employment that you will observe and maintain secrecy and confidentiality of information relating to Company processes, operations, procedures and transactions. You will not either during your employment with the Company, except as required in the ordinary course of your duties with the company and at all times after the cessation of your employment for any cause whatsoever, directly or indirectly disclose, utilize, divulge, authorize or permit to be disclosed for your own benefit or for any other person or organization such information which you may have acquired as a result of your employment with the Company, to anyone not properly entitled thereto, any trade secrets, know-how and any confidential information relating to the business or financial conditions of the Company or its affiliates or its clients.
8. You shall not engage in any activity which is prejudicial to the reputation of the Company or any Related FFH Group Entity or shall not knowingly make, publish or issue any negative or offensive or disparaging statements concerning the Company or any Related FFH Group Entity or any of their officers or employees.
9. **Cessation of Service & Notice Pay:** Your services with the Company may be terminated by either party giving 30 days notice. Cessation of Service & notice period will be governed by the Company Exit Policy. The Company may either retain you during all or part of the notice period or pay you in lieu of notice your salary for that part of the notice period for which you are not retained. Notice salary will be calculated on your last drawn total fixed pay.

During the continuation of notice period, the Company in its sole discretion may advise you to remain on garden leave and may require you to attend office only on specific advice by the Company during such period. The Company can further remove your access to the Company premises and Computer systems and may require you to handover any property belonging to the Company. You shall observe all the rules & regulations of the Company throughout the notice period and any period that you are on garden leave.

The company reserves the right at all times to terminate your services forthwith without notice or compensation in lieu of notice:



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Human Resources

- a) If you should be guilty of misdemeanor, fraud, dishonesty, misconduct of any nature, negligence or breach of any of the terms of this offer or any other existing terms and conditions of service, rules or regulations laid down by the Company from time to time for all members of its staff.
 - b) If you are incapacitated by ill health (physical or mental) or by accident from fully performing your duties in the Company for an aggregate period of more than 90 (Ninety) days in any 1 (one) calendar year and such incapacity being duly certified as such by the Company's doctor.
 - c) You will be eligible to be relieved from services only after satisfactory hand-over of responsibilities, settlement of dues and service of notice period. All staff benefits shall cease after the last day of service. Any money due and owing under any staff loan scheme, scholarship, bond or otherwise payable by you to the Company must be settled before the last day of service. The Company reserves the right to offset any outstanding sum from the balance of money payable by the Company to you.
 - d) As per Company rules, if you absent yourself from the service of the Company without prior written permission or overstay sanctioned leave for 8 (eight) consecutive days, you will be deemed to have abandoned service voluntarily without giving due notice and you shall lose lien on appointment.
10. You are bound on the cessation of your employment, to return to the Company any property/intellectual property of the Company in your possession, including but not limited to manuals, reports, technical & business process documentation and correspondence, etc.
 11. You shall retire from the services of the company on attaining the age of sixty(60) years.
 12. Upon joining you will be required to provide us with copies of documents related to education, work experience, etc. and as outlined in our joining docket including declaration of any competing business interests, compliance of Company Code of Conduct and any other declarations and undertakings that are required as per Company policies. It is a condition of the employment that you abide by the Code of Conduct (as amended from time to time) of the Company and shall comply with the same.
 13. Kindly note that this offer of employment is based on the representation, information and the statement made by you (including the information provided in the application form) in connection with the employment with us. Notwithstanding anything contrary contained in this appointment letter or annexure thereto, if it is later discovered that employment was obtained by making misrepresentation or concealment of material fact, your employment contract with us will be deemed illegal and the Company shall be entitled to terminate your employment forthwith without being liable to pay any amount /compensation for the notice period.
 14. The appointment is contingent upon successful completion of a background check, including a check of your employment references. This appointment can be withdrawn based upon data received in the background check.
 15. The validity of this appointment letter is subject to e-aadhaar authentication on UAN portal. You will be appointed only after the UAN authentication is successfully completed. (The clause is not applicable to the employees based out in North-East region)



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Human Resources

While computing your eligibility for performance linked bonus / incentive, any bonus paid to you under the Payment of Bonus Act or similar legislation will be adjusted.

Additional Benefits		
	Sum Insured	Coverage
Hospitalization Insurance	INR 500000/-	1+5 family members (Employee + Spouse, Dependent Children, Parents, Parent in Laws)
Accident Insurance	3x of Total Fixed Cash or Min. 10 Lacs	Covers employee only
Group Term Life Insurance	3x of Total Fixed Cash or Min. 10 Lacs	Covers employee only

*Coverage, limits and exclusions are as per detailed policy

I agree to the above terms and conditions.

Signature & Date: S. S. S. 19.04.22

Name of the Candidate: Surya S



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Janani. M, Dept of Commerce Proof of Appointment Order

Jay Jay Mills (India) Private Limited

 (Garment Division)
Plot No: K-32 (PT), 33, 34 (PT), 4th Cross
Road, Sipcot Industrial Growth Centre
Perundurai - 638052, Telephone:
+ 91-04294-234500
Email: info@jayjaymills.com



Emp Code : 16638
Name : JANANI MOHAN
DOB : 1/7/2000
Department : Sewing


Employer's Signature



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Manikandan S, Dept of Microbiology, Proof of Offer Letter



Apex Coco and Solar Energy Limited

70/1, Devanallur, Chellampalyam Post, Dharapuram, Tirupur - 638672

15.05.2019

LETTER OF APPOINTMENT

APEX/HR/AL/2019/032

Mr. MANIKANDAN S
38/56, PERIYATHAIKKAL STREET,
AYYAMPETTAI,
PAPANASAM TALUKA,
THANJAVUR, TAMIL NADU - 614201

Dear Mr. MANIKANDAN S,

Appointment for the post of – "Junior Executive - QA"

With reference to your application and the subsequent interview you had with us, we are pleased to offer you employment in our organization under the following terms & conditions.

1.0 Designation

You will be Designated as Junior Executive - QA

2.0 Reporting

You would be reporting to the Head of the Department or to whosoever the Company deems fit to be your supervisor.

3.0 Date of Commencement of Duties and Probation

Your date of commencement of duties with the company is effective from **15.05.2019**. Initially you will be placed on a probation period of Six (6) months from the date of commencement of duties. Extendable with the mutual agreement of both parties. During the period or extended period of probation this offer is terminable without any notice and any reason.

4.0 Place of posting

You will be posted at Apex Coco and Solar Energy Limited, 70/1, Devanallur, Chellampalayam post, Dharapuram, Tirupur District, Tamilnadu, India - 638672. You may however be required to work at any

Page 1

GSTIN No: 33AALCA1409P1ZK PAN: AALCA1409P IE CODE: 3212022078 CIN No: U01133TZ2012PLC018959
PHONE: +91 93841 60222 EMAIL: hello@apexcoconuts.com



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Vijayamurugan K, Dept of MCA, Proof of Appointment Letter



IDC Technologies Solutions (I) Pvt. Ltd.
C-18, Sector-67, Noida, U.P. 201301
Tel.: +91-120-6350000

Dated: 11-Feb-22

Emp Code: A-31897
Mr./Ms. Vijayamurugan Kalyanasundaram,
19, SEKKANGANNI, Kumbakonam,
Thanjavur, Tamil Nadu - 612001

Appointment Letter

Dear . Vijayamurugan Kalyanasundaram,

In furtherance to the Letter of Intent, we are pleased to appoint you as an **Desktop Support Engineer**. As per the terms and conditions mentioned herein below. You may be deputed to **IDC clients site** as a representative of the company in order to fulfill the Company's contractual obligations, as a part of your official duties and responsibilities.

1. APPOINTMENT:

- 1.1 Your appointment shall be effective from **10-Jan-22** As agreed and accepted by you, your gross annual compensation, inclusive of all the benefits shall be **340000/-**. (Details Attached in Annexure -"A") Notwithstanding this, in the event of the project/work for which you are being employed comes to an end, this contract shall be co-terminus with the aforementioned project/work. At the end of the above referred period, the contract will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.
- 1.2 Notwithstanding anything above, depending upon the aforementioned project/work, the Company reserves its right to extend your appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In that event, the Company shall in writing extend your assignment on the terms as may be indicated in such letter and in the event of your acceptance of such extension of the assignment you shall be governed by such terms and conditions as may be indicated therein.
- 1.3 You warrant that, by entering this Agreement and performing your obligations hereunder, you will not breach of any terms or obligations under any subsisting Agreement, written or oral, with any third party.

2. DUTIES AND RESPONSIBILITIES:

- 2.1 You shall perform all such duties as may be delegated by the Company/Client to you and comply with all such directions as IDC TECHNOLOGIES or its Client may from time to time assign or give to you. Your designation as well as your duties and responsibilities are liable to be changed at the discretion of the Management.
- 2.2 You shall, during the Term of this engagement (unless prevented by ill health or accident or as otherwise agreed by the Company in writing), devote your entire time and attention and abilities to your employment with the Company/Client and shall use your best endeavors to promote, develop and extend the business of the Company/client and conform and comply with the directions and regulations of the Company/Client at all times, and in all respects.
- 2.3 You shall, at all times, promptly give to the Company/Client and/or to any person to whom you operationally report (in writing, if so requested) all such information, explanations and assistance as may be required in connection with your duties under this Agreement.

3. EMPLOYEE OBLIGATIONS:

- 3.1 You shall ensure compliance with the Company's/Client's code of conduct;
- 3.2 You will be responsible for safekeeping and return in good condition and order of all Company/Client property, which may be in your use, custody or charge.
- 3.3 You shall at all times keep your Manager, promptly and fully informed (in writing if so requested) of the conduct of your duties and provide such explanation as he/she may require.

J. Vijayan

Corp. Off. India : C-18, Sector-67, Noida- 201 301, Tel.: +91-120-6350000, Website: www.idctechnologies.com : (a)

Regd. Off. : 3322A, 2nd Floor, Bank Street, Karol Bagh, New Delhi-110005

CIN:- U72200DL2008PTC182494



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Venila R, Dept of MCA, Proof of ID Card





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P. Mouleeshwaran, Dept of MCA, Proof of Appointment order



teleperformance.in

linkedin.com/company/teleperformance

twitter.com//TPIndiaOfficial

facebook.com//TPIndiaOfficial

Date: March 17, 2022

Emp Temp Code: 7321420522

Mouleeshwaran Palanivel

4st Ram Nagar, Nanganallur, Chennai 600068 4st Ram Nagar,
Nanganallur, Chennai 600068 Chennai - 600068,
Tamilnadu, India

Letter of Appointment

Dear Mouleeshwaran,

With reference to the interviews you have had with us in the recent past, we are pleased to make you an Offer of Employment in our Company. Your Grade will be **Grade I** and you will be designated as **Customer Care Executive**. You are required to report for duties on **March 17, 2022 ("Joining Date")** at **9:30 AM** or as per the agreed time during work hours.

Your employment will be as per the following terms and conditions:

1. Your remuneration is detailed in the enclosed **Annexure I**. All tax liabilities arising out of your entire compensation package, present or future, shall be borne by you.
2. Your duties and responsibilities will be as assigned by your immediate manager or other superior officer of the Company and the same will also include the jobs assigned by the Management from time to time.
3. The Company's business operates on a **24x7** basis and you may therefore be required to work in shifts including periodic night shifts. The work exigencies and the role may require you to extend your work-timings in accordance with the *Working Hour & Attendance Policy*. By accepting and signing this letter you affirm your willingness to abide by this requirement.
4. While your initial place of posting will be at an agreed place/Company's Office/Site at **Indore**, you are liable to be transferred to any department/office anywhere in India/Overseas, or a company/entity formed by the promoters or transferred/assigned responsibility in any associate company or be recalled to your original location. Accordingly, your working hours/shift timings could be changed periodically depending on the work/process requirements. All such transfers shall be governed by the *Transfer Policy* of the company. In the event of you being deputed overseas for training and operations you will be required to and shall sign all required documentation as per the rules, regulation and policies of the Company.
5. Your appointment will be on probation for a period of **six months** from the date of your joining the Company or for an extended period of time ("**Probation Period**") if found necessary. Your employment with the Company will be confirmed on the expiry of your Probation Period unless you are specifically advised otherwise in writing.
6. Your appointment shall continue, during your Probation Period or thereafter upon confirmation, unless your employment is discontinued by the Company, by providing not less than **30 Days ("Notice Period")** prior written notice. In the event you decide to leave the employment of the Company, you will be required to provide **30 Days** prior written notice to the Company, and the Company may at its sole discretion relieve you of your duties anytime during the notice period. You will be paid salary up to the last working day.

The Company at its discretion, during probation or on confirmation of your services thereof, without assigning any reason, can discontinue your employment on payment in lieu of Notice Period. Such payment will be calculated pro rate on the basis of your current Gross Fixed salary (subject to tax).



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Incase of violation of any policies, procedures or rules of the Company or any other act of misconduct including but not limited to improper behaviour, theft or fraud, your services are liable to be discontinued without Notice Period or without payment in lieu of Notice Period.

7. You agree that this employment is conditional upon you successfully clearing the training as required. In the event of your in-ability to clear the training, the Company may relieve you of your duties with immediate effect without Notice Period or without payment in lieu of Notice Period.
8. You are employed as a permanent employee of the Company and are therefore not permitted to undertake any other employment or engage in any commercial activities, outside the Company, either honorary or otherwise, without prior written approval of the Company.
9. You are required to maintain the highest order of discipline and secrecy about the work of the Company and/or its subsidiaries or associate companies and in case of any breach of trust/discipline, your services may be discontinued by the Company with immediate effect without notice period or without payment in lieu of notice period.

You are required to always maintain the highest standard of confidentiality towards Company information which includes but not limited to documents, files, records, customer details, project plans, strategies, developments, execution process, contracts, billing information, quality metrics, financial information about the Company etc. relating to business of the Company, which is proprietary to the Company and / or its clients and other information relating to the business of the Company which may be known, provided or confided to you ("**Confidential Information**"). You will not divulge or use such Confidential Information other than to fulfil your duties as an employee of the Company and while ensuring the best interests of the Company. Under no circumstances will you disseminate information regarding the affairs or business matters of the company or information regarding its customers without proper authorization and / or prior written approval. All information that comes to your knowledge by reasons of your employment with the Company is deemed to be Confidential Information. Upon ceasing to be an employee of the Company, you shall immediately return any records, documents and other information of the Company which are in your possession and shall not retain or transmit any copies (electronic or otherwise) of the same. You will be required to sign a separate confidentiality agreement along with this letter and may be required to sign further confidentiality agreements as may be required by the Company. The Company acknowledges that individual marketing packages, Web sites, and other communications that have been developed for a client and have been placed in the "public domain", once distributed to the public may be no longer subject to client confidentiality provisions.

10. You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all the Company's current rules, regulations, policies and procedures, including **Global Essential Compliance & Security Policies and Social Media Policy** as may be in force from time to time and as may be notified and displayed. You will be bound by the existing and new security rules, regulations and policies of the Company, including physical frisking (pat down) process wherein, a search would be conducted of outer clothing to detect any concealed prohibited articles. All policies mentioned in this letter, as well as others, are available on the Company intranet and may be changed/modified, at the Company's discretion. You are required to keep yourself updated with the Company's policies.
11. The Company shall have the right to vary, delete, and modify these terms and conditions of employment.
12. You will automatically **retire** from the services of the Company on the last day of the calendar month in which you attain the age of **Fifty-Eight years**. Your date of birth as per official records is **February 13, 1999**.
13. You are required to make a full and complete disclosure of any issues in past employment records, any relationships or dealings you have or propose to have/ enter into directly or through any of your relatives or family members, with any of the Company's agent, dealers, vendors, suppliers, subcontractors or the like



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14. This appointment is subject to satisfactory verification of your credentials, character, antecedents and testimonials as provided in your application to the Company and your curriculum vitae. All cost incurred for such verification will be borne by the Company. If it is found at any time that you have made any false statements or suppressed any material information, it shall lead to immediate discontinuation of your employment with the Company without any notice or compensation.

15. You agree to undergo a drug test or any other medical/fitness test including breath analyzer, as asked for and at such a place and location as advised by the Company during the course of your employment. In the event you become unfit for performance of your assigned duties; you shall be liable to be discharged from the services without any notice.

16. You hereby consent to share your payroll, personal and employment related data for processing and review outside of the country, subject to adherence to applicable law.

17. Your address as provided by you in the employment forms shall be deemed to be correct for sending any communication to you and every communication addressed to you at the given address shall be deemed to have been sufficiently served upon you.

18. You are required to return the duplicate copy of this letter and report to work on or before the date of joining specified above. In the event you do not do so, it shall be deemed that you are not interested in this offer/appointment and this letter shall stand automatically withdrawn with effect from the Joining Date.

If the above terms and conditions are acceptable to you, please sign on each page and return the duplicate copy of this letter as a token of your acceptance of this Letter of Employment.

Welcome to Teleperformance and here's wishing you a rewarding career.

Yours Truly,

For CRM Services India Private Limited,

Preeti Amit Shirke

Senior Vice President - Talent Acquisition

I, Mouleeshwaran Palanivel, residing at 4st Ram Nagar, Nanganallur, Chennai 600068 4st Ram Nagar, Nanganallur, Chennai 600068 Chennai - 600068, Tamilnadu, India do hereby accept the terms and

Employee Signature	Accepted On 19 Mar 2022 mouleepuliyadi143@gmail.com
Employee Name	Mouleeshwaran Palanivel

Enclosures:

1. Compensation/ Salary details (Annexure I)
2. Non-Disclosure- Declaration and Undertaking (Annexure II)
3. Personal Data- Declaration (Annexure III)
4. Work from Home- Declaration, applicable under WAHA-[Work at Home] (Annexure IV)

NOTE: For purposes of brevity and ease of reading, the term "the Company" or the term "Teleperformance" (wherever it appears in this letter) means Teleperformance.



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Mr. Mubeen Ahamed. Hindia, Dept of MCA, Proof of ID Card



الصدق لخدمات الشبكات ذ.م.م.
VERACITY NETWORK SERVICES LLC

EMPLOYMENT CONTRACT

VNS-179-2022-AUH

21st JANUARY 2022

To,

Mr. Mubeen Ahamed. Hindia

Passport No: T6083329 Nationality: Indian

Contact No.: +9715262658516
Email: mubeenahamed75@gmail.com

Veracity Network Services L.L.C. is a registered company in U.A.E. herein referred as the **Employer** is pleased to offer employment to **Mr. Mubeen Ahamed. Hindia** national herein referred as the **Employee**.

The **Employer** is a System Integrator of ICT and ELV Systems based in Abu Dhabi and with a branch office in Dubai. The **Employee** is a candidate who has the requisite qualification and experience to carry out these services, as applicable.

The **Employee** is willing to be employed by the **Employer** to work as **Network Administrator**.

The **Employer** is willing to employ **Mr. Mubeen Ahamed**, as per the terms and conditions specified hereunder, and in consideration of the mutual covenants and promises of the parties.

1. APPOINTMENT TERMS

- 1.1. The date of joining by the **Employee** at the **Employer's** office premises in Dubai, which shall be as early as possible, within 10 days from the date of acceptance of offer letter but not later than **25th January 2022**.
- 1.2. The terms of agreement shall be for an unlimited duration and a minimum of (2) two years from the date of joining.

2. PROBATION PERIOD

- 2.1. A probation period of (6) six months shall be applicable to the **Employee**.
- 2.2. During the probation period, the **Employer** may terminate the employment agreement without notice on the grounds of professional misconduct, breach of confidentiality, incompetence, negligence, breach of contractual terms or for any other reason set out in Article 120 of the U.A.E. Labor Law. Gratuity will not be payable under these circumstances. ----- Section Break (Next Page) -----

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AUDIO VISUAL SYSTEMS - ICT INFRASTRUCTURE - SECURITY AND SURVEILLANCE
Reforming Technology Solutions





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S.SARANYA, Dept. of Physics, Proof of ID Card & Salary slip



AKR Industries

Pvt.Ltd.TUP-Unit-Knitti

no Division(Fah)

S.F.No.156/6,Mettupudur

Village,Vijayamangalam,Perundurai Taluik,Erode

District.638 056

Salary Slip for the Month- Mar-21

UAN No: 101347929736

ESI No. 5607480241

Emp.No / Name : - 1784 - SARANYA

Designation : DATA ENTRY OPERATOR

Days : 18.00

EARNING		DEDUCTION		Total Earning	
Basic + DA	7000	P.F	711	LOP	1538
HRA	2000	ESI	57	TDS - S	0
Petrol Allowance	700	Advance	0	TDS - C	0
Mobile Allowance	300	IOU	0	Mess	87
Incentive	0				

Room/Med/ Welfare fund

1400

Total Deduction

3793

Payment Mode :

403102011014377

(Seal)

NetPay : 6207

(Rs.six thousand two hundred seven only)

Old Emp no: 100808

Leave Balance: 9.00

Total Late Min: 101

27	8	28	0	1	0	2	7	3	9	4	0	5	0	6	0
08	19:37 1.00	0:00	0:00 0.00	8:58	19:36 1.00	9:07	19:34 1.00	9:09	19:41 1.00	0:00	0:00 0.00	0:00	0:00 0.00	0:00	0:00 0.00
7	0	8	0	9	0	10	0	11	2	12	7	13	11	14	0
00	0:00 0.00	0:00	0:00 0.00	0:00	0:00 0.00	0:00	0:00 0.00	9:02	19:38 1.00	9:07	19:57 1.00	9:11	19:41 1.00	0:00	0:00 0.00
15	11	16	14	17	4	18	9	19	8	20	0	21	0	22	0
11	19:35 1.00	9:14	19:45 1.00	9:04	19:50 1.00	9:09	19:45 1.00	9:08	19:52 1.00	19:59	19:59 1.00	0:00	0:00 0.00	9:00	20:13 1.00
23	2	24	0	25	6	26	3								
12	19:38 1.00	8:58	19:47 1.00	9:06	19:43 1.00	9:03	19:56 1.00								

Emp No: 1784

Emp Name: SARANYA

Designation: DATA ENTRY OPERATOR

Salary Slip for the Month: Mar-21

UAN No: 101347929736

ESI No: 5607480241

Net Pay: 6207

Old Emp No: 100808

Leave Balance: 9.00

Total Late Min: 101



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Ananth S, Dept of Bio-Tech, Proof of Appointment Letter

ETERNAL HR SERVICES PRIVATE LIMITED B-35, Sector 57, Noida-201301
Phone : 0120-4238838
CIN : U74900DL2009PTC193006
E-mail : executive@eternalhr.com
Website : www.eternalhr.com



OFFER LETTER

Date	Monday, November 11, 2019		Employee Code	28391	
Employee Name	Ananth Selvaraj		Designation	Analytical Chemist	
Client Id	15	Notice Period (in days)	7	Contract period start From	11-Nov-19 Till 11-Nov-20
Client Name (here after "deputed client")			Bureau Veritas Consumer Products Services (I) Pvt. Ltd.		

Dear Ms./Mr. Ananth Selvaraj

- With reference to your application and subsequent meetings, we are pleased to appoint you for the above mentioned designation on contractual basis as per the contract period mentioned above. Your appointment is a fixed term contract till the contract period mentioned above after which your appointment will end automatically without any written or verbal communication regarding notice period or pay in lieu of notice period from ETERNAL HR SERVICES PVT LTD. (here after "Company") or the deputed Client.
- This letter is valid only if you report on time for joining your duty as per the above mentioned scheduled date of joining.
- You agree that you will not hold any right to claim the permanent job on the basis of this appointment, during your tenure you may leave the services by giving above mentioned notice period days prior notice or pay in lieu to Company Similarly, Company may terminate your services by paying you above mentioned days notice or pay in lieu (The management, however, shall have the option to terminate the contract without giving notice or paying in lieu of notice, if the circumstances then prevailing compel the management to relieve you earlier, without giving notice as pay in lieu thereof. In the event you shall not claim or raise any dispute for non payment of notice pay.) In the event of your resigning from the services of the Company the Company can relieve you of your services with immediate effect without giving you the notice period pay, at its sole discretion.
- You are required to complete joining formalities within 7 days of Date of joining like submission of legal forms, address proof, age proof, Photo ID proof, adhaar No., UAN No., old ESIC No. Bank Account details etc. at the time of joining. In case of non submission, wrong submission or incomplete submission of documents Company has the authority to terminate your services at any time during your services without giving any notice or pay in lieu to notice period.
- You are required to render your services to the above mentioned deputed client, at their premises, subject to the terms and conditions of this Appointment Letter duly accepted and executed by you. Your current location will be deputed Client's premises but you are liable to be shifted from one job or department or city or client to another in accordance with the exigencies of work or managerial or administrative or business requirements. Further, you will be required to strictly adhere and comply with instructions received by you, from us or any other authorized person on behalf of our Management and will be bound by our Service Rules and Regulations.
- In terms of your Contract of employment, you shall be required to –
 - Faithfully perform your duties and services in a professional manner at the deputed Client's location until the completion of the contract period or the Work assignment whichever ever is earlier.
 - During the term of your Work assignment, render services exclusively to the deputed Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - Not engage in any conduct which is detrimental to the interest of deputed Client or our Company.
 - Not to receive any payment or kind of any nature, either directly or indirectly from the deputed Client or any third party unless authorized by company in writing or confirmed as per e-mail.
 - Extend all co-operation to deputed Client, their employees, representatives and the like and do all such things as may be necessary, as also to comply with all terms of this Appointment Letter and Service Rules, which are available on our website for your constant ready reference, perusal and diligent compliance.
 - Report and be present at the designated location during the working hours conveyed and to abide by the Rules and Regulations, as required by the deputed Client.
 - Comply with the safety, health and other Rules and Regulations of the deputed client and our Company.
- You agree to defend, indemnify and hold our Company as well as the deputed Client harmless from any and all claims, damages, liability, attorney's fees and expenses on account of your failure to satisfy any of your obligations under this Work assignment letter or legal dues of your previous jobs or action or for misconduct for violation of any law or creation of any legal liability by you.
- During the tenure of your engagement with company, you will not take any leave without prior written approval of your reporting manager (whether from company or deputed Client). Any Leave for more than 3 consecutive days without Information and Prior written Approval shall be considered as willful Unauthorised Absenteeism and will allow company to take disciplinary action against you. Company will have the right to terminate your services considering no call no show as your willful resignation on non-following of company "Code of Conduct" and hence you will not be eligible for any pay against Notice period and the period you have not attended the office.
- Any dispute between you and the deputed Client or with the company shall be referred to a Sole Arbitrator appointed by the company. The arbitration shall be conducted in the English language, in accordance with the Arbitration Conciliation Act, 1996, at the venue where at you have been posted viz. same city. Your failure to attend and participate in the said proceedings; will amount to sufficient compliance with principles of natural justice. Hence, the Arbitration proceedings may be held in your absence viz. Ex-parte. Please note that the Civil and other Courts jurisdiction shall stand specifically barred.
- On leaving of Service from our company, the responsibility of PF Withdrawal will be only your own, the company can only certify / verify the completely filled PF withdrawal forms as and when received from you along with all required documents as per EPF guidelines.
- For TDS (Tax deduction at source) computation in case of non-submission of PAN Number, company shall deduct flat percent of TDS on your total earnings as per the Income Tax Act. Apart from above terms conditions your appointment will be governed by the acts and laws application to the contract in respect to leaves, medical benefits, state level act and laws, deputed client's policies, targets etc.

PARTNERING YOUR CHALLENGES



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ETERNAL HR SERVICES PRIVATE LIMITED B-35, Sector 57, Noida-201301
Phone : 0120-4238838
CIN : U74900DL2009PTC193006
E-mail : executive@eternalhr.com
Website : www.eternalhr.com



Salary Details

Salary Components	Monthly Amount (Rs.)	Annual Amount (Rs.)
Earnings		
Basic salary	12465	149580
House Rent Allowance	95	1140
Conveyance/Traveling Allowance	0	0
City Compensatory Allowance	0	0
Mobile/ Internet Allowance	0	0
Medical Allowance	0	0
Special Allowance	0	0
Management Allowance	0	0
Management Reimbursement	0	0
Uniform Allowance	0	0
Food Allowance	0	0
Variable Earning	0	0
Education Allowance	0	0
Performance linked Allowance	0	0
Washing Allowance	0	0
Bonus	1038	12456
LTA	0	0
Gross Salary	13598	163176
Employee's Compliance Deductions may change as per laws		
Esic Employee contribution	102	1224
Epf Employee contribution	1496	17952
Net Take Home *	12000	144000
Employer's compliance Contributions (excluding your gross salary/earnings) may change as per laws		
PF Contribution	1496	17952
PF Admin, EDLI EDLI Admin	124	1488
ESI Contribution	442	5304
Total CTC	15661	187932

- 12) * Net Take Home will be affected by Income Tax, Professional Tax and other state level compliance contributions as applicable.
13) Company has the authority to change or remove any or the entire allowance/ reimbursement component without any written or verbal communication/confirmation to/from you.
14) Your contract is coterminous with the contract between deputed client/project you are deputed and Company.
15) You will be paid as per the payouts approved and provided by the deputed client.

For Eternal HR Services Private Limited,

Authorized Signatory

Please sign the copy of this letter in token of its acceptance to you and return back to organization.

I understand accept all the terms and conditions mentioned above and declare that the information provided by me in the documents submitted to Eternal Hr - Services is true valid.

Employee's Signature: _____

Employee Code 28391
Employee Name Ananth Selvaraj
Project Id 114

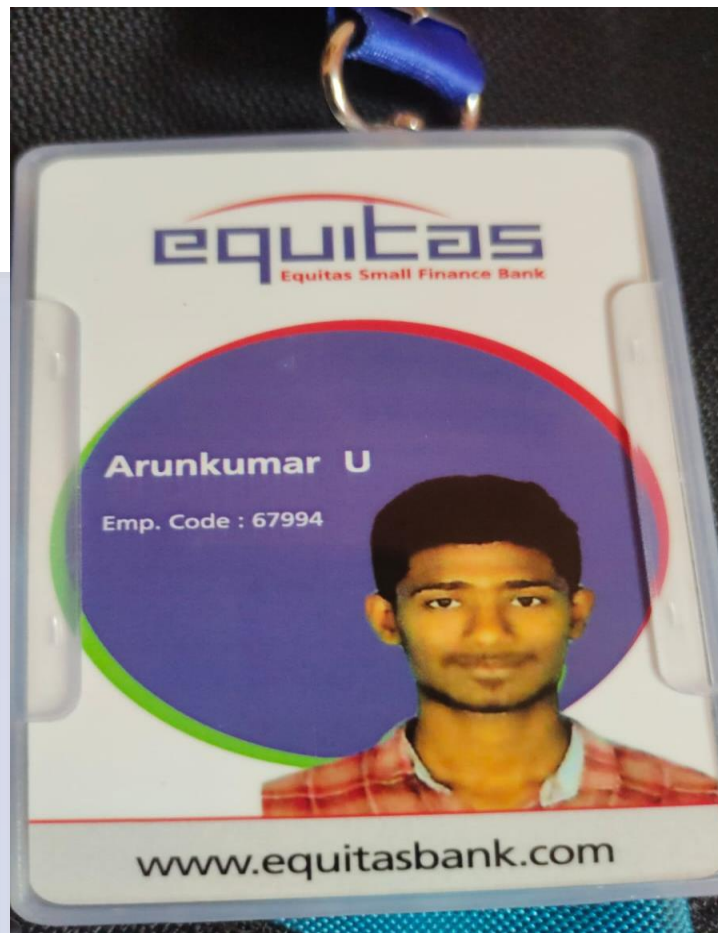
Client Id 15
Client Name Bureau Veritas Consumer Products Services (I) P
Dispatch Id

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Arunkumar U, Dept of BBA, Proof of ID Card





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P. Karishma, Dept of Chemistry, Proof of ID Card





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M. Kowsalya, Dept of English, Proof of Appointment Order



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Date : 6/4/21

Appointment Letter

Congratulations!

Dear Mr./Ms: *Kowsalya . M*

I am pleased to inform you about your selection and teaching job conformation for the post of **Communicative English Trainer** for the schools.

I congrats you and welcome you on behalf of our institute. Now you are the family member of **GICE** teaching staff and I hope that we together will work very hard to achieve the goals of our institute.

Thank you

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S.Sabitha, Dept of English, Proof of Appointment Order



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Date : 06/11/21

Appointment Letter

Congratulations!

Dear Mr./Ms: *Sabitha. S.*

I am pleased to inform you about your selection and teaching job conformation for the post of **Communicative English Trainer** for the schools.

I congrats you and welcome you on behalf of our institute. Now you are the family member of GICE teaching staff and I hope that we together will work very hard to achieve the goals of our institute.

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A. Devi, Dept of English, Proof of Appointment Order



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Date : 26/4/21

Appointment Letter

Congratulations!

Dear Mr./Ms: **Devi A**

I am pleased to inform you about your selection and teaching job conformation for the post of **Communicative English Trainer** for the schools.

I congrats you and welcome you on behalf of our institute. Now you are the family member of **GICE** teaching staff and I hope that we together will work very hard to achieve the goals of our institute.

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Date : 06/4/21

Appointment Letter

Congratulations!


Dear Mr. /Ms: *Pregathi.S*

I am pleased to inform you about your selection and teaching job conformation for the post of **Communicative English Trainer** for the schools.

I congrats you and welcome you on behalf of our institute. Now you are the family member of **GICE** teaching staff and I hope that we together will work very hard to achieve the goals of our institute.

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Date: 06/4/21

Appointment Letter

Congratulations!

Dear Mr./Ms: *Karthika*

I am pleased to inform you about your selection and teaching job conformation for the post of **Communicative English Trainer** for the schools.

I congrats you and welcome you on behalf of our institute. Now you are the family member of **GICE** teaching staff and I hope that we together will work very hard to achieve the goals of our institute.

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Appointment Letter

Congratulations!

Dear Mr./Ms: *Nivetha.R.*

I am pleased to inform you about your selection and teaching job conformation for the post of **Communicative English Trainer** for the schools.

I congrats you and welcome you on behalf of our institute. Now you are the family member of **GICE** teaching staff and I hope that we together will work very hard to achieve the goals of our institute.

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M. Abinaya, Dept of English, Proof of Appointment Order



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Appointment Letter

Congratulations!

Dear Mr. /Ms: **Abinaya. M**

I am pleased to inform you about your selection and teaching job conformation for the post of **Communicative English Trainer** for the schools.

I congrats you and welcome you on behalf of our institute. Now you are the family member of **GICE** teaching staff and I hope that we together will work very hard to achieve the goals of our institute.

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Date : 06/4/21

Appointment Letter


Congratulations!

Dear Mr./Ms: *Pregathi S*

I am pleased to inform you about your selection and teaching job conformation for the post of **Communicative English Trainer** for the schools.

I congrats you and welcome you on behalf of our institute. Now you are the family member of **GICE** teaching staff and I hope that we together will work very hard to achieve the goals of our institute.

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Congratulations!

Dear Mr. /Ms: Janani .S.P

I am pleased to inform you about your selection and teaching job conformation for the post of **Communicative English Trainer** for the schools.

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Appointment Letter

Congratulations!

Dear Mr. /Ms: *Ragavan.s*

I am pleased to inform you about your selection and teaching job conformation for the post of **Communicative English Trainer** for the schools.

I congrats you and welcome you on behalf of our institute. Now you are the family member of GICE teaching staff and I hope that we together will work very hard to achieve the goals of our institute.

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Appointment Letter

Congratulations!

Dear Mr. /Ms: **Priyanka . B**

I am pleased to inform you about your selection and teaching job conformation for the post of **Communicative English Trainer** for the schools.

I congrats you and welcome you on behalf of our institute. Now you are the family member of **GICE** teaching staff and I hope that we together will work very hard to achieve the goals of our institute.

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