

Date: 19/01/2023

Mr/Ms/Mrs Kalirajan. G

Dear Kalirajan

SUBJECT: CONDITIONAL OFFER LETTER

We congratulate you on being offered employment with Sagility India Private Limited. As indicated to you during the employment application process, your offer of employment is subject to and conditioned upon your successful completion of your graduation course and submission of the original marks card and degree certificates as well as you acknowledging and signing this letter. Your initial place of posting will be at **Coimbatore**. You will be on probation for a period of 6 (Six) months. The probation period can be extended at the discretion of the Management.

The Company shall reserve the right to conduct background verification checks as it deems fit and such checks will be extended to the documents that you have provided before your date of joining Aug 2023. Please ensure to provide all requisite educational certificates from the past as indicated by the Company's HR Team.

Joining and Continuity of your services with the Company is subject to the successful completion background verification check as stated above and completion of your graduation course, you producing original marks cards and degree certificate for verification/validation as per the company's policies and practices.

Subsequently upon submission of the above stated documents and successful verification by the Company, this conditional offer shall be converted into a final letter of appointment upon fulfilment of the terms of this letter, and thereupon you will be designated as **"Trainee Process Consultant"**. You will be required to adhere to the terms and conditions contained in the final letter of appointment and other relevant documents issued by the Company.

Please be informed that notwithstanding anything in this letter, if you fail to adhere to any provisions of this Conditional Letter, the Company may rescind this Conditional letter, without any liability, costs, damages, expenses, claims, etc., in case of any change in the Company's business requirements.

You confirm that the above terms and conditions are acceptable to you and signify your acceptance by signing a copy of this Conditional Letter of Appointment.

Submission of the photocopies of the following documents is mandatory for your joining/onboarding. You are required to provide the originals of the said documents for verification and return.

- a) Photo ID proof (Ex. College ID card, Voter's ID, PAN Card, Ration Card, Driving License, Passport, Exam Hall Tickets)
- b) Certificates/testimonials of your past experience, including certificate from your last employer, (If applicable)
- c) Certificates, Transcripts of Marks cards starting from 10th Standard (SSC/SSLC) up to the current attainment.
- d) Six (6) passport size color photographs, for our records.
- e) Photocopy of your Aadhaar Card with number
- f) Proof of Address (Current and Permanent)

Yours sincerely,



NAME: **Kiran Kumar G**
DESIGNATION: **Deputy General Manager(HR)**
Sagility India Private Limited

Accepted by:

Signature:

Name:

Date:

Place:



Kalirajan. G

27.1.23

Coimbatore

Encl: Annexure - I & II

Annexure- I Terms and Conditions of your appointment:

- | | |
|--|---|
| <p>1.1 Remuneration Details: The details of your entitlements and your salary are as per Annexure - II. Besides salary, you will be entitled to other benefits and privileges as per company's policy, which the company may from time to time introduce.</p> <p>1.1.1 You will also be entitled to contributory provident fund and gratuity as per the rules and regulations of the company, subject to statutory provisions.</p> <p>1.1.2 Deductions as applicable under law, namely tax deduction at source, fringe benefit tax etc, shall be made on the salary month on month.</p> <p>1.1.3 Employees are required to submit their tax planning and investment plans for a given financial year to the company at the notified time and shall when called for submit proof of the investments in the form and manner acceptable to the Income Tax authorities. In the absence of the same, the company reserves its right to make the deductions in the available time frame in the on-going year.</p> <p>1.1.4 You will be governed at all times by the policies, procedures and guidelines of the company related to salary, allowances, benefits and perquisites which are specified in this letter of appointment. Further, the Management may modify or change such allowances, benefits and perquisites from time to time, in accordance with its policies.</p> <p>1.1.5 Also, you are required to keep your salary information confidential at all times and not to disclose to anybody in the company or to outside agency.</p> <p>2.0 The other terms and conditions of your appointment are as follows:</p> <p>2.1 Training: You will be initially, on training for a period of twelve months from the date of your appointment. Please note that the following special terms and conditions of service are applicable to you, only during the period of training.</p> <p>2.1.1 Your continuation in the service of the company is subject to your satisfactory performance during the period of training and that the company reserves its rights to terminate your services in the event that your performance is found unsatisfactory</p> <p>2.1.2 You shall be entitled to a cumulative annual / earned leaves of 30 days, as per the Sagility employee leave policy. However, during the first 6 months of service, you are not encouraged to avail leave even though the earned / annual leave shall accrue to your account as per the Employee leave policy from time to time.</p> <p>2.1.3 You will deemed to be confirmed on completion of 12 months of satisfactory completion of your training unless otherwise communicated to you by the company in writing. During the period of training your services may be terminated at the discretion of the management, with or without assigning any reason, with a week's notice or one week's basic salary in lieu of notice. During this period, you may also resign your appointment with one month's notice or payment of one month's basic salary in lieu of notice, at the discretion of the company.</p> <p>Proviso: Provided, however, that the above requirement may be altered / modified in such manner as may be necessary for the company to discharge it's existing and forthcoming obligations.</p> <p>2.1.4 Please note that in the event of your not joining the Company on or before the date mentioned in this letter of appointment, this letter of appointment shall automatically stand revoked</p> <p>2.2 Work Week: The standard work week is Monday to Friday / Saturday. You will be given day off(s) in a week as per the policy of the company. However, the actual day off(s) may vary from week to week in view of the nature of business of the company and the exigencies of work.</p> <p>2.3 Regular Appointment: On satisfactory completion of your probation you will be considered for regular employment in the Company. On being confirmed, the notice period for termination of service on either side will be Two month, however your continuation in the service of the company is still subject to your satisfactory performance during the period of employment. Your services may be terminated at the discretion of the management, with or without assigning any reason, with 'Two months' notice or Two month's basic salary in lieu of notice. Similarly, During this period you may also resign your appointment with Two month's notice or payment of Two month's basic salary in lieu of notice, at the discretion of the company.</p> <p>Provision: Provided, however, that the above requirement for notice may be altered / modified in such manner as may be necessary for the company to discharge it's existing and forthcoming obligations.</p> <p>2.4 Confidentiality: You shall not, as per the terms of the non-disclosure agreement (NDA) signed by you and the terms herein, during employment or after cessation of employment, divulge, disclose or impart to any person/organization by word or otherwise particulars or details of systems, procedures, technical know-how, trade secret, administrative, financial or organizational matters pertaining to the company, which you may become aware of by virtue of your employment in the company. You shall maintain confidentiality at all times during the currency of this letter of appointment and otherwise all information in accordance with the company's confidentiality policy and sign such agreements that the company may require for the adequate protection of all its information.</p> | <p>2.5 Intellectual Property: The rights to any invention, discovery or creation of any system or method related to the company's operation and arising out of any work done in the course of your employment shall automatically vest with the company. In this connection wherever required, the company may obtain patent rights in its name (or jointly with others) based on the fact of your invention, discovery or other creative effort. The company may require you to sign invention assignment and such other agreements as may be necessary for the company to obtain patents and/or register its intellectual property rights. You will not, in any event be entitled to any compensation apart from as aforesaid for such acts. Notwithstanding anything contained herein and any rewards/compensation/performance bonus or other acknowledgment of whichever kind, shall be deemed to confer on you, any rights towards that invention, discovery, process improvement, or other intellectual property right in system or method.</p> <p>2.6 Software & Legal Compliance: The Company shall be the sole owner of any software developed by you during your employment with the Organization, having rights to sell, license, and control duplication, distribution and preparation of deliveries of the software. You shall not claim any income nor benefit from any such development at any point of time. You shall also sign a document to this effect if required by the company. Any duplication of licensed software is not allowed except for backup or archival purpose. You shall ensure that the Company complies with all statutory and/or legal requirements with regard to the area of your responsibility.</p> <p>2.7 Statutory Compliance: You shall strictly adhere to the applicable laws and regulations in India and other country (ies) including without limitation work permits, immigration requirements, etc</p> <p>2.8 Company Property: You shall take reasonable care in maintaining and protecting the assets, properties, facilities, software and hardware, if and when provided by the company, for your use. On demand, you shall take steps to return such assets, properties etc, back to the company in the same condition as given, subject to normal wear and tear, on cessation of employment or any other time, as may be required by the Company. Failing this, the company shall be entitled to recover such costs/ compensation as it may deem fit, keeping in view the cost of such assets, properties etc.</p> <p>2.9 Job Assignment: You may during the course of your employment be given any assignment either arising out of the company's business or that the management in its subjective judgment deems fit with reference to your skill sets, background, qualification or experience. Refusal to carry out such assignments as are allotted to you solely on, amongst others, grounds that it has not been part of your usual duties during your employment shall be deemed serious misconduct and grounds for immediate termination of employment. You will also not be entitled to any additional compensation for carrying out any such assignments/job.</p> <p>2.10 Transfer:</p> <p>2.10.1 The company may in its business interest transfer you to any of its offices in India or overseas or to any subsidiary or associate company, whether now existing or still to be formed, on such terms and conditions as are applicable to such transfer and as per the company's policies.</p> <p>2.10.2 Although the company will endeavour to ensure that such transfers do not cause any disruption to your status, however the company does not guarantee the continuation of any facility or perquisite in new situation.</p> <p>2.10.3 In the event that you are deputed to perform work on / at client sites, you hereby agree and undertake as follows: -</p> <p>2.10.3.1 that you shall follow and be governed by the rules and regulations applicable.</p> <p>2.10.3.2 That you shall honour and abide by the requirements under the work permits / approvals / consents and all related rules pertaining to your deputation, including amongst others requirements under the applicable VISA / Travel Program.</p> <p>2.10.3.3 That you shall indemnify and hold harmless, the company, from all liabilities arising out of any act / omission attributable to your negligence or otherwise, whether arising in the course of employment or otherwise.</p> <p>2.10.4 In all such cases of transfer you shall be governed by the company's transfer policy and procedure.</p> <p>3.0 Other terms and conditions:</p> <p>3.1 Working Hours - The business hours of the office are 9:30 A.M till 6:30 P.M and the company is operational on a 24/7/365 basis. You are expected to report to work promptly at the scheduled time each day as per shift that you are assigned to as required. This is for ensuring smooth conduct of work as per the company's policy.</p> <p>3.2 Double Employment Prohibited:</p> <p>3.2.1 You will devote full time and attention to the work of the company and will not, during the tenure of your service, take any employment / assignment, direct/indirect business or work, honorary or remuneratory except with the prior permission of the management, in writing, in each case.</p> |
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- 3.2.2 You will not seek membership of any local/public body without obtaining prior permission of the management, in writing, in each case.
- 3.3 **Contact Details:** You will keep us informed of any change in your residential address, civil or marital status and other such matters.
- 3.4 **Statutory Deductions:** Taxes and other deductions such as Income Tax, Professional Tax and any other statutory payments would be to your account, including but not limited to those based on the information on tax planning and investment plans for a given financial year provided by you to the Company provided that you have, when called for by the Company, submitted proof of the investments in the form and manner acceptable to the Income Tax authorities. In the absence of the same, the company reserves its right to make the deductions in the available time frame in the on-going year.
- 3.5 **Company Regulations:** You will be governed by the policies and the procedures, in force, from time to time. You will also observe general decorum and discipline and shall be subject to the same policies and procedures as applicable to the regular employees of the company.
- 3.6 **Verification:**
- 3.6.1 **Verification:** Your appointment is subject to satisfactory verification of your character, antecedents and testimonials. This appointment is based on the details provided by you to the company.
- 3.7 **Declarations & Representations:** You are required to furnish, on your behalf and if married, on behalf of your spouse, full details of any external directorships held and any personal business interests including but not limited to partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company of those external interests, including but not limited to involvement in political and non-political associations. You also represent and warrant that the investment and tax returns and proof of the same shall be genuine and that in the event that any of the same is found to be falsified or in any manner incorrect or unacceptable, that you agree to abide by any action that the Company may, in its discretion, initiate and as allowed under law and you shall indemnify and hold the Company harmless from such act/omission attributable to you.
- 3.8 **Annulment of Employment:** Please note that this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and if you have already commenced employment with the Company and your employment will automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to the Company's rights and remedies against you, in the following event/s:
- 3.8.1 if during the pre-employment or the post-employment background checks, the checking agency gives a negative report; or
- 3.8.2 in the event of unsatisfactory result of any of the Section 3.7 events;
- 3.8.3 in the event you are charged and/or arrested on allegations of having committed any offence, criminal, economic or otherwise;
- 3.9 **Termination for Breach:** In the event of a breach of any of the terms of the appointment letter and more specifically in terms of breach of any confidentiality obligations, the Company shall initiate disciplinary and such other action against you as it may deem fit and allowed under law, including but not limited to suspension and / or immediate termination from employment.
- 4.0 **Savings:** Notwithstanding anything contained herein, the company hereby reserves its right in the following manner: -
- 4.1 to proceed against you in such forum as it may deem fit in the event that you commit any material breach of this letter of appointment.
- 4.2 To waive off the requirements stated in the para 2.3 and 2.1.4, more specifically as provided in the proviso's therein.
- 5.0 **Validity of Appointment Letter:** This contract is valid, subject to (a) satisfactory verification as enumerated in para 3.6 above, (b) your acceptance of the offer within the time limit stipulated and your joining duties.
- 6.0 **Governing Law & Jurisdiction:** The terms and conditions of this letter of appointment/ employment contract shall be governed by the laws of India and disputes arising herein shall be subject to the jurisdiction of the courts at Bangalore or at your place of posting as on the date the cause of action of the said dispute is said to have arisen.
- 7.0 **Non Solicitation:** You hereby agree not to solicit or cause to be solicited, either during the currency of this letter of appointment and beyond (i.e. cessation of your employment with the Company, either voluntary or involuntary, any employee in the employment company, or directly or indirectly, individually or on behalf of any other person, firm, corporation or entity, (a) Interfere with the Company's continuing relationships with its existing employees, (b) attempt to induce such other

employees to leave their employment with the Company, (c) interfere with Company's continuing relationships with Company's suppliers or customers, (d) sell, attempt to sell or solicit the sale of products or services competitive with those of the Company to Company's customers, or (e) take any action to discourage or divert any supplier or customer from doing business with the Company

- 8.0 **Non-Compete:** - The Employee hereby understands and agrees that some restrictions on its activities during and post the Employee's employment is necessary to protect the goodwill and other legitimate interests of the Company. The Employee agrees to, during his employment with the Company, to perform for the Company such duties as it may designate from time to time and will devote his full time and best efforts to the business of the Company and
- 8.1 Whilst in employment, the Employee agrees not to undertake any planning for any outside business that may be directly or indirectly competitive with the Company and during employment with the Company;
- 8.2 For a period of one year after your cessation of employment with the Company the Employee undertakes not to compete, directly or indirectly, with the Company, whether as an employee, a consultant, agent, partner, owner, investor or otherwise.
- 8.3 The Employee also hereby undertakes, not to engage, in any manner in any activity that is or maybe at any point in time & in any manner competitive with the businesses of the Company
- 8.4 The Employee shall not, during his/her employment with the Company and for a period of twelve months thereafter, without the prior written approval of the Managing Director of the Company, engage in any other professional employment or consulting, or directly or indirectly participate in or assist any business with any current client or customer of the Company.
- 8.5 The Employee shall not, during his/her employment with the Company, engage in any gainful employment with any other Company.
- 9.0 **Representation.** The Employee represents and warrants that s/he is not subject to any court order, agreement, arrangement or undertaking, including but not limited to non-compete and non-solicit obligations or any other disability which may in any manner restrict the Employee either from accepting the terms and conditions detailed in this letter of appointment or from performing your functions and providing services under the letter of appointment.
- 10.0 **Interpretation/Severability.** If any term, condition, or provision in this Letter of appointment is found to be invalid, unlawful or unenforceable to any extent, the parties shall endeavor in good faith to agree to such amendments that will preserve, as far as possible, the intentions expressed in this Letter of appointment. If the parties fail to agree on such an amendment, such invalid term, condition or provision will be severed from the remaining terms, conditions and provisions, which will continue to be valid and enforceable to the fullest extent permitted by law.
- 11.0 **Waiver of Breach.** Any waiver of the provisions of this Letter of appointment or of a party's rights or remedies under this Letter of appointment must be in writing to be effective. Failure, neglect, or delay by a party to enforce the provisions of this Letter of appointment or its rights or remedies at any time, will not be construed as a waiver of such party's rights under this Letter of appointment and will not in any way affect the validity of the whole or any part of this Letter of appointment or prejudice such party's right to take subsequent action. No exercise or enforcement by either party of any right or remedy under this Letter of appointment will preclude the enforcement by such party of any other right or remedy under this Letter of appointment or that such party is entitled by law to enforce.
- 12.0 **Survival.** All such provisions explicitly stated to survive the termination of this Letter of appointment and those which by the very nature and verbiage are intended by Parties to survive shall so survive termination or expiry of this Letter of appointment.
- 13.0 **Relocation:** expenses towards shipment of household goods/ car (as applicable): You are entitled to avail relocation assistance as per the Sagility Employee Relocation Assistance Policy. In the event of voluntary cessation of employment with the company within one year from date of joining, You shall be liable to pay the amount received towards shipment of household goods and / or car as per the retention clause in the policy.
- 14.0 **Maternity Benefit:** All women employees would be entitled for maternity benefits as per the prevailing Maternity Benefit Act
- 15.0 **Acceptance:** If the terms and conditions of appointment enumerated in this letter of appointment are acceptable to you, please sign the duplicate copy of this letter of appointment as a token of your acceptance of the appointment and the terms and conditions thereof and return it to the HR Department.:



ANNEXURE II - SALARY & ALLOWANCES

ANNEXURE II - SALARY & ALLOWANCES						
Candidate Name	Kalinrajan - G					
Designation	Trainee Process Consultant					
Grade	PC2	Location	Coimbatore			
Components	w.e.f - DOJ		Monthly	Annual		
"A" FIXED						
Basic			4,578	54,936		
House Rent Allowance			1,831	21,972		
Shift Allowance			5,000	60,000		
Skill Allowance			34	408		
"A" Sub-total - Gross Pay			11,443	1,37,316		
"B" RETIRAL BENEFITS						
Advance against Statutory Bonus			382	4,578		
Provident Fund – Employer's Contribution			1,153	13,836		
Gratuity			220	2,640		
ESIC Contribution – Employer's Contribution			385	4,620		
"B"Sub-total- Retiral benefits			2,140	25,684		
Total Salary Cost (A + B)			13,583	1,63,000		
"C" VARIABLE PAY						
Performance Incentives (@ 100% of given achievement targets)			1,000	12,000		
"C" Sub-total - Variable			1,000	12,000		
Total Cost to Company (A + B + C)			14,583	1,75,000		
"D" INSURANCE / OTHER BENEFITS						
Total Cost to Company : (A + B + C + D)			14,583	1,75,000		
Net Salary*- This is an approximate net amount and is subject to vary based on any change of rules or law relating to employee compensation (not limited to change in PF or ESI) or tax laws or any changes in the compensation structure			10,583	1,26,996		
Benefit / Scheme	Description			Value / PA		
# Onetime Retention Bonus	A onetime retention bonus of Rs. 6,000/- is paid on your confirmation post 6 months of your joining. An additional amount of Rs. 10,000/- on completion of 18 months.			Rs. 16,000 p.a**		
Performance Incentives	Will be paid every month on achieving process defined target goals as defined in table below. The first three month's performance incentive will be paid on target during the seventh month payroll.			Rs. 12,000p.a**		
Subsidized Transport Service	An indicative transport cost incurred by the employer for commuting between home to office and back which is a facility to avail and not to be encashed if not availed.			Rs. 16,200p.a**		
Group Personal Accident	You are covered under group personal accident insurance policy of the company for a sum of -			Rs. 6,00,000p.a**		
Group Term Life	You are covered under Group Term Life Insurance policy of the company for a sum of -			Rs. 1,00,000p.a**		
ESI Scheme	Self and your dependent family members as declared will be covered under the Employees State Insurance (ESI) Act.			As applicable*p.m		
Gratuity	is payable on cessation of employment after a minimum of five years continuous employment as per the norms of the Gratuity Act or in the event of demise or permanent disability of an employee.			As applicable*		
Advance against provisional minimum statutory bonus	Provided @ 8.33% of your Basic pay (PA) subject to the clause: The advance against statutory bonus will be calculated on maximum Basic Pay subject to a ceiling of minimum wages of the Land			As applicable*		
Provident Fund	You will be covered under Employees Provident Fund (EPF) Scheme under PF Act.			As applicable*p.m		
Income Tax	Appropriate Income tax would be deducted in the payroll every month.			As applicable*p.m		
Professional Tax	If any as per the applicable rules in your state.			As applicable*p.m		
Performance Incentive Ratings and Earnings Table:						
Process Target achievement	Training period	>80-<85%	>85-<95%	>95-<100%	>100-<110%	>110%
PI Eligibility (%)	0%	50%	75%	100%	110%	125%
PI Eligible amount (Rs. p.a.)	0	6,000	9,000	12,000	13,200	15,000
PI Eligible amount (Rs. p.m.)	0	500	750	1,000	1,100	1,250

* Statutory Schemes are subject to change as per the Law from time to time.

** These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.

NAME: Kiran Kumar G
DESIGNATION: Deputy General Manager(HR)
Sagility India Private Limited

Kalinrajan - G.
Candidate Name:
Date: 27.1.23

As per ESI, family means all or any of the following relatives of an insured person namely: a spouse, a minor legitimate or adopted child dependent upon the insured person, a child who is wholly dependent on the earnings of the insured person and who is (a) receiving education, till he or she attains the age of twenty five years, (b) an unmarried daughter, a child who is infirm by reason of any physical or mental abnormality or injury and is wholly dependent on the earnings of the insured person, so long as the infirmity continues and dependent parents.

Date: 19/01/2023

Mr/Ms/Mrs Aravind B

Dear Aravind,

SUBJECT: CONDITIONAL OFFER LETTER

We congratulate you on being offered employment with Sagility India Private Limited. As indicated to you during the employment application process, your offer of employment is subject to and conditioned upon your successful completion of your graduation course and submission of the original marks card and degree certificates as well as you acknowledging and signing this letter. Your initial place of posting will be at **Coimbatore**. You will be on probation for a period of 6 (Six) months. The probation period can be extended at the discretion of the Management.

The Company shall reserve the right to conduct background verification checks as it deems fit and such checks will be extended to the documents that you have provided before your date of joining Aug/2023. Please ensure to provide all requisite educational certificates from the past as indicated by the Company's HR Team.

Joining and Continuity of your services with the Company is subject to the successful completion background verification check as stated above and completion of your graduation course, you producing original marks cards and degree certificate for verification/validation as per the company's policies and practices.

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Submission of the photocopies of the following documents is mandatory for your joining/onboarding. You are required to provide the originals of the said documents for verification and return.

- a) Photo ID proof (Ex. College ID card, Voter's ID, PAN Card, Ration Card, Driving License, Passport, Exam Hall Tickets)
- b) Certificates/testimonials of your past experience, including certificate from your last employer, (If applicable)
- c) Certificates, Transcripts of Marks cards starting from 10th Standard (SSC/SSLC) up to the current attainment.
- d) Six (6) passport size color photographs, for our records.
- e) Photocopy of your Aadhaar Card with number
- f) Proof of Address (Current and Permanent)

Yours sincerely,



NAME: **Kiran Kumar G**
DESIGNATION: **Deputy General Manager(HR)**
Sagility India Private Limited

Accepted by:

Signature:

Name:

Date:

Place:


Aravind B
27.01.2023
Coimbatore

Encl: Annexure - I & II

Annexure- I Terms and Conditions of your appointment:

- | | |
|--|---|
| <p>1.1 Remuneration Details: The details of your entitlements and your salary are as per Annexure - II. Besides salary, you will be entitled to other benefits and privileges as per company's policy, which the company may from time to time introduce.</p> <p>1.1.1 You will also be entitled to contributory provident fund and gratuity as per the rules and regulations of the company, subject to statutory provisions.</p> <p>1.1.2 Deductions as applicable under law, namely tax deduction at source, fringe benefit tax etc, shall be made on the salary month on month.</p> <p>1.1.3 Employees are required to submit their tax planning and investment plans for a given financial year to the company at the notified time and shall when called for submit proof of the investments in the form and manner acceptable to the Income Tax authorities. In the absence of the same, the company reserves its right to make the deductions in the available time frame in the on-going year.</p> <p>1.1.4 You will be governed at all times by the policies, procedures and guidelines of the company related to salary, allowances, benefits and perquisites which are specified in this letter of appointment. Further, the Management may modify or change such allowances, benefits and perquisites from time to time, in accordance with its policies.</p> <p>1.1.5 Also, you are required to keep your salary information confidential at all times and not to disclose to anybody in the company or to outside agency.</p> <p>2.0 The other terms and conditions of your appointment are as follows:</p> <p>2.1 Training: You will be initially, on training for a period of twelve months from the date of your appointment. Please note that the following special terms and conditions of service are applicable to you, only during the period of training.</p> <p>2.1.1 Your continuation in the service of the company is subject to your satisfactory performance during the period of training and that the company reserves its rights to terminate your services in the event that your performance is found unsatisfactory</p> <p>2.1.2 You shall be entitled for a cumulative annual / earned leaves of 30 days, as per the Sagility employee leave policy. However, during the first 6 months of service, you are not encouraged to avail leave even though the earned / annual leave shall accrue to your account as per the Employee leave policy from time to time.</p> <p>2.1.3 You will deemed to be confirmed on completion of 12 months of satisfactory completion of your training unless otherwise communicated to you by the company in writing. During the period of training your services may be terminated at the discretion of the management, with or without assigning any reason, with a week's notice or one week's basic salary in lieu of notice. During this period, you may also resign your appointment with one month's notice or payment of one month's basic salary in lieu of notice, at the discretion of the company.
 Proviso: Provided, however, that the above requirement may be altered / modified in such manner as may be necessary for the company to discharge it's existing and forthcoming obligations.</p> <p>2.1.4 Please note that in the event of your not joining the Company on or before the date mentioned in this letter of appointment, this letter of appointment shall automatically stand revoked</p> <p>2.2 Work Week: The standard work week is Monday to Friday / Saturday. You will be given day off(s) in a week as per the policy of the company. However, the actual day off(s) may vary from week to week in view of the nature of business of the company and the exigencies of work.</p> <p>2.3 Regular Appointment: On satisfactory completion of your probation you will be considered for regular employment in the Company. On being confirmed, the notice period for termination of service on either side will be Two month, however your continuation in the service of the company is still subject to your satisfactory performance during the period of employment. Your services may be terminated at the discretion of the management, with or without assigning any reason, with Two months' notice or Two month's basic salary in lieu of notice. Similarly, during this period you may also resign your appointment with Two month's notice or payment of Two month's basic salary in lieu of notice, at the discretion of the company.
 Provision: Provided, however, that the above requirement for notice may be altered / modified in such manner as may be necessary for the company to discharge it's existing and forthcoming obligations.</p> <p>2.4 Confidentiality: You shall not, as per the terms of the non-disclosure agreement (NDA) signed by you and the terms herein, during employment or after cessation of employment, divulge, disclose or impart to any person/organization by word or otherwise particulars or details of systems, procedures, technical know-how, trade secret, administrative, financial or organizational matters pertaining to the company, which you may become aware of by virtue of your employment in the company. You shall maintain confidentiality at all times during the currency of this letter of appointment and otherwise all information in accordance with the company's confidentiality policy and sign such agreements that the company may require for the adequate protection of all its information.</p> | <p>2.5 Intellectual Property: The rights to any invention, discovery or creation of any system or method related to the company's operation and arising out of any work done in the course of your employment shall automatically vest with the company. In this connection wherever required, the company may obtain patent rights in its name (or jointly with others) based on the fact of your invention, discovery or other creative effort. The company may require you to sign invention assignment and such other agreements as may be necessary for the company to obtain patents and/or register its intellectual property rights. You will not, in any event be entitled to any compensation apart from as aforesaid for such acts. Notwithstanding anything contained herein and any rewards/compensation/performance bonus or other acknowledgment of whichever kind, shall be deemed to confer on you, any rights towards that invention, discovery, process improvement, or other intellectual property right in system or method.</p> <p>2.6 Software & Legal Compliance: The Company shall be the sole owner of any software developed by you during your employment with the Organization, having rights to sell, license, and control duplication, distribution and preparation of deliveries of the software. You shall not claim any income nor benefit from any such development at any point of time. You shall also sign a document to this effect if required by the company. Any duplication of licensed software is not allowed except for backup or archival purpose. You shall ensure that the Company complies with all statutory and/ or legal requirements with regard to the area of your responsibility.</p> <p>2.7 Statutory Compliance: You shall strictly adhere to the applicable laws and regulations in India and other country (ies) including without limitation work permits, immigration requirements, etc</p> <p>2.8 Company Property: You shall take reasonable care in maintaining and protecting the assets, properties, facilities, software and hardware, if and when provided by the company, for your use. On demand, you shall take steps to return such assets, properties etc., back to the company in the same condition as given, subject to normal wear and tear, on cessation of employment or any other time, as may be required by the Company. Failing this, the company shall be entitled to recover such costs/ compensation as it may deem fit, keeping in view the cost of such assets, properties etc.</p> <p>2.9 Job Assignment: You may during the course of your employment be given any assignment either arising out of the company's business or that the management in its subjective judgment deems fit with reference to your skill sets, background, qualification or experience. Refusal to carry out such assignments as are allotted to you solely on, amongst others, grounds that it has not been part of your usual duties during your employment shall be deemed serious misconduct and grounds for immediate termination of employment. You will also not be entitled to any additional compensation for carrying out any such assignments/job.</p> <p>2.10 Transfer:</p> <p>2.10.1 The company may in its business interest transfer you to any of its offices in India or overseas or to any subsidiary or associate company, whether now existing or still to be formed, on such terms and conditions as are applicable to such transfer and as per the company's policies.</p> <p>2.10.2 Although the company will endeavour to ensure that such transfers do not cause any disruption to your status, however the company does not guarantee the continuation of any facility or perquisite in new situation.</p> <p>2.10.3 In the event that you are deputed to perform work on / at client sites, you hereby agree and undertake as follows: -</p> <p>2.10.3.1 that you shall follow and be governed by the rules and regulations applicable.</p> <p>2.10.3.2 That you shall honour and abide by the requirements under the work permits / approvals / consents and all related rules pertaining to your deputation, including amongst others requirements under the applicable VISA / Travel Program.</p> <p>2.10.3.3 That you shall indemnify and hold harmless, the company, from all liabilities arising out of any act / omission attributable to your negligence or otherwise, whether arising in the course of employment or otherwise.</p> <p>2.10.4 In all such cases of transfer you shall be governed by the company's transfer policy and procedure.</p> <p>3.0 Other terms and conditions:</p> <p>3.1 Working Hours - The business hours of the office are 9:30 A.M till 6:30 P.M and the company is operational on a 24/7/365 basis. You are expected to report to work promptly at the scheduled time each day as per shift that you are assigned to as required. This is for ensuring smooth conduct of work as per the company's policy.</p> <p>3.2 Double Employment Prohibited:</p> <p>3.2.1 You will devote full time and attention to the work of the company and will not, during the tenure of your service, take any employment / assignment, direct/indirect business or work, honorary or remuneratory except with the prior permission of the management, in writing, in each case.</p> |
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- 3.2.2 You will not seek membership of any local/public body without obtaining prior permission of the management, in writing, in each case.
- 3.3 **Contact Details:** You will keep us informed of any change in your residential address, civil or marital status and other such matters.
- 3.4 **Statutory Deductions:** Taxes and other deductions such as Income Tax, Professional Tax and any other statutory payments would be to your account, including but not limited to those based on the information on tax planning and investment plans for a given financial year provided by you to the Company provided that you have, when called for by the Company, submitted proof of the investments in the form and manner acceptable to the Income Tax authorities. In the absence of the same, the company reserves its right to make the deductions in the available time frame in the on-going year.
- 3.5 **Company Regulations:** You will be governed by the policies and the procedures, in force, from time to time. You will also observe general decorum and discipline and shall be subject to the same policies and procedures as applicable to the regular employees of the company.
- 3.6 **Verification:**
- 3.6.1 **Verification:** Your appointment is subject to satisfactory verification of your character, antecedents and testimonials. This appointment is based on the details provided by you to the company.
- 3.7 **Declarations & Representations:** You are required to furnish, on your behalf and if married, on behalf of your spouse, full details of any external directorships held and any personal business interests including but not limited to partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company of those external interests, including but not limited to involvement in political and non-political associations. You also represent and warrant that the investment and tax returns and proof of the same shall be genuine and that in the event that any of the same is found to be falsified or in any manner incorrect or unacceptable, that you agree to abide by any action that the Company may, in its discretion, initiate and as allowed under law and you shall indemnify and hold the Company harmless from such act/omission attributable to you.
- 3.8 **Annulment of Employment:** Please note that this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and if you have already commenced employment with the Company and your employment will automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to the Company's rights and remedies against you, in the following event/s:
- 3.8.1 if during the pre-employment or the post-employment background checks, the checking agency gives a negative report; or
- 3.8.2 in the event of unsatisfactory result of any of the Section 3.7 events;
- 3.8.3 in the event you are charged and/or arrested on allegations of having committed any offence, criminal, economic or otherwise;
- 3.9 **Termination for Breach:** In the event of a breach of any of the terms of the appointment letter and more specifically in terms of breach of any confidentiality obligations, the Company shall initiate disciplinary and such other action against you as it may deem fit and allowed under law, including but not limited to suspension and / or immediate termination from employment.
- 4.0 **Savings:** Notwithstanding anything contained herein, the company hereby reserves its right in the following manner: -
- 4.1 to proceed against you in such forum as it may deem fit in the event that you commit any material breach of this letter of appointment.
- 4.2 To waive off the requirements stated in the para 2.3 and 2.1.4, more specifically as provided in the proviso's therein.
- 5.0 **Validity of Appointment Letter:** This contract is valid, subject to (a) satisfactory verification as enumerated in para 3.6 above, (b) your acceptance of the offer within the time limit stipulated and your joining duties.
- 6.0 **Governing Law & Jurisdiction:** The terms and conditions of this letter of appointment/ employment contract shall be governed by the laws of India and disputes arising herein shall be subject to the jurisdiction of the courts at Bangalore or at your place of posting as on the date the cause of action of the said dispute is said to have arisen.
- 7.0 **Non-Solicitation:** - You hereby agree not to solicit or cause to be solicited, either during the currency of this letter of appointment and beyond (i.e. cessation of your employment with the Company, either voluntary or involuntary, any employee in the employment company, or directly or indirectly, individually or on behalf of any other person, firm, corporation or entity, (a) interfere with the Company's continuing relationships with its existing employees, (b) attempt to induce such other

employees to leave their employment with the Company, (c) interfere with Company's continuing relationships with Company's suppliers or customers, (d) sell, attempt to sell or solicit the sale of products or services competitive with those of the Company to Company's customers, or (e) take any action to discourage or divert any supplier or customer from doing business with the Company

- 8.0 **Non-Compete:** - The Employee hereby understands and agrees that some restrictions on its activities during and post the Employee's employment is necessary to protect the goodwill and other legitimate interests of the Company. The Employee agrees to, during his employment with the Company, to perform for the Company such duties as it may designate from time to time and will devote his full time and best efforts to the business of the Company and
- 8.1 Whilst in employment, the Employee agrees not to undertake any planning for any outside business that may be directly or indirectly competitive with the Company and during employment with the Company;
- 8.2 For a period of one year after your cessation of employment with the Company the Employee undertakes not to compete, directly or indirectly, with the Company, whether as an employee, a consultant, agent, partner, owner, investor or otherwise.
- 8.3 The Employee also hereby undertakes, not to engage, in any manner in any activity that is or maybe at any point in time & in any manner competitive with the businesses of the Company
- 8.4 The Employee shall not, during his/her employment with the Company and for a period of twelve months thereafter, without the prior written approval of the Managing Director of the Company, engage in any other professional employment or consulting, or directly or indirectly participate in or assist any business with any current client or customer of the Company.
- 8.5 The Employee shall not, during his/her employment with the Company, engage in any gainful employment with any other Company.
- 9.0 **Representation.** The Employee represents and warrants that s/he is not subject to any court order, agreement, arrangement or undertaking, including but not limited to non-compete and non-solicit obligations or any other disability which may in any manner restrict the Employee either from accepting the terms and conditions detailed in this letter of appointment or from performing your functions and providing services under the letter of appointment.
- 10.0 **Interpretation/Severability.** If any term, condition, or provision in this Letter of appointment is found to be invalid, unlawful or unenforceable to any extent, the parties shall endeavor in good faith to agree to such amendments that will preserve, as far as possible, the intentions expressed in this Letter of appointment. If the parties fail to agree on such an amendment, such invalid term, condition or provision will be severed from the remaining terms, conditions and provisions, which will continue to be valid and enforceable to the fullest extent permitted by law.
- 11.0 **Waiver of Breach.** Any waiver of the provisions of this Letter of appointment or of a party's rights or remedies under this Letter of appointment must be in writing to be effective. Failure, neglect, or delay by a party to enforce the provisions of this Letter of appointment or its rights or remedies at any time, will not be construed as a waiver of such party's rights under this Letter of appointment and will not in any way affect the validity of the whole or any part of this Letter of appointment or prejudice such party's right to take subsequent action. No exercise or enforcement by either party of any right or remedy under this Letter of appointment will preclude the enforcement by such party of any other right or remedy under this Letter of appointment or that such party is entitled by law to enforce.
- 12.0 **Survival.** All such provisions explicitly stated to survive the termination of this Letter of appointment and those which by the very nature and verbiage are intended by Parties to survive shall so survive termination or expiry of this Letter of appointment.
- 13.0 **Relocation:** expenses towards shipment of household goods/ car (as applicable): You are entitled to avail relocation assistance as per the Sagility Employee Relocation Assistance Policy. In the event of voluntary cessation of employment with the company within one year from date of joining, You shall be liable to pay the amount received towards shipment of household goods and / or car as per the retention clause in the policy.
- 14.0 **Maternity Benefit:** All women employees would be entitled for maternity benefits as per the prevailing Maternity Benefit Act
- 15.0 **Acceptance:** If the terms and conditions of appointment enumerated in this letter of appointment are acceptable to you, please sign the duplicate copy of this letter of appointment as a token of your acceptance of the appointment and the terms and conditions thereof and return it to the HR Department.



ANNEXURE II - SALARY & ALLOWANCES

ANNEXURE II - SALARY & ALLOWANCES						
Candidate Name	Aravind B					
Designation	Trainee Process Consultant					
Grade	PC2	Location	Coimbatore			
Components	w.e.f - DOJ		Monthly	Annual		
"A" FIXED						
Basic			4,578	54,936		
House Rent Allowance			1,831	21,972		
Shift Allowance			5,000	60,000		
Skill Allowance			34	408		
"A" Sub-total - Gross Pay			11,443	1,37,316		
"B" RETIRAL BENEFITS						
Advance against Statutory Bonus			382	4,578		
Provident Fund - Employer's Contribution			1,153	13,836		
Gratuity			220	2,640		
ESIC Contribution - Employer's Contribution			385	4,620		
"B"Sub-total- Retiral benefits			2,140	25,684		
Total Salary Cost (A + B)			13,583	1,63,000		
"C" VARIABLE PAY						
Performance Incentives (@ 100% of given achievement targets)			1,000	12,000		
"C" Sub-total - Variable			1,000	12,000		
Total Cost to Company (A + B + C)			14,583	1,75,000		
"D" INSURANCE / OTHER BENEFITS						
Total Cost to Company : (A + B + C + D)			14,583	1,75,000		
Net Salary*- This is an approximate net amount and is subject to vary based on any change of rules or law relating to employee compensation (not limited to change in PF or ESI) or tax laws or any changes in the compensation structure			10,583	1,26,996		
Benefit / Scheme	Description		Value / PA			
# Onetime Retention Bonus	A onetime retention bonus of Rs. 6,000/- is paid on your confirmation post 6 months of your joining. An additional amount of Rs. 10,000/- on completion of 18 months.		Rs. 16,000 p.a**			
Performance Incentives	Will be paid every month on achieving process defined target goals as defined in table below. The first three month's performance incentive will be paid on target during the seventh month payroll.		Rs. 12,000p.a**			
Subsidized Transport Service	An indicative transport cost incurred by the employer for commuting between home to office and back which is a facility to avail and not to be encashed if not availed.		Rs. 16,200p.a**			
Group Personal Accident	You are covered under group personal accident insurance policy of the company for a sum of -		Rs. 6,00,000p.a**			
Group Term Life	You are covered under Group Term Life Insurance policy of the company for a sum of -		Rs. 1,00,000p.a**			
ESI Scheme	Self and your dependent family members as declared will be covered under the Employees State Insurance (ESI) Act.		As applicable*p.m			
Gratuity	is payable on cessation of employment after a minimum of five years continuous employment as per the norms of the Gratuity Act or in the event of demise or permanent disability of an employee.		As applicable*			
Advance against provisional minimum statutory bonus	Provided @ 8.33% of your Basic pay (PA) subject to the clause: The advance against statutory bonus will be calculated on maximum Basic Pay subject to a ceiling of minimum wages of the Land		As applicable*			
Provident Fund	You will be covered under Employees Provident Fund (EPF) Scheme under PF Act.		As applicable*p.m			
Income Tax	Appropriate Income tax would be deducted in the payroll every month.		As applicable*p.m			
Professional Tax	If any as per the applicable rules in your state.		As applicable*p.m			
Performance Incentive Ratings and Earnings Table:						
Process Target achievement	Training period	>80-<85%	>85-<95%	>95-<100%	>100-<110%	>110%
PI Eligibility (%)	0%	50%	75%	100%	110%	125%
PI Eligible amount (Rs. p.a.)	0	6,000	9,000	12,000	13,200	15,000
PI Eligible amount (Rs. p.m.)	0	500	750	1,000	1,100	1,250

* Statutory Schemes are subject to change as per the Law from time to time.

** These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.

NAME: Kiran Kumar G
DESIGNATION: Deputy General Manager(HR)
Sagility India Private Limited

Candidate Name:

Date: 27.1.23

As per DIC, family means all or any of the following relatives of an insured person namely - a spouse, a minor legitimate or adopted child dependent upon the insured person, a child who is wholly dependent on the earnings of the insured person and who is (a) receiving education, till he or she attains the age of twenty five years, (b) an unmarried daughter, a child who is infirm by reason of any physical or mental abnormality or injury and is wholly dependent on the earnings of the insured person, so long as the infirmity continues and dependent parents.



Date: 27.01.2023

Mr/Ms/Mrs Nousheer P.M

Dear Nousheer,

SUBJECT: CONDITIONAL OFFER LETTER

We congratulate you on being offered employment with Sagility India Private Limited. As indicated to you during the employment application process, your offer of employment is subject to and conditioned upon your successful completion of your graduation course and submission of the original marks card and degree certificates as well as you acknowledging and signing this letter. Your initial place of posting will be at **Coimbatore**. You will be on probation for a period of 6 (Six) months. The probation period can be extended at the discretion of the Management.

The Company shall reserve the right to conduct background verification checks as it deems fit and such checks will be extended to the documents that you have provided before your date of joining 27.01.2023. Please ensure to provide all requisite educational certificates from the past as indicated by the Company's HR Team.

Joining and Continuity of your services with the Company is subject to the successful completion background verification check as stated above and completion of your graduation course, you producing original marks cards and degree certificate for verification/validation as per the company's policies and practices.

Subsequently upon submission of the above stated documents and successful verification by the Company, this conditional offer shall be converted into a final letter of appointment upon fulfilment of the terms of this letter, and thereupon you will be designated as **"Trainee Process Consultant"**. You will be required to adhere to the terms and conditions contained in the final letter of appointment and other relevant documents issued by the Company.

Please be informed that notwithstanding anything in this letter, if you fail to adhere to any provisions of this Conditional Letter, the Company may rescind this Conditional letter, without any liability, costs, damages, expenses, claims, etc., in case of any change in the Company's business requirements.

You confirm that the above terms and conditions are acceptable to you and signify your acceptance by signing a copy of this Conditional Letter of Appointment.

Submission of the photocopies of the following documents is mandatory for your joining/onboarding. You are required to provide the originals of the said documents for verification and return.

- a) Photo ID proof (Ex. College ID card, Voter's ID, PAN Card, Ration Card, Driving License, Passport, Exam Hall Tickets)
- b) Certificates/testimonials of your past experience, including certificate from your last employer, (If applicable)
- c) Certificates, Transcripts of Marks cards starting from 10th Standard (SSC/SSLC) up to the current attainment.
- d) Six (6) passport size color photographs, for our records.
- e) Photocopy of your Aadhaar Card with number
- f) Proof of Address (Current and Permanent)

Yours sincerely,

NAME: Kiran Kumar G
DESIGNATION: Deputy General Manager(HR)
Sagility India Private Limited

Accepted by:

Signature:

Name:

Date:

Place:

Nousheer - P.M

Nousheer - P.M

27.01.2023

COIMBATORE

Encl: Annexure - I & II

Annexure- I Terms and Conditions of your appointment:

- | | |
|--|--|
| <p>1.1 Remuneration Details: The details of your entitlements and your salary are as per Annexure - II. Besides salary, you will be entitled to other benefits and privileges as per company's policy, which the company may from time to time introduce.</p> <p>1.1.1 You will also be entitled to contributory provident fund and gratuity as per the rules and regulations of the company, subject to statutory provisions.</p> <p>1.1.2 Deductions as applicable under law, namely tax deduction at source, fringe benefit tax etc, shall be made on the salary month on month.</p> <p>1.1.3 Employees are required to submit their tax planning and investment plans for a given financial year to the company at the notified time and shall when called for submit proof of the investments in the form and manner acceptable to the Income Tax authorities. In the absence of the same, the company reserves its right to make the deductions in the available time frame in the on-going year.</p> <p>1.1.4 You will be governed at all times by the policies, procedures and guidelines of the company related to salary, allowances, benefits and perquisites which are specified in this letter of appointment. Further, the Management may modify or change such allowances, benefits and perquisites from time to time, in accordance with its policies.</p> <p>1.1.5 Also, you are required to keep your salary information confidential at all times and not to disclose to anybody in the company or to outside agency.</p> <p>2.0 The other terms and conditions of your appointment are as follows:</p> <p>2.1 Training: You will be initially, on training for a period of twelve months from the date of your appointment. Please note that the following special terms and conditions of service are applicable to you, only during the period of training.</p> <p>2.1.1 Your continuation in the service of the company is subject to your satisfactory performance during the period of training and that the company reserves its rights to terminate your services in the event that your performance is found unsatisfactory</p> <p>2.1.2 You shall be entitled for a cumulative annual / earned leaves of 30 days, as per the Sagility employee leave policy. However, during the first 6 months of service, you are not encouraged to avail leave even though the earned / annual leave shall accrue to your account as per the Employee leave policy from time to time.</p> <p>2.1.3 You will deemed to be confirmed on completion of 12 months of satisfactory completion of your training unless otherwise communicated to you by the company in writing. During the period of training your services may be terminated at the discretion of the management, with or without assigning any reason, with a week's notice or one week's basic salary in lieu of notice. During this period, you may also resign your appointment with one month's notice or payment of one month's basic salary in lieu of notice, at the discretion of the company.
Proviso: Provided, however, that the above requirement may be altered / modified in such manner as may be necessary for the company to discharge it's existing and forthcoming obligations.</p> <p>2.1.4 Please note that in the event of your not joining the Company on or before the date mentioned in this letter of appointment, this letter of appointment shall automatically stand revoked</p> <p>2.2 Work Week: The standard work week is Monday to Friday / Saturday. You will be given day off(s) in a week as per the policy of the company. However, the actual day off(s) may vary from week to week in view of the nature of business of the company and the exigencies of work.</p> <p>2.3 Regular Appointment: On satisfactory completion of your probation you will be considered for regular employment in the Company. On being confirmed, the notice period for termination of service on either side will be Two month, however your continuation in the service of the company is still subject to your satisfactory performance during the period of employment. Your services may be terminated at the discretion of the management, with or without assigning any reason, with Two months' notice or Two month's basic salary in lieu of notice. Similarly, during this period you may also resign your appointment with Two month's notice or payment of Two month's basic salary in lieu of notice, at the discretion of the company.
Provision: Provided, however, that the above requirement for notice may be altered / modified in such manner as may be necessary for the company to discharge it's existing and forthcoming obligations.</p> <p>2.4 Confidentiality: You shall not, as per the terms of the non-disclosure agreement (NDA) signed by you and the terms herein, during employment or after cessation of employment, divulge, disclose or impart to any person/organization by word or otherwise particulars or details of systems, procedures, technical know-how, trade secret, administrative, financial or organizational matters pertaining to the company, which you may become aware of by virtue of your employment in the company. You shall maintain confidentiality at all times during the currency of this letter of appointment and otherwise all information in accordance with the company's confidentiality policy and sign such agreements that the company may require for the adequate protection of all its information.</p> | <p>2.5 Intellectual Property: The rights to any invention, discovery or creation of any system or method related to the company's operation and arising out of any work done in the course of your employment shall automatically vest with the company. In this connection wherever required, the company may obtain patent rights in its name (or jointly with others) based on the fact of your invention, discovery or other creative effort. The company may require you to sign invention assignment and such other agreements as may be necessary for the company to obtain patents and/or register its intellectual property rights. You will not, in any event be entitled to any compensation apart from as aforesaid for such acts. Notwithstanding anything contained herein and any rewards/compensation/performance bonus or other acknowledgment of whichever kind, shall be deemed to confer on you, any rights towards that invention, discovery, process improvement, or other intellectual property right in system or method.</p> <p>2.6 Software & Legal Compliance: The Company shall be the sole owner of any software developed by you during your employment with the Organization, having rights to sell, license, and control duplication, distribution and preparation of deliveries of the software. You shall not claim any income nor benefit from any such development at any point of time. You shall also sign a document to this effect if required by the company. Any duplication of licensed software is not allowed except for backup or archival purpose. You shall ensure that the Company complies with all statutory and/or legal requirements with regard to the area of your responsibility.</p> <p>2.7 Statutory Compliance: You shall strictly adhere to the applicable laws and regulations in India and other country (ies) including without limitation work permits, immigration requirements, etc</p> <p>2.8 Company Property: You shall take reasonable care in maintaining and protecting the assets, properties, facilities, software and hardware, if and when provided by the company, for your use. On demand, you shall take steps to return such assets, properties etc., back to the company in the same condition as given, subject to normal wear and tear, on cessation of employment or any other time, as may be required by the Company. Failing this, the company shall be entitled to recover such costs/ compensation as it may deem fit, keeping in view the cost of such assets, properties etc.</p> <p>2.9 Job Assignment: You may during the course of your employment be given any assignment either arising out of the company's business or that the management in its subjective judgment deems fit with reference to your skill sets, background, qualification or experience. Refusal to carry out such assignments as are allotted to you solely on, amongst others, grounds that it has not been part of your usual duties during your employment shall be deemed serious misconduct and grounds for immediate termination of employment. You will also not be entitled to any additional compensation for carrying out any such assignments/job.</p> <p>2.10 Transfer:</p> <p>2.10.1 The company may in its business interest transfer you to any of its offices in India or overseas or to any subsidiary or associate company, whether now existing or still to be formed, on such terms and conditions as are applicable to such transfer and as per the company's policies.</p> <p>2.10.2 Although the company will endeavour to ensure that such transfers do not cause any disruption to your status, however the company does not guarantee the continuation of any facility or perquisite in new situation.</p> <p>2.10.3 In the event that you are deputed to perform work on / at client sites, you hereby agree and undertake as follows: -</p> <p>2.10.3.1 that you shall follow and be governed by the rules and regulations applicable.</p> <p>2.10.3.2 That you shall honour and abide by the requirements under the work permits / approvals / consents and all related rules pertaining to your deputation, including amongst others requirements under the applicable VISA / Travel Program.</p> <p>2.10.3.3 That you shall indemnify and hold harmless, the company, from all liabilities arising out of any act / omission attributable to your negligence or otherwise, whether arising in the course of employment or otherwise.</p> <p>2.10.4 In all such cases of transfer you shall be governed by the company's transfer policy and procedure.</p> <p>3.0 Other terms and conditions:</p> <p>3.1 Working Hours - The business hours of the office are 9:30 A.M till 6:30 P.M and the company is operational on a 24/7/365 basis. You are expected to report to work promptly at the scheduled time each day as per shift that you are assigned to as required. This is for ensuring smooth conduct of work as per the company's policy.</p> <p>3.2 Double Employment Prohibited:</p> <p>3.2.1 You will devote full time and attention to the work of the company and will not, during the tenure of your service, take any employment / assignment, direct/indirect business or work, honorary or remuneratory except with the prior permission of the management, in writing, in each case.</p> |
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- 3.2.2 You will not seek membership of any local/public body without obtaining prior permission of the management, in writing, in each case.
- 3.3 **Contact Details:** You will keep us informed of any change in your residential address, civil or marital status and other such matters.
- 3.4 **Statutory Deductions:** Taxes and other deductions such as Income Tax, Professional Tax and any other statutory payments would be to your account, including but not limited to those based on the information on tax planning and investment plans for a given financial year provided by you to the Company provided that you have, when called for by the Company, submitted proof of the Investments in the form and manner acceptable to the Income Tax authorities. In the absence of the same, the company reserves its right to make the deductions in the available time frame in the on-going year.
- 3.5 **Company Regulations:** You will be governed by the policies and the procedures, in force, from time to time. You will also observe general decorum and discipline and shall be subject to the same policies and procedures as applicable to the regular employees of the company.
- 3.6 **Verification:**
- 3.6.1 **Verification:** Your appointment is subject to satisfactory verification of your character, antecedents and testimonials. This appointment is based on the details provided by you to the company.
- 3.7 **Declarations & Representations:** You are required to furnish, on your behalf and if married, on behalf of your spouse, full details of any external directorships held and any personal business interests including but not limited to partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company of those external interests, including but not limited to involvement in political and non-political associations. You also represent and warrant that the investment and tax returns and proof of the same shall be genuine and that in the event that any of the same is found to be falsified or in any manner incorrect or unacceptable, that you agree to abide by any action that the Company may, in its discretion, initiate and as allowed under law and you shall indemnify and hold the Company harmless from such act/omission attributable to you.
- 3.8 **Annulment of Employment:** Please note that this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and if you have already commenced employment with the Company and your employment will automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to the Company's rights and remedies against you, in the following event/s:
- 3.8.1 if during the pre-employment or the post-employment background checks, the checking agency gives a negative report; or
- 3.8.2 In the event of unsatisfactory result of any of the Section 3.7 events;
- 3.8.3 In the event you are charged and/or arrested on allegations of having committed any offence, criminal, economic or otherwise;
- 3.9 **Termination for Breach:** In the event of a breach of any of the terms of the appointment letter and more specifically in terms of breach of any confidentiality obligations, the Company shall initiate disciplinary and such other action against you as it may deem fit and allowed under law, including but not limited to suspension and / or immediate termination from employment.
- 4.0 **Savings:** Notwithstanding anything contained herein, the company hereby reserves its right in the following manner: -
- 4.1 to proceed against you in such forum as it may deem fit in the event that you commit any material breach of this letter of appointment.
- 4.2 To waive off the requirements stated in the para 2.3 and 2.1.4, more specifically as provided in the proviso's therein.
- 5.0 **Validity of Appointment Letter:** This contract is valid, subject to (a) satisfactory verification as enumerated in para 3.6 above, (b) your acceptance of the offer within the time limit stipulated and your joining duties.
- 6.0 **Governing Law & Jurisdiction:** The terms and conditions of this letter of appointment/ employment contract shall be governed by the laws of India and disputes arising herein shall be subject to the jurisdiction of the courts at Bangalore or at your place of posting as on the date the cause of action of the said dispute is said to have arisen.
- 7.0 **Non-Solicitation:** - You hereby agree not to solicit or cause to be solicited, either during the currency of this letter of appointment and beyond (i.e. cessation of your employment with the Company, either voluntary or involuntary, any employee in the employment company, or directly or indirectly, individually or on behalf of any other person, firm, corporation or entity, (a) interfere with the Company's continuing relationships with its existing employees, (b) attempt to induce such other

employees to leave their employment with the Company, (c) interfere with Company's continuing relationships with Company's suppliers or customers, (d) sell, attempt to sell or solicit the sale of products or services competitive with those of the Company to Company's customers, or (e) take any action to discourage or divert any supplier or customer from doing business with the Company

- 8.0 **Non-Compete:** - The Employee hereby understands and agrees that some restrictions on its activities during and post the Employee's employment is necessary to protect the goodwill and other legitimate interests of the Company. The Employee agrees to, during his employment with the Company, to perform for the Company such duties as it may designate from time to time and will devote his full time and best efforts to the business of the Company and
- 8.1 Whilst in employment, the Employee agrees not to undertake any planning for any outside business that may be directly or indirectly competitive with the Company and during employment with the Company;
- 8.2 For a period of one year after your cessation of employment with the Company the Employee undertakes not to compete, directly or indirectly, with the Company, whether as an employee, a consultant, agent, partner, owner, investor or otherwise.
- 8.3 The Employee also hereby undertakes, not to engage, in any manner in any activity that is or maybe at any point in time & in any manner competitive with the businesses of the Company
- 8.4 The Employee shall not, during his/her employment with the Company and for a period of twelve months thereafter, without the prior written approval of the Managing Director of the Company, engage in any other professional employment or consulting, or directly or indirectly participate in or assist any business with any current client or customer of the Company.
- 8.5 The Employee shall not, during his/her employment with the Company, engage in any gainful employment with any other Company.
- 9.0 **Representation.** The Employee represents and warrants that s/he is not subject to any court order, agreement, arrangement or undertaking, including but not limited to non-compete and non-solicit obligations or any other disability which may in any manner restrict the Employee either from accepting the terms and conditions detailed in this letter of appointment or from performing your functions and providing services under the letter of appointment.
- 10.0 **Interpretation/Severability.** If any term, condition, or provision in this Letter of appointment is found to be invalid, unlawful or unenforceable to any extent, the parties shall endeavor in good faith to agree to such amendments that will preserve, as far as possible, the intentions expressed in this Letter of appointment. If the parties fail to agree on such an amendment, such invalid term, condition or provision will be severed from the remaining terms, conditions and provisions, which will continue to be valid and enforceable to the fullest extent permitted by law.
- 11.0 **Waiver of Breach.** Any waiver of the provisions of this Letter of appointment or of a party's rights or remedies under this Letter of appointment must be in writing to be effective. Failure, neglect, or delay by a party to enforce the provisions of this Letter of appointment or its rights or remedies at any time, will not be construed as a waiver of such party's rights under this Letter of appointment and will not in any way affect the validity of the whole or any part of this Letter of appointment or prejudice such party's right to take subsequent action. No exercise or enforcement by either party of any right or remedy under this Letter of appointment will preclude the enforcement by such party of any other right or remedy under this Letter of appointment or that such party is entitled by law to enforce.
- 12.0 **Survival.** All such provisions explicitly stated to survive the termination of this Letter of appointment and those which by the very nature and verbiage are intended by Parties to survive shall so survive termination or expiry of this Letter of appointment.
- 13.0 **Relocation:** expenses towards shipment of household goods/ car (as applicable): You are entitled to avail relocation assistance as per the Sagility Employee Relocation Assistance Policy. In the event of voluntary cessation of employment with the company within one year from date of joining, You shall be liable to pay the amount received towards shipment of household goods and / or car as per the retention clause in the policy.
- 14.0 **Maternity Benefit:** All women employees would be entitled for maternity benefits as per the prevailing Maternity Benefit Act
- 15.0 **Acceptance:** If the terms and conditions of appointment enumerated in this letter of appointment are acceptable to you, please sign the duplicate copy of this letter of appointment as a token of your acceptance of the appointment and the terms and conditions thereof and return it to the HR Department.



ANNEXURE II - SALARY & ALLOWANCES

ANNEXURE II - SALARY & ALLOWANCES						
Candidate Name	Nousheer P M					
Designation	Trainee Process Consultant					
Grade	PC2	Location	Coimbatore			
Components	w.e.f - DOJ		Monthly	Annual		
"A" FIXED						
Basic			4,578	54,936		
House Rent Allowance			1,831	21,972		
Shift Allowance			5,000	60,000		
Skill Allowance			34	408		
"A" Sub-total – Gross Pay			11,443	1,37,316		
"B" RETIRAL BENEFITS						
Advance against Statutory Bonus			382	4,578		
Provident Fund – Employer's Contribution			1,153	13,836		
Gratuity			220	2,640		
ESIC Contribution – Employer's Contribution			385	4,620		
"B"Sub-total– Retiral benefits			2,140	25,684		
Total Salary Cost (A + B)			13,583	1,63,000		
"C" VARIABLE PAY						
Performance Incentives (@ 100% of given achievement targets)			1,000	12,000		
"C" Sub-total - Variable			1,000	12,000		
Total Cost to Company (A + B + C)			14,583	1,75,000		
"D" INSURANCE / OTHER BENEFITS						
Total Cost to Company : (A + B + C + D)			14,583	1,75,000		
Net Salary*- This is an approximate net amount and is subject to vary based on any change of rules or law relating to employee compensation (not limited to change in PF or ESI) or tax laws or any changes in the compensation structure			10,583	1,26,996		
Benefit / Scheme	Description			Value / PA		
# Onetime Retention Bonus	A onetime retention bonus of Rs. 6,000/- is paid on your confirmation post 6 months of your joining. An additional amount of Rs. 10,000/- on completion of 18 months.			Rs. 16,000 p.a**		
Performance incentives	Will be paid every month on achieving process defined target goals as defined in table below. The first three month's performance incentive will be paid on target during the seventh month payroll.			Rs. 12,000p.a**		
Subsidized Transport Service	An indicative transport cost incurred by the employer for commuting between home to office and back which is a facility to avail and not to be encashed if not availed.			Rs. 16,200p.a**		
Group Personal Accident	You are covered under group personal accident insurance policy of the company for a sum of -			Rs. 6,00,000p.a**		
Group Term Life	You are covered under Group Term Life Insurance policy of the company for a sum of -			Rs. 1,00,000p.a**		
ESI Scheme	Self and your dependent family members as declared will be covered under the Employees State Insurance (ESI) Act.			As applicable*p.m		
Gratuity	is payable on cessation of employment after a minimum of five years continuous employment as per the norms of the Gratuity Act or in the event of demise or permanent disability of an employee.			As applicable*		
Advance against provisional minimum statutory bonus	Provided @ 8.33% of your Basic pay (PA) subject to the clause: The advance against statutory bonus will be calculated on maximum Basic Pay subject to a ceiling of minimum wages of the Land			As applicable*		
Provident Fund	You will be covered under Employees Provident Fund (EPF) Scheme under PF Act.			As applicable*p.m		
Income Tax	Appropriate Income tax would be deducted in the payroll every month.			As applicable*p.m		
Professional Tax	If any as per the applicable rules in your state.			As applicable*p.m		
Performance Incentive Ratings and Earnings Table:						
Process Target achievement	Training period	>80-<85%	>85-<95%	>95-<100%	>100-<110%	>110%
PI Eligibility (%)	0%	50%	75%	100%	110%	125%
PI Eligible amount (Rs. p.a.)	0	6,000	9,000	12,000	13,200	15,000
PI Eligible amount (Rs. p.m.)	0	500	750	1,000	1,100	1,250

* Statutory Schemes are subject to change as per the Law from time to time.

** These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.

NAME: Kiran Kumar G

DESIGNATION: Deputy General Manager(HR)

Sagility India Private Limited

Candidate Name: Nousheer-Pm

Date: 27/01/2023

(As per ESIC, family means all or any of the following relatives of an insured person namely: (a) a spouse, a minor legitimate or adopted child dependent upon the insured person, a child who is wholly dependent on the earnings of the insured person and who is (a) receiving education, till he or she attains the age of twenty-five years, (b) an unmarried daughter, a child who is infirm or any physical or mental abnormality or injury and is wholly dependent on the earnings of the insured person, so long as the insured person continues and dependent parents

Date: 19.01.2023

Mr/Ms/Mrs Punitha K

Dear Punitha,

SUBJECT: CONDITIONAL OFFER LETTER

We congratulate you on being offered employment with Sagility India Private Limited. As indicated to you during the employment application process, your offer of employment is subject to and conditioned upon your successful completion of your graduation course and submission of the original marks card and degree certificates as well as you acknowledging and signing this letter. Your initial place of posting will be at **Coimbatore**. You will be on probation for a period of 6 (Six) months. The probation period can be extended at the discretion of the Management.

The Company shall reserve the right to conduct background verification checks as it deems fit and such checks will be extended to the documents that you have provided before your date of joining Aug, 2023. Please ensure to provide all requisite educational certificates from the past as indicated by the Company's HR Team.

Joining and Continuity of your services with the Company is subject to the successful completion background verification check as stated above and completion of your graduation course, you producing original marks cards and degree certificate for verification/validation as per the company's policies and practices.

Subsequently upon submission of the above stated documents and successful verification by the Company, this conditional offer shall be converted into a final letter of appointment upon fulfilment of the terms of this letter, and thereupon you will be designated as **"Trainee Process Consultant"**. You will be required to adhere to the terms and conditions contained in the final letter of appointment and other relevant documents issued by the Company.

Please be informed that notwithstanding anything in this letter, if you fail to adhere to any provisions of this Conditional Letter, the Company may rescind this Conditional letter, without any liability, costs, damages, expenses, claims, etc., in case of any change in the Company's business requirements.

You confirm that the above terms and conditions are acceptable to you and signify your acceptance by signing a copy of this Conditional Letter of Appointment.

Submission of the photocopies of the following documents is mandatory for your joining/onboarding. You are required to provide the originals of the said documents for verification and return.

- a) Photo ID proof (Ex. College ID card, Voter's ID, PAN Card, Ration Card, Driving License, Passport, Exam Hall Tickets)
- b) Certificates/testimonials of your past experience, including certificate from your last employer, (If applicable)
- c) Certificates, Transcripts of Marks cards starting from 10th Standard (SSC/SSLC) up to the current attainment.
- d) Six (6) passport size color photographs, for our records.
- e) Photocopy of your Aadhaar Card with number
- f) Proof of Address (Current and Permanent)

Yours sincerely,



NAME: Kiran Kumar G
DESIGNATION: Deputy General Manager(HR)
Sagility India Private Limited

Accepted by: Punitha K

Signature: Punitha

Name: Punitha K

Date: 29/1/2023

Place: Coimbatore

Encl: Annexure - I & II

Annexure- I Terms and Conditions of your appointment:

- | | |
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| <p>1.1 Remuneration Details: The details of your entitlements and your salary are as per Annexure - II. Besides salary, you will be entitled to other benefits and privileges as per company's policy, which the company may from time to time introduce.</p> <p>1.1.1 You will also be entitled to contributory provident fund and gratuity as per the rules and regulations of the company, subject to statutory provisions.</p> <p>1.1.2 Deductions as applicable under law, namely tax deduction at source, fringe benefit tax etc, shall be made on the salary month on month.</p> <p>1.1.3 Employees are required to submit their tax planning and investment plans for a given financial year to the company at the notified time and shall when called for submit proof of the investments in the form and manner acceptable to the Income Tax authorities. In the absence of the same, the company reserves its right to make the deductions in the available time frame in the on-going year.</p> <p>1.1.4 You will be governed at all times by the policies, procedures and guidelines of the company related to salary, allowances, benefits and perquisites which are specified in this letter of appointment. Further, the Management may modify or change such allowances, benefits and perquisites from time to time, in accordance with its policies.</p> <p>1.1.5 Also, you are required to keep your salary information confidential at all times and not to disclose to anybody in the company or to outside agency.</p> <p>2.0 The other terms and conditions of your appointment are as follows:</p> <p>2.1 Training: You will be initially, on training for a period of twelve months from the date of your appointment. Please note that the following special terms and conditions of service are applicable to you, only during the period of training.</p> <p>2.1.1 Your continuation in the service of the company is subject to your satisfactory performance during the period of training and that the company reserves its rights to terminate your services in the event that your performance is found unsatisfactory.</p> <p>2.1.2 You shall be entitled for a cumulative annual / earned leaves of 30 days, as per the Sagility employee leave policy. However, during the first 6 months of service, you are not encouraged to avail leave even though the earned / annual leave shall accrue to your account as per the Employee leave policy from time to time.</p> <p>2.1.3 You will deemed to be confirmed on completion of 12 months of satisfactory completion of your training unless otherwise communicated to you by the company in writing. During the period of training your services may be terminated at the discretion of the management, with or without assigning any reason, with a week's notice or one week's basic salary in lieu of notice. During this period, you may also resign your appointment with one month's notice or payment of one month's basic salary in lieu of notice, at the discretion of the company.</p> <p>Proviso: Provided, however, that the above requirement may be altered / modified in such manner as may be necessary for the company to discharge it's existing and forthcoming obligations.</p> <p>2.1.4 Please note that in the event of your not joining the Company on or before the date mentioned in this letter of appointment, this letter of appointment shall automatically stand revoked</p> <p>2.2 Work Week: The standard work week is Monday to Friday / Saturday. You will be given day off(s) in a week as per the policy of the company. However, the actual day off(s) may vary from week to week in view of the nature of business of the company and the exigencies of work.</p> <p>2.3 Regular Appointment: On satisfactory completion of your probation you will be considered for regular employment in the Company. On being confirmed, the notice period for termination of service on either side will be Two month, however your continuation in the service of the company is still subject to your satisfactory performance during the period of employment. Your services may be terminated at the discretion of the management, with or without assigning any reason, with Two months' notice or Two month's basic salary in lieu of notice. Similarly, during this period you may also resign your appointment with Two month's notice or payment of Two month's basic salary in lieu of notice, at the discretion of the company.</p> <p>Provision: Provided, however, that the above requirement for notice may be altered / modified in such manner as may be necessary for the company to discharge it's existing and forthcoming obligations.</p> <p>2.4 Confidentiality: You shall not, as per the terms of the non-disclosure agreement (NDA) signed by you and the terms herein, during employment or after cessation of employment, divulge, disclose or impart to any person/organization by word or otherwise particulars or details of systems, procedures, technical know-how, trade secret, administrative, financial or organizational matters pertaining to the company, which you may become aware of by virtue of your employment in the company. You shall maintain confidentiality at all times during the currency of this letter of appointment and otherwise all information in accordance with the company's confidentiality policy and sign such agreements that the company may require for the adequate protection of all its information.</p> | <p>2.5 Intellectual Property: The rights to any invention, discovery or creation of any system or method related to the company's operation and arising out of any work done in the course of your employment shall automatically vest with the company. In this connection wherever required, the company may obtain patent rights in its name (or jointly with others) based on the fact of your invention, discovery or other creative effort. The company may require you to sign invention assignment and such other agreements as may be necessary for the company to obtain patents and/or register its intellectual property rights. You will not, in any event be entitled to any compensation apart from as aforesaid for such acts. Notwithstanding anything contained herein and any rewards/compensation/performance bonus or other acknowledgment of whichever kind, shall be deemed to confer on you, any rights towards that invention, discovery, process improvement, or other intellectual property right in system or method.</p> <p>2.6 Software & Legal Compliance: The Company shall be the sole owner of any software developed by you during your employment with the Organization, having rights to sell, license, and control duplication, distribution and preparation of deliveries of the software. You shall not claim any income nor benefit from any such development at any point of time. You shall also sign a document to this effect if required by the company. Any duplication of licensed software is not allowed except for backup or archival purpose. You shall ensure that the Company complies with all statutory and/ or legal requirements with regard to the area of your responsibility.</p> <p>2.7 Statutory Compliance: You shall strictly adhere to the applicable laws and regulations in India and other country (ies) including without limitation work permits, immigration requirements, etc.</p> <p>2.8 Company Property: You shall take reasonable care in maintaining and protecting the assets, properties, facilities, software and hardware, if and when provided by the company, for your use. On demand, you shall take steps to return such assets, properties etc., back to the company in the same condition as given, subject to normal wear and tear, on cessation of employment or any other time, as may be required by the Company. Failing this, the company shall be entitled to recover such costs/ compensation as it may deem fit, keeping in view the cost of such assets, properties etc.</p> <p>2.9 Job Assignment: You may during the course of your employment be given any assignment either arising out of the company's business or that the management in its subjective judgment deems fit with reference to your skill sets, background, qualification or experience. Refusal to carry out such assignments as are allotted to you solely on, amongst others, grounds that it has not been part of your usual duties during your employment shall be deemed serious misconduct and grounds for immediate termination of employment. You will also not be entitled to any additional compensation for carrying out any such assignments/job.</p> <p>2.10 Transfer:</p> <p>2.10.1 The company may in its business interest transfer you to any of its offices in India or overseas or to any subsidiary or associate company, whether now existing or still to be formed, on such terms and conditions as are applicable to such transfer and as per the company's policies.</p> <p>2.10.2 Although the company will endeavour to ensure that such transfers do not cause any disruption to your status, however the company does not guarantee the continuation of any facility or perquisite in new situation.</p> <p>2.10.3 In the event that you are deputed to perform work on / at client sites, you hereby agree and undertake as follows: -</p> <p>2.10.3.1 that you shall follow and be governed by the rules and regulations applicable.</p> <p>2.10.3.2 That you shall honour and abide by the requirements under the work permits / approvals / consents and all related rules pertaining to your deputation, including amongst others requirements under the applicable VISA / Travel Program.</p> <p>2.10.3.3 That you shall indemnify and hold harmless, the company, from all liabilities arising out of any act / omission attributable to your negligence or otherwise, whether arising in the course of employment or otherwise.</p> <p>2.10.4 In all such cases of transfer you shall be governed by the company's transfer policy and procedure.</p> <p>3.0 Other terms and conditions:</p> <p>3.1 Working Hours - The business hours of the office are 9:30 A.M till 6:30 P.M and the company is operational on a 24/7/365 basis. You are expected to report to work promptly at the scheduled time each day as per shift that you are assigned to as required. This is for ensuring smooth conduct of work as per the company's policy.</p> <p>3.2 Double Employment Prohibited:</p> <p>3.2.1 You will devote full time and attention to the work of the company and will not, during the tenure of your service, take any employment / assignment, direct/indirect business or work, honorary or remuneratory except with the prior permission of the management, in writing, in each case.</p> |
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R. B. Bank

- 3.2.2 You will not seek membership of any local/public body without obtaining prior permission of the management, in writing, in each case.
- 3.3 **Contact Details:** You will keep us informed of any change in your residential address, civil or marital status and other such matters.
- 3.4 **Statutory Deductions:** Taxes and other deductions such as Income Tax, Professional Tax and any other statutory payments would be to your account, including but not limited to those based on the information on tax planning and investment plans for a given financial year provided by you to the Company provided that you have, when called for by the Company, submitted proof of the investments in the form and manner acceptable to the Income Tax authorities. In the absence of the same, the company reserves its right to make the deductions in the available time frame in the on-going year.
- 3.5 **Company Regulations:** You will be governed by the policies and the procedures, in force, from time to time. You will also observe general decorum and discipline and shall be subject to the same policies and procedures as applicable to the regular employees of the company.
- 3.6 **Verification:**
- 3.6.1 **Verification:** Your appointment is subject to satisfactory verification of your character, antecedents and testimonials. This appointment is based on the details provided by you to the company.
- 3.7 **Declarations & Representations:** You are required to furnish, on your behalf and if married, on behalf of your spouse, full details of any external directorships held and any personal business interests including but not limited to partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company of those external interests, including but not limited to involvement in political and non-political associations. You also represent and warrant that the investment and tax returns and proof of the same shall be genuine and that in the event that any of the same is found to be falsified or in any manner incorrect or unacceptable, that you agree to abide by any action that the Company may, in its discretion, initiate and as allowed under law and you shall indemnify and hold the Company harmless from such act/omission attributable to you.
- 3.8 **Annulment of Employment:** Please note that this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and if you have already commenced employment with the Company and your employment will automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to the Company's rights and remedies against you, in the following event/s:
- 3.8.1 if during the pre-employment or the post-employment background checks, the checking agency gives a negative report; or
- 3.8.2 in the event of unsatisfactory result of any of the Section 3.7 events;
- 3.8.3 In the event you are charged and/or arrested on allegations of having committed any offence, criminal, economic or otherwise;
- 3.9 **Termination for Breach:** In the event of a breach of any of the terms of the appointment letter and more specifically in terms of breach of any confidentiality obligations, the Company shall initiate disciplinary and such other action against you as it may deem fit and allowed under law, including but not limited to suspension and / or immediate termination from employment.
- 4.0 **Savings:** Notwithstanding anything contained herein, the company hereby reserves its right in the following manner: -
- 4.1 to proceed against you in such forum as it may deem fit in the event that you commit any material breach of this letter of appointment.
- 4.2 To waive off the requirements stated in the para 2.3 and 2.1.4, more specifically as provided in the proviso's therein.
- 5.0 **Validity of Appointment Letter:** This contract is valid, subject to (a) satisfactory verification as enumerated in para 3.6 above, (b) your acceptance of the offer within the time limit stipulated and your joining duties.
- 6.0 **Governing Law & Jurisdiction:** The terms and conditions of this letter of appointment/ employment contract shall be governed by the laws of India and disputes arising herein shall be subject to the jurisdiction of the courts at Bangalore or at your place of posting as on the date the cause of action of the said dispute is said to have arisen.
- 7.0 **Non-Solicitation:** - You hereby agree not to solicit or cause to be solicited, either during the currency of this letter of appointment and beyond (i.e. cessation of your employment with the Company, either voluntary or involuntary, any employee in the employment company, or directly or indirectly, individually or on behalf of any other person, firm, corporation or entity, (a) interfere with the Company's continuing relationships with its existing employees, (b) attempt to induce such other

employees to leave their employment with the Company, (c) interfere with Company's continuing relationships with Company's suppliers or customers, (d) sell, attempt to sell or solicit the sale of products or services competitive with those of the Company to Company's customers, or (e) take any action to discourage or divert any supplier or customer from doing business with the Company

- 8.0 **Non-Compete:** - The Employee hereby understands and agrees that some restrictions on its activities during and post the Employee's employment is necessary to protect the goodwill and other legitimate interests of the Company. The Employee agrees to, during his employment with the Company, to perform for the Company such duties as it may designate from time to time and will devote his full time and best efforts to the business of the Company and
- 8.1 Whilst in employment, the Employee agrees not to undertake any planning for any outside business that may be directly or indirectly competitive with the Company and during employment with the Company;
- 8.2 For a period of one year after your cessation of employment with the Company the Employee undertakes not to compete, directly or indirectly, with the Company, whether as an employee, a consultant, agent, partner, owner, investor or otherwise.
- 8.3 The Employee also hereby undertakes, not to engage, in any manner in any activity that is or maybe at any point in time & in any manner competitive with the businesses of the Company
- 8.4 The Employee shall not, during his/her employment with the Company and for a period of twelve months thereafter, without the prior written approval of the Managing Director of the Company, engage in any other professional employment or consulting, or directly or indirectly participate in or assist any business with any current client or customer of the Company.
- 8.5 The Employee shall not, during his/her employment with the Company, engage in any gainful employment with any other Company.
- 9.0 **Representation.** The Employee represents and warrants that s/he is not subject to any court order, agreement, arrangement or undertaking, including but not limited to non-compete and non-solicit obligations or any other disability which may in any manner restrict the Employee either from accepting the terms and conditions detailed in this letter of appointment or from performing your functions and providing services under the letter of appointment.
- 10.0 **Interpretation/Severability.** If any term, condition, or provision in this Letter of appointment is found to be invalid, unlawful or unenforceable to any extent, the parties shall endeavor in good faith to agree to such amendments that will preserve, as far as possible, the intentions expressed in this Letter of appointment. If the parties fail to agree on such an amendment, such invalid term, condition or provision will be severed from the remaining terms, conditions and provisions, which will continue to be valid and enforceable to the fullest extent permitted by law.
- 11.0 **Waiver of Breach.** Any waiver of the provisions of this Letter of appointment or of a party's rights or remedies under this Letter of appointment must be in writing to be effective. Failure, neglect, or delay by a party to enforce the provisions of this Letter of appointment or its rights or remedies at any time, will not be construed as a waiver of such party's rights under this Letter of appointment and will not in any way affect the validity of the whole or any part of this Letter of appointment or prejudice such party's right to take subsequent action. No exercise or enforcement by either party of any right or remedy under this Letter of appointment will preclude the enforcement by such party of any other right or remedy under this Letter of appointment or that such party is entitled by law to enforce.
- 12.0 **Survival.** All such provisions explicitly stated to survive the termination of this Letter of appointment and those which by the very nature and verbiage are intended by Parties to survive shall so survive termination or expiry of this Letter of appointment.
- 13.0 **Relocation:** expenses towards shipment of household goods/ car (as applicable): You are entitled to avail relocation assistance as per the Sagility Employee Relocation Assistance Policy. In the event of voluntary cessation of employment with the company within one year from date of joining, You shall be liable to pay the amount received towards shipment of household goods and / or car as per the retention clause in the policy.
- 14.0 **Maternity Benefit:** All women employees would be entitled for maternity benefits as per the prevailing Maternity Benefit Act
- 15.0 **Acceptance:** If the terms and conditions of appointment enumerated in this letter of appointment are acceptable to you, please sign the duplicate copy of this letter of appointment as a token of your acceptance of the appointment and the terms and conditions thereof and return it to the HR Department.

R. K. Bank

ANNEXURE II - SALARY & ALLOWANCES						
Candidate Name	Pruthi K					
Designation	Trainee Process Consultant					
Grade	PC2	Location		Coimbatore		
Components	w.e.f - DOJ		Monthly	Annual		
"A" FIXED						
Basic			4,578	54,936		
House Rent Allowance			1,831	21,972		
Shift Allowance			5,000	60,000		
Skill Allowance			34	408		
"A" Sub-total - Gross Pay			11,443	1,37,316		
"B" RETIRAL BENEFITS						
Advance against Statutory Bonus			382	4,578		
Provident Fund – Employer's Contribution			1,153	13,836		
Gratuity			220	2,640		
ESIC Contribution – Employer's Contribution			385	4,620		
"B" Sub-total- Retiral benefits			2,140	25,684		
Total Salary Cost (A + B)			13,583	1,63,000		
"C" VARIABLE PAY						
Performance Incentives (@ 100% of given achievement targets)			1,000	12,000		
"C" Sub-total - Variable			1,000	12,000		
Total Cost to Company (A + B + C)			14,583	1,75,000		
"D" INSURANCE / OTHER BENEFITS						
Total Cost to Company : (A + B + C + D)			14,583	1,75,000		
Net Salary*- This is an approximate net amount and is subject to vary based on any change of rules or law relating to employee compensation (not limited to change in PF or ESI) or tax laws or any changes in the compensation structure			10,583	1,26,996		
Benefit / Scheme	Description			Value / PA		
# Onetime Retention Bonus	A onetime retention bonus of Rs. 6,000/- is paid on your confirmation post 6 months of your joining. An additional amount of Rs. 10,000/- on completion of 18 months.			Rs. 16,000 p.a**		
Performance Incentives	Will be paid every month on achieving process defined target goals as defined in table below. The first three month's performance incentive will be paid on target during the seventh month payroll.			Rs. 12,000p.a**		
Subsidized Transport Service	An Indicative transport cost incurred by the employer for commuting between home to office and back which is a facility to avail and not to be encashed if not availed.			Rs. 16,200p.a**		
Group Personal Accident	You are covered under group personal accident insurance policy of the company for a sum of -			Rs. 6,00,000p.a**		
Group Term Life	You are covered under Group Term Life Insurance policy of the company for a sum of -			Rs. 1,00,000p.a**		
ESI Scheme	Self and your dependent family members as declared will be covered under the Employees State Insurance (ESI) Act.			As applicable*p.m		
Gratuity	is payable on cessation of employment after a minimum of five years continuous employment as per the norms of the Gratuity Act or in the event of demise or permanent disability of an employee.			As applicable*		
Advance against provisional minimum statutory bonus	Provided @ 8.33% of your Basic pay (PA) subject to the clause: The advance against statutory bonus will be calculated on maximum Basic Pay subject to a ceiling of minimum wages of the Land			As applicable*		
Provident Fund	You will be covered under Employees Provident Fund (EPF) Scheme under PF Act.			As applicable*p.m		
Income Tax	Appropriate Income tax would be deducted in the payroll every month.			As applicable*p.m		
Professional Tax	If any as per the applicable rules in your state.			As applicable*p.m		
Performance Incentive Ratings and Earnings Table:						
Process Target achievement	Training period	>80-<85%	>85-<95%	>95-<100%	>100-<110%	>110%
PI Eligibility (%)	0%	50%	75%	100%	110%	125%
PI Eligible amount (Rs. p.a.)	0	6,000	9,000	12,000	13,200	15,000
PI Eligible amount (Rs. p.m.)	0	500	750	1,000	1,100	1,250

* Statutory Schemes are subject to change as per the Law from time to time.

** These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.

NAME: Kiran Kumar G
DESIGNATION: Deputy General Manager(HR)
Sagility India Private Limited

Candidate Name:

Date: 27/11/2023

As per ESI, family means all or any of the following relatives of an insured person namely - (a) spouse, a minor legitimate or adopted child dependent upon the insured person, a child who is wholly dependent on the earnings of the insured person and who is (a) receiving education, till he or she attains the age of twenty five years, (b) an unmarried daughter, a child who is infirm by reason of any physical or mental abnormality or injury and is wholly dependent on the earnings of the insured person, so long as the infirmity continues and dependent parents

Date: 19/01/2023

Mr/Ms/Mrs Vedha M

Dear Vedha,

SUBJECT: CONDITIONAL OFFER LETTER

We congratulate you on being offered employment with Sagility India Private Limited. As indicated to you during the employment application process, your offer of employment is subject to and conditioned upon your successful completion of your graduation course and submission of the original marks card and degree certificates as well as you acknowledging and signing this letter. Your initial place of posting will be at **Coimbatore**. You will be on probation for a period of 6 (Six) months. The probation period can be extended at the discretion of the Management.

The Company shall reserve the right to conduct background verification checks as it deems fit and such checks will be extended to the documents that you have provided before your date of joining Aug/2022. Please ensure to provide all requisite educational certificates from the past as indicated by the Company's HR Team.

Joining and Continuity of your services with the Company is subject to the successful completion background verification check as stated above and completion of your graduation course, you producing original marks cards and degree certificate for verification/validation as per the company's policies and practices.

Subsequently upon submission of the above stated documents and successful verification by the Company, this conditional offer shall be converted into a final letter of appointment upon fulfilment of the terms of this letter, and thereupon you will be designated as "**Trainee Process Consultant**". You will be required to adhere to the terms and conditions contained in the final letter of appointment and other relevant documents issued by the Company.

Please be informed that notwithstanding anything in this letter, if you fail to adhere to any provisions of this Conditional Letter, the Company may rescind this Conditional letter, without any liability, costs, damages, expenses, claims, etc., in case of any change in the Company's business requirements.

You confirm that the above terms and conditions are acceptable to you and signify your acceptance by signing a copy of this Conditional Letter of Appointment.

Submission of the photocopies of the following documents is mandatory for your joining/onboarding. You are required to provide the originals of the said documents for verification and return.

- a) Photo ID proof (Ex. College ID card, Voter's ID, PAN Card, Ration Card, Driving License, Passport, Exam Hall Tickets)
- b) Certificates/testimonials of your past experience, including certificate from your last employer, (If applicable)
- c) Certificates, Transcripts of Marks cards starting from 10th Standard (SSC/SSLC) up to the current attainment.
- d) Six (6) passport size color photographs, for our records.
- e) Photocopy of your Aadhaar Card with number
- f) Proof of Address (Current and Permanent)

Yours sincerely,



NAME: **Kiran Kumar G**
DESIGNATION: **Deputy General Manager(HR)**
Sagility India Private Limited

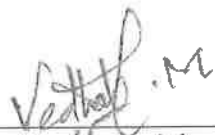
Accepted by:

Signature:

Name:

Date:

Place:


Vedha M
19/01/2023
Coimbatore

Encl: Annexure - I & II

Annexure- I Terms and Conditions of your appointment:

- 1.1 Remuneration Details: The details of your entitlements and your salary are as per Annexure - II. Besides salary, you will be entitled to other benefits and privileges as per company's policy, which the company may from time to time introduce.
- 1.1.1 You will also be entitled to contributory provident fund and gratuity as per the rules and regulations of the company, subject to statutory provisions.
- 1.1.2 Deductions as applicable under law, namely tax deduction at source, fringe benefit tax etc, shall be made on the salary month on month.
- 1.1.3 Employees are required to submit their tax planning and investment plans for a given financial year to the company at the notified time and shall when called for submit proof of the investments in the form and manner acceptable to the Income Tax authorities. In the absence of the same, the company reserves its right to make the deductions in the available time frame in the on-going year.
- 1.1.4 You will be governed at all times by the policies, procedures and guidelines of the company related to salary, allowances, benefits and perquisites which are specified in this letter of appointment. Further, the Management may modify or change such allowances, benefits and perquisites from time to time, in accordance with its policies.
- 1.1.5 Also, you are required to keep your salary information confidential at all times and not to disclose to anybody in the company or to outside agency.
- 2.0 The other terms and conditions of your appointment are as follows:
- 2.1 **Training:** You will be initially, on training for a period of twelve months from the date of your appointment. Please note that the following special terms and conditions of service are applicable to you, only during the period of training.
- 2.1.1 Your continuation in the service of the company is subject to your satisfactory performance during the period of training and that the company reserves its rights to terminate your services in the event that your performance is found unsatisfactory.
- 2.1.2 You shall be entitled for a cumulative annual / earned leaves of 30 days, as per the Sagility employee leave policy. However, during the first 6 months of service, you are not encouraged to avail leave even though the earned / annual leave shall accrue to your account as per the Employee leave policy from time to time.
- 2.1.3 You will be deemed to be confirmed on completion of 12 months of satisfactory completion of your training unless otherwise communicated to you by the company in writing. During the period of training your services may be terminated at the discretion of the management, with or without assigning any reason, with a week's notice or one week's basic salary in lieu of notice. During this period, you may also resign your appointment with one month's notice or payment of one month's basic salary in lieu of notice, at the discretion of the company.
Proviso: Provided, however, that the above requirement may be altered / modified in such manner as may be necessary for the company to discharge its existing and forthcoming obligations.
- 2.1.4 Please note that in the event of your not joining the Company on or before the date mentioned in this letter of appointment, this letter of appointment shall automatically stand revoked.
- 2.2 **Work Week:** The standard work week is Monday to Friday / Saturday. You will be given day off(s) in a week as per the policy of the company. However, the actual day off(s) may vary from week to week in view of the nature of business of the company and the exigencies of work.
- 2.3 **Regular Appointment:** On satisfactory completion of your probation you will be considered for regular employment in the Company. On being confirmed, the notice period for termination of service on either side will be Two month, however your continuation in the service of the company is still subject to your satisfactory performance during the period of employment. Your services may be terminated at the discretion of the management, with or without assigning any reason, with Two months' notice or Two month's basic salary in lieu of notice. Similarly, during this period you may also resign your appointment with Two month's notice or payment of Two month's basic salary in lieu of notice, at the discretion of the company.
Provision: Provided, however, that the above requirement for notice may be altered / modified in such manner as may be necessary for the company to discharge its existing and forthcoming obligations.
- 2.4 **Confidentiality:** You shall not, as per the terms of the non-disclosure agreement (NDA) signed by you and the terms herein, during employment or after cessation of employment, divulge, disclose or impart to any person/organization by word or otherwise particulars or details of systems, procedures, technical know-how, trade secret, administrative, financial or organizational matters pertaining to the company, which you may become aware of by virtue of your employment in the company. You shall maintain confidentiality at all times during the currency of this letter of appointment and otherwise all information in accordance with the company's confidentiality policy and sign such agreements that the company may require for the adequate protection of all its information.
- 2.5 **Intellectual Property:** The rights to any invention, discovery or creation of any system or method related to the company's operation and arising out of any work done in the course of your employment shall automatically vest with the company. In this connection wherever required, the company may obtain patent rights in its name (or jointly with others) based on the fact of your invention, discovery or other creative effort. The company may require you to sign invention assignment and such other agreements as may be necessary for the company to obtain patents and/or register its intellectual property rights. You will not, in any event be entitled to any compensation apart from as aforesaid for such acts. Notwithstanding anything contained herein and any rewards/compensation/performance bonus or other acknowledgment of whichever kind, shall be deemed to confer on you, any rights towards that invention, discovery, process improvement, or other intellectual property right in system or method.
- 2.6 **Software & Legal Compliance:** The Company shall be the sole owner of any software developed by you during your employment with the Organization, having rights to sell, license, and control duplication, distribution and preparation of deliveries of the software. You shall not claim any income nor benefit from any such development at any point of time. You shall also sign a document to this effect if required by the company. Any duplication of licensed software is not allowed except for backup or archival purposes. You shall ensure that the Company complies with all statutory and/ or legal requirements with regard to the area of your responsibility.
- 2.7 **Statutory Compliance:** You shall strictly adhere to the applicable laws and regulations in India and other country (ies) including without limitation work permits, immigration requirements, etc.
- 2.8 **Company Property:** You shall take reasonable care in maintaining and protecting the assets, properties, facilities, software and hardware, if and when provided by the company, for your use. On demand, you shall take steps to return such assets, properties etc., back to the company in the same condition as given, subject to normal wear and tear, on cessation of employment or any other time, as may be required by the Company. Failing this, the company shall be entitled to recover such costs/ compensation as it may deem fit, keeping in view the cost of such assets, properties etc.
- 2.9 **Job Assignment:** You may during the course of your employment be given any assignment either arising out of the company's business or that the management in its subjective judgment deems fit with reference to your skill sets, background, qualification or experience. Refusal to carry out such assignments as are allotted to you solely on, amongst others, grounds that it has not been part of your usual duties during your employment shall be deemed serious misconduct and grounds for immediate termination of employment. You will also not be entitled to any additional compensation for carrying out any such assignments/job.
- 2.10 **Transfer:**
- 2.10.1 The company may in its business interest transfer you to any of its offices in India or overseas or to any subsidiary or associate company, whether now existing or still to be formed, on such terms and conditions as are applicable to such transfer and as per the company's policies.
- 2.10.2 Although the company will endeavour to ensure that such transfers do not cause any disruption to your status, however the company does not guarantee the continuation of any facility or perquisite in new situation.
- 2.10.3 In the event that you are deputed to perform work on / at client sites, you hereby agree and undertake as follows: -
- 2.10.3.1 that you shall follow and be governed by the rules and regulations applicable.
- 2.10.3.2 That you shall honour and abide by the requirements under the work permits / approvals / consents and all related rules pertaining to your deputation, including amongst others requirements under the applicable VISA / Travel Program.
- 2.10.3.3 That you shall indemnify and hold harmless, the company, from all liabilities arising out of any act / omission attributable to your negligence or otherwise, whether arising in the course of employment or otherwise.
- 2.10.4 In all such cases of transfer you shall be governed by the company's transfer policy and procedure.
- 3.0 **Other terms and conditions:**
- 3.1 **Working Hours -** The business hours of the office are 9:30 A.M till 6:30 P.M and the company is operational on a 24/7/365 basis. You are expected to report to work promptly at the scheduled time each day as per shift that you are assigned to as required. This is for ensuring smooth conduct of work as per the company's policy.
- 3.2 **Double Employment Prohibited:**
- 3.2.1 You will devote full time and attention to the work of the company and will not, during the tenure of your service, take any employment / assignment, direct/indirect business or work, honorary or remuneratory except with the prior permission of the management, in writing, in each case.



- 3.2.2 You will not seek membership of any local/public body without obtaining prior permission of the management, in writing, in each case.
- 3.3 **Contact Details:** You will keep us informed of any change in your residential address, civil or marital status and other such matters.
- 3.4 **Statutory Deductions:** Taxes and other deductions such as Income Tax, Professional Tax and any other statutory payments would be to your account, including but not limited to those based on the information on tax planning and investment plans for a given financial year provided by you to the Company provided that you have, when called for by the Company, submitted proof of the investments in the form and manner acceptable to the Income Tax authorities. In the absence of the same, the company reserves its right to make the deductions in the available time frame in the on-going year.
- 3.5 **Company Regulations:** You will be governed by the policies and the procedures, in force, from time to time. You will also observe general decorum and discipline and shall be subject to the same policies and procedures as applicable to the regular employees of the company.
- 3.6 **Verification:**
- 3.6.1 **Verification:** Your appointment is subject to satisfactory verification of your character, antecedents and testimonials. This appointment is based on the details provided by you to the company.
- 3.7 **Declarations & Representations:** You are required to furnish, on your behalf and if married, on behalf of your spouse, full details of any external directorships held and any personal business interests including but not limited to partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company of those external interests, including but not limited to involvement in political and non-political associations. You also represent and warrant that the investment and tax returns and proof of the same shall be genuine and that in the event that any of the same is found to be falsified or in any manner incorrect or unacceptable, that you agree to abide by any action that the Company may, in its discretion, initiate and as allowed under law and you shall indemnify and hold the Company harmless from such act/omission attributable to you.
- 3.8 **Annulment of Employment:** Please note that this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and if you have already commenced employment with the Company and your employment will automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to the Company's rights and remedies against you, in the following event/s:
- 3.8.1 if during the pre-employment or the post-employment background checks, the checking agency gives a negative report; or
- 3.8.2 in the event of unsatisfactory result of any of the Section 3.7 events;
- 3.8.3 in the event you are charged and/or arrested on allegations of having committed any offence, criminal, economic or otherwise;
- 3.9 **Termination for Breach:** In the event of a breach of any of the terms of the appointment letter and more specifically in terms of breach of any confidentiality obligations, the Company shall initiate disciplinary and such other action against you as it may deem fit and allowed under law, including but not limited to suspension and / or immediate termination from employment.
- 4.0 **Savings:** Notwithstanding anything contained herein, the company hereby reserves its right in the following manner: -
- 4.1 to proceed against you in such forum as it may deem fit in the event that you commit any material breach of this letter of appointment.
- 4.2 To waive off the requirements stated in the para 2.3 and 2.1.4, more specifically as provided in the proviso's therein.
- 5.0 **Validity of Appointment Letter:** This contract is valid, subject to (a) satisfactory verification as enumerated in para 3.6 above, (b) your acceptance of the offer within the time limit stipulated and your joining duties.
- 6.0 **Governing Law & Jurisdiction:** The terms and conditions of this letter of appointment/ employment contract shall be governed by the laws of India and disputes arising herein shall be subject to the jurisdiction of the courts at Bangalore or at your place of posting as on the date the cause of action of the said dispute is said to have arisen.
- 7.0 **Non-Solicitation:** - You hereby agree not to solicit or cause to be solicited, either during the currency of this letter of appointment and beyond (i.e. cessation of your employment with the Company, either voluntary or involuntary, any employee in the employment company, or directly or indirectly, individually or on behalf of any other person, firm, corporation or entity, (a) interfere with the Company's continuing relationships with its existing employees, (b) attempt to induce such other

employees to leave their employment with the Company, (c) interfere with Company's continuing relationships with Company's suppliers or customers, (d) sell, attempt to sell or solicit the sale of products or services competitive with those of the Company to Company's customers, or (e) take any action to discourage or divert any supplier or customer from doing business with the Company

8.0 **Non-Compete:** - The Employee hereby understands and agrees that some restrictions on its activities during and post the Employee's employment is necessary to protect the goodwill and other legitimate interests of the Company. The Employee agrees to, during his employment with the Company, to perform for the Company such duties as it may designate from time to time and will devote his full time and best efforts to the business of the Company and

8.1 Whilst in employment, the Employee agrees not to undertake any planning for any outside business that may be directly or indirectly competitive with the Company and during employment with the Company;

8.2 For a period of one year after your cessation of employment with the Company the Employee undertakes not to compete, directly or indirectly, with the Company, whether as an employee, a consultant, agent, partner, owner, investor or otherwise.

8.3 The Employee also hereby undertakes, not to engage, in any manner in any activity that is or maybe at any point in time & in any manner competitive with the businesses of the Company

8.4 The Employee shall not, during his/her employment with the Company and for a period of twelve months thereafter, without the prior written approval of the Managing Director of the Company, engage in any other professional employment or consulting, or directly or indirectly participate in or assist any business with any current client or customer of the Company.

8.5 The Employee shall not, during his/her employment with the Company, engage in any gainful employment with any other Company.

9.0 **Representation.** The Employee represents and warrants that s/he is not subject to any court order, agreement, arrangement or undertaking, including but not limited to non-compete and non-solicit obligations or any other disability which may in any manner restrict the Employee either from accepting the terms and conditions detailed in this letter of appointment or from performing your functions and providing services under the letter of appointment.

10.0 **Interpretation/Severability.** If any term, condition, or provision in this Letter of appointment is found to be invalid, unlawful or unenforceable to any extent, the parties shall endeavor in good faith to agree to such amendments that will preserve, as far as possible, the intentions expressed in this Letter of appointment. If the parties fail to agree on such an amendment, such invalid term, condition or provision will be severed from the remaining terms, conditions and provisions, which will continue to be valid and enforceable to the fullest extent permitted by law.

11.0 **Waiver of Breach.** Any waiver of the provisions of this Letter of appointment or of a party's rights or remedies under this Letter of appointment must be in writing to be effective. Failure, neglect, or delay by a party to enforce the provisions of this Letter of appointment or its rights or remedies at any time, will not be construed as a waiver of such party's rights under this Letter of appointment and will not in any way affect the validity of the whole or any part of this Letter of appointment or prejudice such party's right to take subsequent action. No exercise or enforcement by either party of any right or remedy under this Letter of appointment will preclude the enforcement by such party of any other right or remedy under this Letter of appointment or that such party is entitled by law to enforce.

12.0 **Survival.** All such provisions explicitly stated to survive the termination of this Letter of appointment and those which by the very nature and verbiage are intended by Parties to survive shall so survive termination or expiry of this Letter of appointment.

13.0 **Relocation:** expenses towards shipment of household goods/ car (as applicable): You are entitled to avail relocation assistance as per the Sagility Employee Relocation Assistance Policy. In the event of voluntary cessation of employment with the company within one year from date of joining. You shall be liable to pay the amount received towards shipment of household goods and / or car as per the retention clause in the policy.

14.0 **Maternity Benefit:** All women employees would be entitled for maternity benefits as per the prevailing Maternity Benefit Act

15.0 **Acceptance:** If the terms and conditions of appointment enumerated in this letter of appointment are acceptable to you, please sign the duplicate copy of this letter of appointment as a token of your acceptance of the appointment and the terms and conditions thereof and return it to the HR Department.



ANNEXURE II - SALARY & ALLOWANCES

Candidate Name		Vedha M				
Designation		Trainee Process Consultant				
Grade		PC2	Location	Coimbatore		
Components		w.e.f - DOJ	Monthly	Annual		
		"A" FIXED				
Basic			4,578	54,936		
House Rent Allowance			1,831	21,972		
Shift Allowance			5,000	60,000		
Skill Allowance			34	408		
"A" Sub-total – Gross Pay			11,443	1,37,316		
		"B" RETIRAL BENEFITS				
Advance against Statutory Bonus			382	4,578		
Provident Fund – Employer's Contribution			1,153	13,836		
Gratuity			220	2,640		
ESIC Contribution – Employer's Contribution			385	4,620		
"B"Sub-total- Retiral benefits			2,140	25,684		
Total Salary Cost (A + B)			13,583	1,63,000		
		"C" VARIABLE PAY				
Performance Incentives ((@ 100% of given achievement targets)			1,000	12,000		
"C" Sub-total - Variable			1,000	12,000		
Total Cost to Company (A + B + C)			14,583	1,75,000		
		"D" INSURANCE / OTHER BENEFITS				
Total Cost to Company : (A + B + C + D)			14,583	1,75,000		
Net Salary*- This is an approximate net amount and is subject to vary based on any change of rules or law relating to employee compensation (not limited to change in PF or ESI) or tax laws or any changes in the compensation structure			10,583	1,26,996		
Benefit / Scheme	Description	Value / PA				
# Onetime Retention Bonus	A onetime retention bonus of Rs. 6,000/- is paid on your confirmation post 6 months of your joining. An additional amount of Rs. 10,000/- on completion of 18 months.	Rs. 16,000 p.a**				
Performance incentives	Will be paid every month on achieving process defined target goals as defined in table below. The first three month's performance incentive will be paid on target during the seventh month payroll.	Rs. 12,000p.a**				
Subsidized Transport Service	An indicative transport cost incurred by the employer for commuting between home to office and back which is a facility to avail and not to be encashed if not availed.	Rs. 16,200p.a**				
Group Personal Accident	You are covered under group personal accident insurance policy of the company for a sum of -	Rs. 6,00,000p.a**				
Group Term Life	You are covered under Group Term Life Insurance policy of the company for a sum of -	Rs. 1,00,000p.a**				
ESI Scheme	Self and your dependent family members as declared will be covered under the Employees State Insurance (ESI) Act.	As applicable*p.m				
Gratuity	is payable on cessation of employment after a minimum of five years continuous employment as per the norms of the Gratuity Act or in the event of demise or permanent disability of an employee.	As applicable*				
Advance against provisional minimum statutory bonus	Provided @ 8.33% of your Basic pay (PA) subject to the clause: The advance against statutory bonus will be calculated on maximum Basic Pay subject to a ceiling of minimum wages of the Land	As applicable*				
Provident Fund	You will be covered under Employees Provident Fund (EPF) Scheme under PF Act.	As applicable*p.m				
Income Tax	Appropriate Income tax would be deducted in the payroll every month.	As applicable*p.m				
Professional Tax	If any as per the applicable rules in your state.	As applicable*p.m				
Performance Incentive Ratings and Earnings Table:						
Process Target achievement	Training period	>80-<85%	>85-<95%	>95-<100%	>100-<110%	>110%
PI Eligibility (%)	0%	50%	75%	100%	110%	125%
PI Eligible amount (Rs. p.a.)	0	6,000	9,000	12,000	13,200	15,000
PI Eligible amount (Rs. p.m.)	0	500	750	1,000	1,100	1,250

* Statutory Schemes are subject to change as per the Law from time to time.

** These are voluntary schemes offered by the Employer, which may change, including withdrawal at any time without any notice.

NAME: Kiran Kumar G
DESIGNATION: Deputy General Manager(HR)
Sagility India Private Limited

Candidate Name: Vedha M
Date: 27/6/2023

As per ESIC, family means all or any of the following relatives of an insured person namely: (a) spouse, a minor legitimate or adopted child dependent upon the insured person, a child who is wholly dependent on the earnings of the insured person and who is (a) receiving education, till he or she attains the age of twenty five years; (b) an unmarried daughter, a child who is infirm by reason of any physical or mental abnormality or injury and is wholly dependent on the earnings of the insured person, so long as the infirmity continues and dependent parents

PLACEMENT CELL

REPORT

2022-2023



KONGUNADU ARTS AND SCIENCE COLLEGE (AUTONOMOUS)

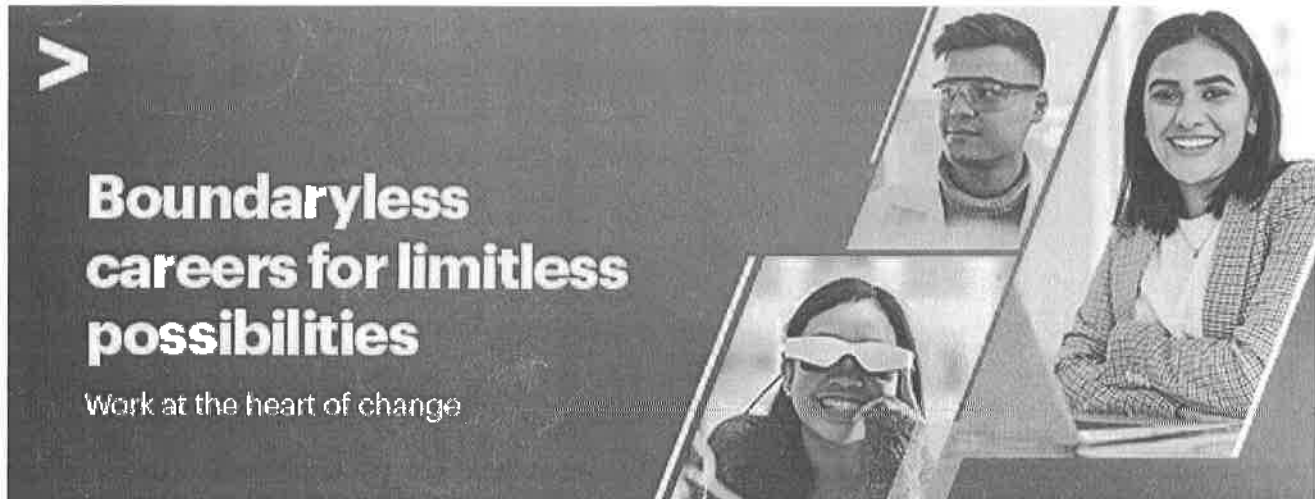
Re-accredited by NAAC with A+ Grade (4th Cycle)

College of Excellence awarded by UGC

31st Rank among Colleges in NIRF 2022

COIMBATORE - 641 029





To,

Name : Alwyn Reveldo

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Alwyn Reveldo,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** -Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

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- **Information on Accenture's Fundamental Skill Primers - Learning Module** - As part of providing our new joiners a unique learning experience, Accenture proposes an online learning program – Fundamental Skill Primers. We would like to share the details of this program in advance for your ease of information and familiarity with its conditions.

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We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **System and Application Services Associate**
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Notional Insurance Premium paid by Company – **INR 11,300 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,41,800/-**

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

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To,

Name : Mohana Nil Rajmohan

Re: Important information post your clearance of the interview process during the Campus Visit

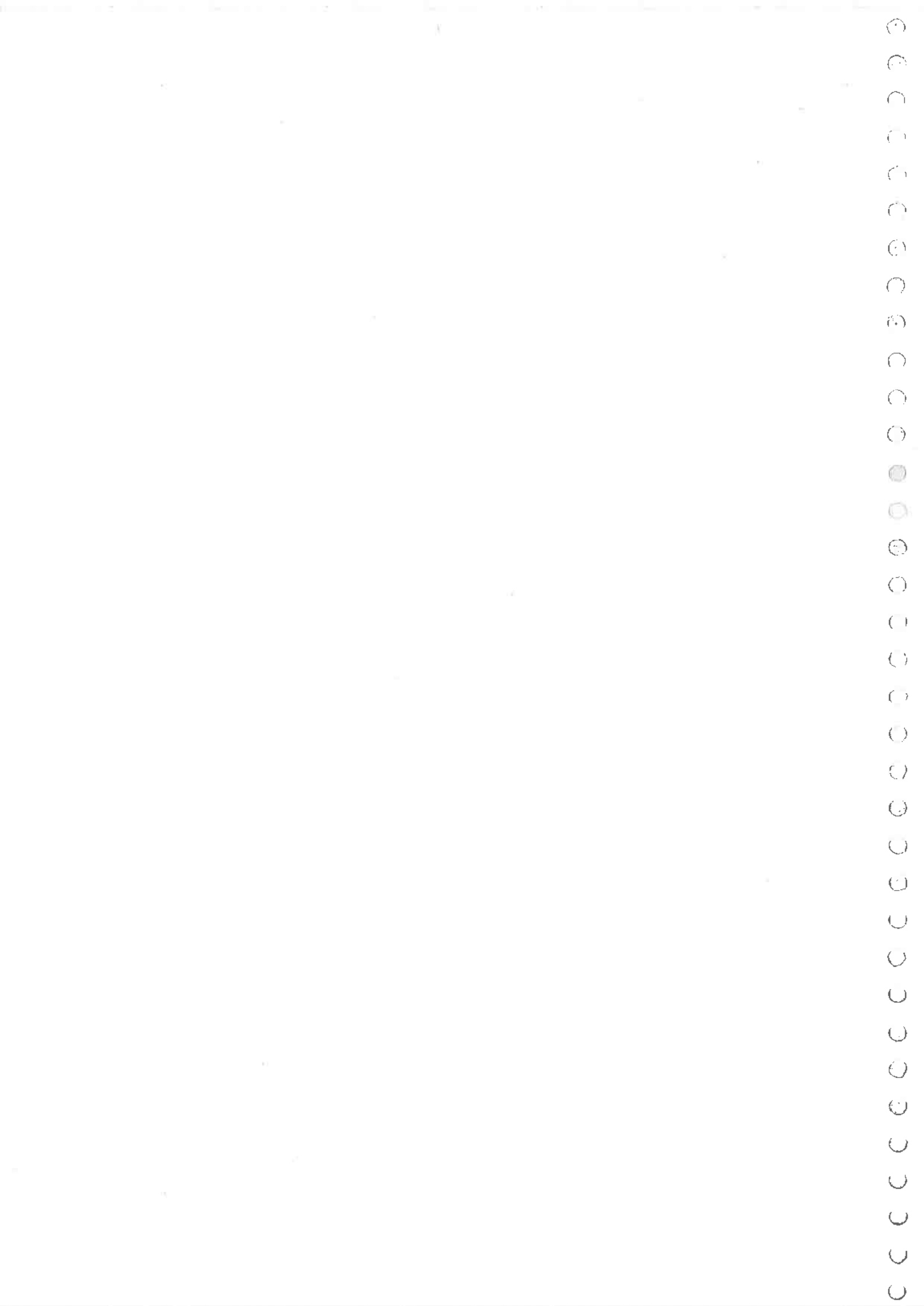
Dear Mohana Nil Rajmohan,

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"This is an electronically generated document does not require signatures"



To,

Name : Ramasami Somasundaram

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Ramasami Somasundaram,

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Work at the heart of change



To,

Name : Rajalakshmi Selvaraj

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Rajalakshmi Selvaraj,

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- **Annual Total earning potential + Additional Notional Benefits – INR 3,41,800/-**

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Placement Kasc <placements@kongunaducollege.ac.in>

Fwd: Congratulations! You have been selected to be part of Accenture!

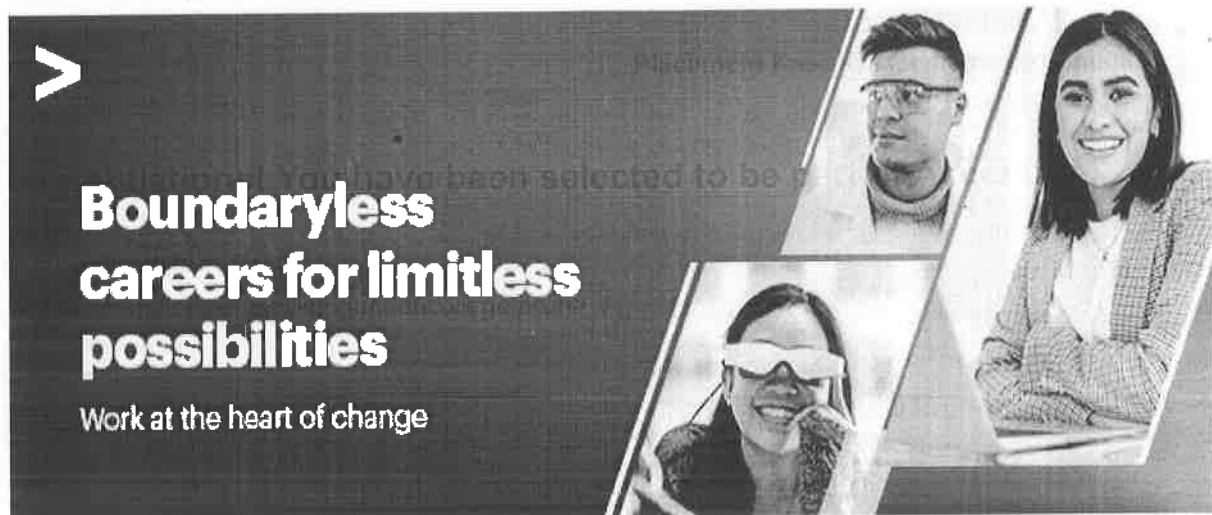
1 message

Nanditha.P <nandithanandhu9287@gmail.com>
To: Placement Kasc <placements@kongunaducollege.ac.in>

Tue, Mar 14, 2023 at 1:34 PM

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

From: donotreply.indiacampus <donotreply@indiacampus.accenture.com>
Date: Tue, 14 Feb, 2023, 10:11 AM
Subject: Congratulations! You have been selected to be part of Accenture!
To: <nandithanandhu9287@gmail.com>

**See you soon at Accenture!**

Dear Nanditha Nil Palaniswamy,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. **You must accept our LOI within 5 days**, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- Login to the portal with the Link and Credential provided in the User Credential mail received with this mail.
- You will be redirected to the Dashboard Page.
- Click on the My Task tab on the top.
- Select the Task assigned.
- Download and read the Letter of Intent for no confusion.
- Select the check box and click on submit button for accepting the Letter of Intent.

For any queries you can login to the below link and go to Help section - choose appropriate category to raise your queries.

Link: <https://indiacampus.accenture.com/myzone/accenture/auth/login>

Your journey to the world of Accenture has just begun. See you soon!

Regards,
Recruitment Team
Accenture in India

Please note, that unless a formal employment offer is provided to candidate specifically determining the terms of employment with Accenture, nothing contained in this email or any identified processes for the purpose of candidate's participation in the interview process shall be considered as an offer for employment by Accenture notwithstanding any contents or communications mentioned in process documents or links.

Please be further informed that existence of an offer or offering any employment to a candidate shall be subject to business needs within Accenture or client requirements; mere clearance of any processes related to campus hiring does not by itself create an offer of employment for the candidate.

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➤ VISIT OUR BLOG

Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture – even if they present themselves as representatives or employees of Accenture – please send the details to <https://businessethicsline.com/accenture/>.

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your Information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at [privacy policy](#), and [Recruiting and Hiring Statement](#). Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct erase, object to processing, restrict to processing or withdraw your personal information anytime and seek a copy of the personal information.



Placement Kasc <placements@kongunaducollege.ac.in>

Fwd: Congratulations! You have been selected to be part of Accenture!

1 message

Mahema S <mahemas123@gmail.com>

Tue, Mar 14, 2023 at 12:47 PM

To: "placements@kongunaducollege.ac.in" <placements@kongunaducollege.ac.in>

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

From: donotreply.indiacampus <donotreply@indiacampus.accenture.com>

Date: Tue, Feb 14, 2023, 10:11 AM

Subject: Congratulations! You have been selected to be part of Accenture!

To: <mahemas123@gmail.com>

**See you soon at Accenture!**

Dear Mahema Nil Soundarrajan,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. **You must accept our LOI within 5 days**, if not we will consider your withdrawal from our process.

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Boundaryless careers for limitless possibilities

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To,

Name : K Keerthi Krishna Krishna Prasad

Re: Important information post your clearance of the interview process during the Campus Visit

Dear K Keerthi Krishna Krishna Prasad,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

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Placement Kasc <placements@kongunaducollege.ac.in>

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1 message

padmaprabha M <padmaprabha19082002@gmail.com>

Tue, Mar 14, 2023 at 12:06 PM

To: "placements@kongunaducollege.ac.in" <placements@kongunaducollege.ac.in>

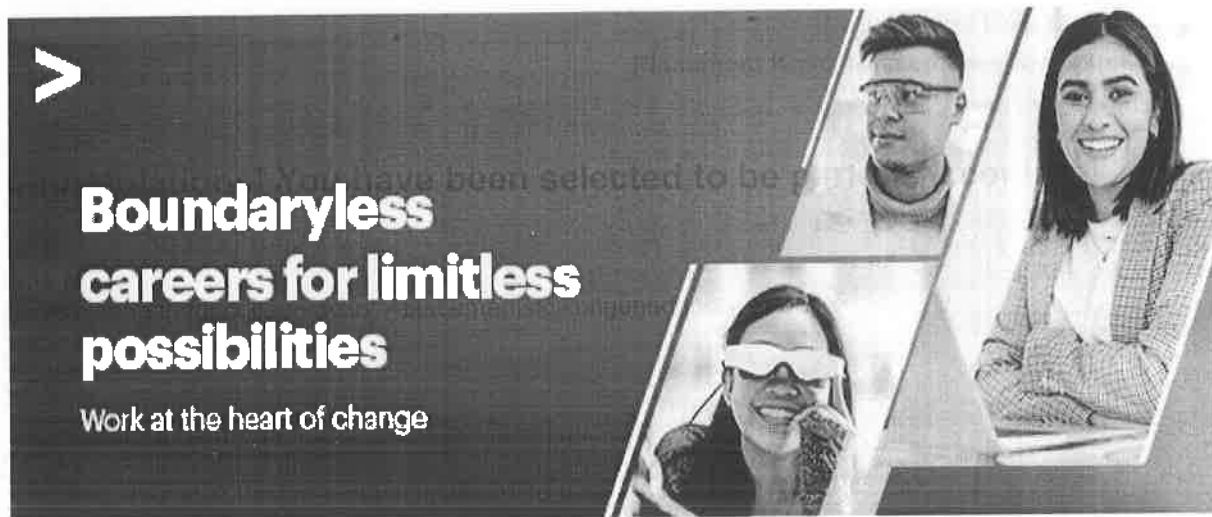
----- Forwarded message -----

From: donotreply.indiacampus <donotreply@indiacampus.accenture.com>

Date: Tue, 14 Feb, 2023, 10:12 am

Subject: Congratulations! You have been selected to be part of Accenture!

To: <padmaprabha19082002@gmail.com>

**See you soon at Accenture!**

Dear Padmaprabha M Muthukumar,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. **You must accept our LOI within 5 days**, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- Login to the portal with the Link and Credential provided in the User Credential mail received with this mail.
- You will be redirected to the Dashboard Page.
- Click on the My Task tab on the top.
- Select the Task assigned.
- Download and read the Letter of Intent for no confusion.
- Select the check box and click on submit button for accepting the Letter of Intent.

For any queries you can login to the below link and go to Help section - choose appropriate category to raise your queries.

Link: <https://indiacampus.accenture.com/myzone/accenture/auth/login>

Your journey to the world of Accenture has just begun. See you soon!

Regards,
Recruitment Team
Accenture in India

Please note, that unless a formal employment offer is provided to candidate specifically determining the terms of employment with Accenture, nothing contained in this email or any identified processes for the purpose of candidate's participation in the interview process shall be considered as an offer for employment by Accenture notwithstanding any contents or communications mentioned in process documents or links.

Please be further informed that existence of an offer or offering any employment to a candidate shall be subject to business needs within Accenture or client requirements; mere clearance of any processes related to campus hiring does not by itself create an offer of employment for the candidate.

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Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture – even if they present themselves as representatives or employees of Accenture – please send the details to <https://businessethicstline.com/accenture/>.

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at [privacy policy](#) and [Recruiting and Hiring Statement](#). Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct erase, object to processing, restrict to processing or withdraw your personal information anytime and seek a copy of the personal information.



Placement Kasc <placements@kongunaducollege.ac.in>

Fwd: Congratulations! You have been selected to be part of Accenture!

1 message

201CS007 SUHITA S <201cs007@kongunaducollege.ac.in>
To: Placement Kasc <placements@kongunaducollege.ac.in>

Tue, Mar 14, 2023 at 12:06 PM

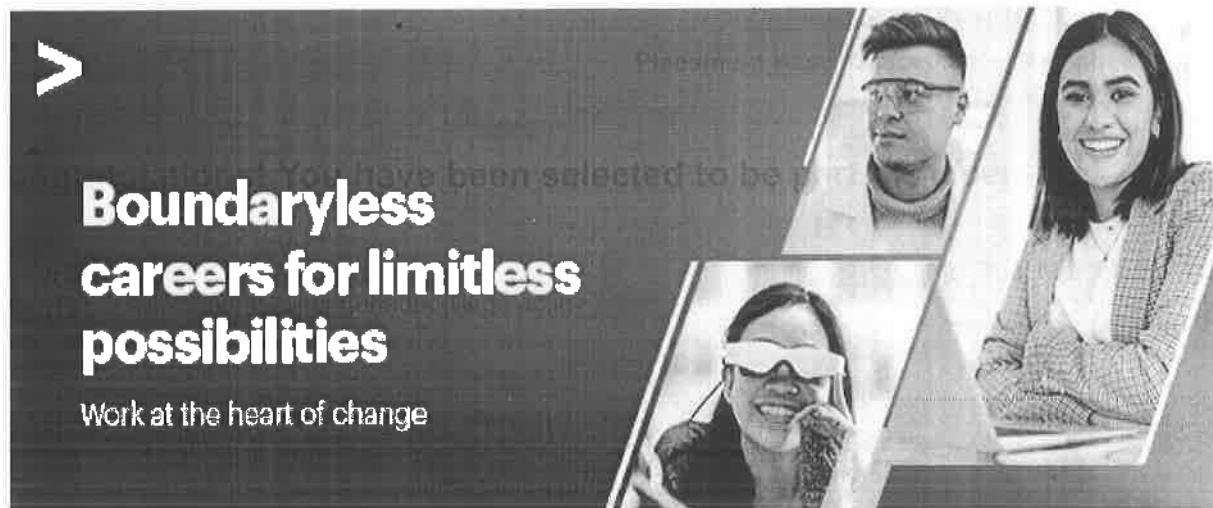
----- Forwarded message -----

From: donotreply.indiacampus <donotreply@indiacampus.accenture.com>

Date: Tue, Feb 14, 2023, 10:11 AM

Subject: Congratulations! You have been selected to be part of Accenture!

To: <201cs007@kongunaducollege.ac.in>

**See you soon at Accenture!**

Dear Suhita Senthil Kumar,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. **You must accept our LOI within 5 days**, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- Login to the portal with the Link and Credential provided in the User Credential mail received with this mail.
- You will be redirected to the Dashboard Page.
- Click on the My Task tab on the top.
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Regards,
Recruitment Team
Accenture in India

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To,

Name : Logesh Nil Chandrasekar

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Logesh Nil Chandrasekar,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** -Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

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 - The learning module of this program is typically made available to potential new joiners to give them a reasonable time to learn at their pace and comfort.

- After completing the Fundamentals Skill Primers Learning the potential new joiner will need to go through the Fundamental Skill Primers assessment
- After a new joiner has completed the Fundamental Skill Primers Program; they will need to undergo further Accenture stream specific trainings and assessments.

Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

By completing 100% of Fundamental Skill Primers online modules before the Fundamental Skill Primers assessment and scoring 75% or above in the Fundamental Skill Primers assessment, a potential new joiner will be eligible for a learning Incentive of INR 10,000.

We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **System and Application Services Associate**
- **Annual fixed compensation** for the fiscal will be **INR 3,00,000**; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- **Local Variable Bonus** - At your career level, the maximum annual target variable pay-out is estimated as **INR 25,500**. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
- **Maximum Annual Total earning potential – INR 3,25,500**
- **Additional Notional Benefits: Gratuity** for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic) – **INR 5,000 /-**
Notional Insurance Premium paid by Company – **INR 11,300 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,41,800/-**

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To,

Name : Sushma Gh Haldorai Mg

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sushma Gh Haldorai Mg,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** -Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

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Annexure A

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- Proposed role - **System and Application Services Associate**
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Notional Insurance Premium paid by Company – **INR 11,300 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,41,800/-**

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To,

Name : Sanjana Kamaraj

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sanjana Kamaraj,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

- **Document verification and checks** -Post accepting this Letter of Intent, you will have to submit certain prerequisites / documents. The Offer release will be contingent upon successful verification of your documents that will be submitted by you. Once you receive the offer, we would like you to accept the offer within 14 Days from the day you receive the Offer Letter.

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Annexure A

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Notional Insurance Premium paid by Company – **INR 11,300 /-**
- **Annual Total earning potential + Additional Notional Benefits – INR 3,41,800/-**

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To,

Name : Aravind Nil Balusamy

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Aravind Nil Balusamy,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

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Annexure A

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To,

Name : Naja Moideen Ek

Re: Important Information post your clearance of the interview process during the Campus Visit.

Dear Naja Moideen Ek,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

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Annexure A

- Career Level - 12
- Proposed role - System and Application Services Associate
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Placement Kasc <placements@kongunaducollege.ac.in>

Fwd: Congratulations! You have been selected to be part of Accenture!

1 message

201CS040 BHARATHI JK <201cs040@kongunaducollege.ac.in>
To: Placement Kasc <placements@kongunaducollege.ac.in>

Wed, Mar 15, 2023 at 9:59 AM

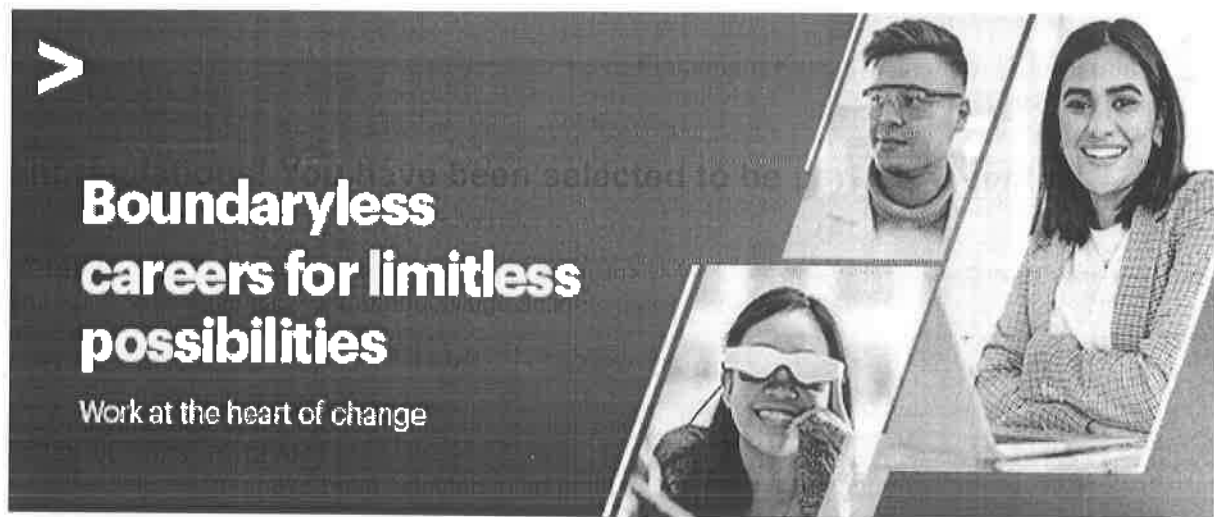
----- Forwarded message -----

From: **donotreply.indiacampus** <donotreply@indiacampus.accenture.com>

Date: Tue, Feb 14, 2023, 10:12 AM

Subject: Congratulations! You have been selected to be part of Accenture!

To: <201cs040@kongunaducollege.ac.in>

**See you soon at Accenture!**

Dear Bharathi J K Nil Jevanathan,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. **You must accept our LOI within 5 days**, if not we will consider your withdrawal from our process.

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<https://mail.google.com/mail/u/0/?ik=013e5ec742&view=pt&search=all&permthid=thread-f%3A1760406606753955601&simpl=msg-f%3A1760406606...>

Link: <https://indiacampus.accenture.com/myzone/accenture/auth/login>

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Regards,
Recruitment Team
Accenture in India

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Placement Kasc <placements@kongunaducollege.ac.in>

Fwd: Congratulations! You have been selected to be part of Accenture!

1 message

201CS025 NIDHARSANA M <201cs025@kongunaducollege.ac.in>

Wed, Mar 15, 2023 at 10:00 AM

To: Placement Kasc <placements@kongunaducollege.ac.in>

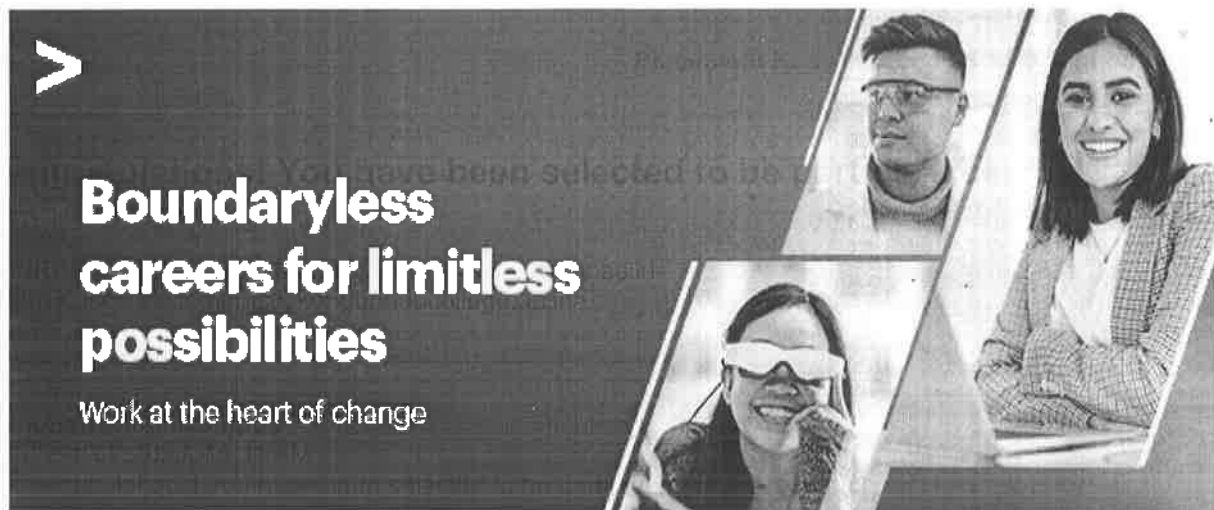
----- Forwarded message -----

From: **donotreply.indiacampus** <donotreply@indiacampus.accenture.com>

Date: Tue, Feb 14, 2023, 10:11 AM

Subject: Congratulations! You have been selected to be part of Accenture!

To: <201cs025@kongunaducollege.ac.in>

**See you soon at Accenture!**

Dear Nidharsana M Nil Murugesan,

You've made it! Congratulations on successfully completing our hiring process.

We are glad to extend our Letter of Intent (LOI) to confirm your selection. **You must accept our LOI within 5 days**, if not we will consider your withdrawal from our process.

Steps to follow for accepting LOI:

- Login to the portal with the Link and Credential provided in the User Credential mail received with this mail.
- You will be redirected to the Dashboard Page.
- Click on the My Task tab on the top.
- Select the Task assigned.
- Download and read the Letter of Intent for no confusion.
- Select the check box and click on submit button for accepting the Letter of Intent.

For any queries you can login to the below link and go to Help section - choose appropriate category to raise your queries.

Link: <https://indiacampus.accenture.com/myzone/accenture/auth/login>

Your journey to the world of Accenture has just begun. See you soon!

Regards,
Recruitment Team
Accenture in India

Please note, that unless a formal employment offer is provided to candidate specifically determining the terms of employment with Accenture, nothing contained in this email or any identified processes for the purpose of candidate's participation in the interview process shall be considered as an offer for employment by Accenture notwithstanding any contents or communications mentioned in process documents or links.

Please be further informed that existence of an offer or offering any employment to a candidate shall be subject to business needs within Accenture or client requirements; mere clearance of any processes related to campus hiring does not by itself create an offer of employment for the candidate.

Stay Connected



> LEARN MORE ABOUT ACCENTURE CAREERS

> VISIT OUR BLOG

Accenture has not authorized any agency, company or individual to either collect money or arrive on any monetary arrangement in exchange for a job at Accenture. Accenture's criterion for hiring candidates is merit. Any agency, company or individual offering employment with Accenture in exchange for money is misrepresenting their relationship with Accenture, which has not authorized any such action. If you are approached by any entity or individuals who demand money or any other form of compensation in return for a job offer at Accenture – even if they present themselves as representatives or employees of Accenture – please send the details to <https://businessethics.m.e.com/accenture/>.

Accenture is committed to protecting your personal information. Your information will be collected, used and may be shared by Accenture with third party service providers to serve lawful purposes, for Accenture recruitment process, including processing of data by third party when required. Your information shall be held only as long as necessary to achieve the purpose for which it is collected. The use and transfer of your information will be strictly in accordance with the applicable data privacy law and in line with our privacy policy available at [privacy policy](#) and [Recruiting and Hiring Statement](#). Further, you agree and acknowledge that you have read Accenture's privacy policy and fully understand your rights to access, correct erase, object to processing, restrict to processing or withdraw your personal information anytime and seek a copy of the personal information.



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To,

Name : Sharmila Vellingiri

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sharmila Vellingiri,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

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Each of such assessments including Primer assessment will add towards the final score. A min. of 60% will needed to be scored for successful clearance. If they are unable to score 60% in the first attempt, they will have up to two additional attempts and will be required to score minimum 60% marks to clear the stream learning program.

If potential new joiners are unable to complete the Accenture specific stream training program in the given 3 attempts successfully, their services with the Company shall be terminated as per the Terms of Employment.

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We wish you the best of this journey and congratulate you on clearing the interviews. Your proposed compensation for the ease of information and subject to release of an offer of employment by Accenture is as mentioned in **Annexure A**. Specific details will be mentioned in your formal offer letter.

Annexure A

- Career Level - 12
- Proposed role - **System and Application Services Associate**
- **Annual fixed compensation** for the fiscal will be **INR 3,00,000**; it includes allowances and statutory benefits and will be structured in accordance with the Company's policy.
- **Local Variable Bonus** - At your career level, the maximum annual target variable pay-out is estimated as **INR 25,500**. The pay-out that you receive will depend but not limited to your performance achievement and performance of Advance Technology Centers, India in the current company fiscal year.
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- **Annual Total earning potential + Additional Notional Benefits – INR 3,41,800/-**

You may be required to relocate for project deployment to any part of India and work in 24X7 shifts basis business requirement

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To,

Name : Sreeja Nil Saravana Sampath

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Sreeja Nil Saravana Sampath,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

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To,

Name : Risant Nil Rajendran

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Risant Nil Rajendran,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

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To,

Name : Akshaya Devi

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Akshaya Devi,

This confirms you have cleared the initial interview process. Your journey for getting an Offer of Employment from Accenture has just begun. Please go through this communication to acquaint yourself of the various actions that your candidature will go through before a release of Offer of Employment by Accenture.

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To,

Name : Vishwa Deep

Re: Important information post your clearance of the interview process during the Campus Visit

Dear Vishwa Deep,

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ampus Recruitment Registration External

 Arun B <arun.b@personiv.com>

Wed, Jan 18, 3:50 PM

to

Dear Training and Placement Officer,

ABOUT PERSONIV: OUR PEOPLE, YOUR PRIORITIES Streamline your finance & accounting team at 50% cost savings with a team as small as one. Hectic month-end close, heaping transactional work and a lack of time and resources does not have to be the norm. Take transactional accounting off your plate, and free up your team for strategic work with top GAAP-compliant accountants offshore, saving more than half with a lean team of one or more. Our culture is steeped in excellence with a quality stamp that can't be duplicated. And although we have every credential you're looking for (think ISO, PCI, the works) what makes our customers so loyal is our dedication to one-on-one service, our flexible approach and our commitment to GETTING IT RIGHT, THE FIRST TIME.

Website: <https://personiv.com>

Phone: 0422 297 1175

E-Mail: hr.support@personiv.com

Industry: ITES

Company size: 1,001-5,000

Headquarters: Austin, TX

Founded: 1985

Location: TIDEL Park, Coimbatore.

Specialties: Business Process Outsourcing (BPO), Recruitment Process Outsourcing (RPO), Customer Care Support, Web & Graphic Design Services, Back Office / Administrative Support, Lead Generation and Sales Support, Finance & Accounting, and Sales Support.

Campus Registration Link: Should be Filled by the TPO <https://forms.gle/HhgaWeK8FKushHciG8>

5/5/23, 11:34 AM
Campus Recruitment Registration - placements@kongunaducollege.ac.in - Kongunadu Arts and Science College Mail
Eligibility: ARTS & Science Colleges within Coimbatore are only eligible for this Campus Drive

Salary: 1.5LPA

Hiring under central Govt NATS scheme.

For campus drive slots coordination, TPO can reach out to HR at 7358026121 / 7397761257

Regards,

Arun B - Human Resources Manager

Personiv | People Powered Outsourcing

Austin | **Coimbatore** | Gurugram | Manila | Sydney | personiv.com

Tidel Park, Aerodrome Post | Coimbatore, 641014

Email: arun.b@personiv.com

Mobile: 07397761257

The below mentioned students are shortlisted for further rounds from Kongunadu Arts and Science College, Coimbatore after conducting the preliminary rounds in the Campus on 25th January 2023.

S.No	Name	Contact	Mail
1	Deepanraj Kanagaraj	9600914757	deepan.kanagu@gmail.com
2	Sucith. R	8098878388	201cs013@kongunaducollege.ac.in
3	Dethendra Pal. V	8610230278	dethendrapalv@gmail.com
4	Sowmya. M	9360295063	sowmyamanikandan1181@gmail.com
5	Kanchana D	6383120947	201pa018@kongunaducollege.ac.in
6	Ruban Jabastine k	9655261447	rubanjabastine2002@gmail.com
7	N Sivaramakrishnan	9944604561	sriramn2002@gmail.com
8	Priyanga.C	9384476965	201ct029@kongunaducollege.ac.in
9	Sathiya Priya C	8220332081	sakthikanni647@gmail.com
10	Prithive C	6374229719	prithivecp09@gmail.com
11	Subramani J	9344259299	suryaneymar4@gmail.com
12	Abilash. N. J	9597704967	abilashnj2002@gmail.com
13	Harish R	8489879794	harishharishr2002@gmail.com

Thank You.




Regards

Mr. Arun B

Manager – Human Resources

A.G. RESOURCES INDIA PVT.LTD.
1 FLOOR, TIDEL Park Coimbatore Ltd.,
ELCOTSEZ, Vankunichi,
Civil Aerodrome Post,
Coimbatore - 641014,
Tamilnadu.

Regd. Office : AG Resources (India) Private Limited | Sonawala Building | 1st Floor | 29 Bank Street Fort | Mumbai | Maharashtra - 400 023 | India.

CIN: U72900MH2009PTC191216

AUSTIN | COIMBATORE | GURUGRAM | MANILA | SYDNEY

☎ 0422 - 2971175 | personiv.com

Pinesphere Requirements

External

Inbox

**Surendiran Subramaniam** <surendiran@pinesphere.com>

Mon, Feb 6, 5:06 PM

to me, Vasanth

Hi Team,

Good Evening !

This is Surendiran from Pinesphere Solutions Pvt Ltd.,

We are a Software Startup based out of Coimbatore located in Saravanampatti,

We have Job Requirements in our company for the role of Marketing (On field) and Project Management

1 male Candidate for On field Marketing

1 Female candidate for Project Management

Salary details:

Internship - 3 Months - Rs 4,000 per month

Post Internship full time employment - 15,000 per month

We kindly request you to schedule the Interview process tomorrow , we will conduct a placement drive on your campus

Thanks & Regards

Surendiran S

Received your mail.

Thanks for the mail

Noted.

Reply

Reply all

Forward

Date: 11 February 2023

Name: Gokul Raja

Dear **Gokul Raja**,

We are pleased to offer you an internship opportunity with **Pinesphere, CIN -U74999TZ2018PTC030478**, herein referred to as the **Company**.

This agreement, along with the enclosed schedules, outlines the obligations of both **Company** and yourself for your employment conditions and is governed by the laws of India. This agreement details the terms and conditions of your employment with the Company and will form our agreed-upon employment contract with you once signed. Accepting employment will be conditional upon agreeing to and signing each page in the right-hand corner and returning the signed copy to us.

Gokul Raja, we look forward to welcoming you to the **Pinesphere** team and wish you a successful and rewarding career with us.

Sincerely,



Surendiran Subramaniam
Director

I, **Gokul Raja** acknowledge that I have read, understood, and accepted this offer and the terms and conditions contained in the attached Schedule(s), and agree to be bound by the terms and conditions of employment as outlined therein.

Signature

Date

No.22,Kalapatti Main Rd,Thiruvannamalai Nagar,Saravanampatty,Cbe-641035

hr@pinesphere.com | www.pinesphere.com

+91 999-443-4264, +91 809-800-4000

Schedule A

PINESPHERE SOLUTIONS PVT. LTD. Terms and Conditions of Internship

The following outlines the terms and conditions of your internship with the **Company**. The **Company** reserves the right to change these terms and conditions as necessary, with due notice.

Title	<i>Marketing - Intern</i>
Initial Reporting Relationship	<i>Vasanth Nagarajan, Director</i>
Responsibilities	Your job responsibilities include Design, development, testing and related activities of the software development lifecycle (SDLC) as mandated by the Company
Internship Start Date	13 February 2023
Internship End Date	3 Months
Stipend	INR/ 4,000 per month
Hours of Work	The company's core hours of operation are Monday to Friday from 8:30 AM to 5:30 PM.
Policies and Standards	The company has established a variety of policies and standards that ensure a safe, enjoyable working environment. During the period of your internship with us, you agree to be bound by these policies and standards, and any future policies and standards that are reasonably introduced by the Company. It is agreed that the introduction and administration of these policies are within the Company's sole discretion and that these policies do not form a part of this Agreement. It is agreed that if the Company introduces, amends or deletes internship-related policies as conditions warrant that such introduction, deletion, or amendment does not constitute a breach of this Agreement.
Confidentiality and Intellectual Property	Our offer of the internship is conditional upon you agreeing to and abiding by the "Confidentiality and Proprietary Information Agreement." Attached Schedule "C"
Non-Solicitation	You hereby agree that, while you are interning with Company and for one (1) year following the termination of your internship with Company , you will not (i) recruit, attempt to recruit, or directly or indirectly participate in the recruitment of, any Company employee or (ii) directly or indirectly solicit, attempt to solicit, canvass or interfere with any customer or supplier of Company in a manner that conflicts with or interferes in the business of Company as conducted with such customer or supplier.
Representation	You hereby represent and warrant to Company that you are not a party to any written or oral agreement with any third party that would restrict your ability to enter into this Agreement or the Confidentiality and Proprietary Information Agreement or to perform your obligations

No.22,Kalapatti Main Rd,Thiruvannamalai Nagar,Saravanampatty,Cbe-641035

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+91 999-443-4264, +91 809-800-4000



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	hereunder and that you will not, by joining Company , breach any non-disclosure, proprietary rights, non-competition, non-solicitation or other covenant in favor of any third party.
Changes to Duties and/or Compensation	If your duties or compensation should change during your internship with the Company, the validity of our agreement will not be affected. In addition, if one or more of the provisions in our agreement are deemed void by law, then the remaining provisions will continue in full force and effect.
Termination	(a) The Company may terminate your internship at any time for cause. For purposes of this Agreement, cause means: (i) Your willful and continued failure to perform substantially your duties with the Company; or (ii) Your willful engagement in illegal conduct or gross misconduct; or (iii) if you commit any serious or persistent breach of your obligations under this Agreement; or (iv) if you do not comply with any lawful order or direction given to you by your supervisor; or v) if you are guilty of any gross misconduct or conduct yourself (whether in connection with the Internship or not) in a way which is harmful or prejudicial to the interests, business or reputation of the Company or any member of the Group; or (vi) if you are guilty of dishonesty or are convicted of an offense punishable with imprisonment; or (b) The Company may terminate your internship <i>without cause</i> at any time by providing you with 15 days' notice. (c) Should you wish to terminate your internship with the Company, you will be required to provide 15 days' written notice to enable us to transition your work.

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Schedule B

Confidentiality and Proprietary Information Agreement

In consideration of the internship with the Company (the "**Company**"), the undersigned (the "**Participant**") agrees and covenants as follows:

1. Internship with the Company as an intern, as the case may be (the "**Engagement**"), will give the Participant access to proprietary and confidential information belonging to the Company, its customers, its suppliers, and others (the proprietary and confidential information is collectively referred to in this Agreement as "**Confidential Information**"). Confidential Information includes but is not limited to customer lists, marketing plans, proposals, contracts, technical and/or financial information, databases, software, and know-how. All Confidential Information remains the confidential and proprietary information of the Company.
2. As referred to herein, the "**Business of the Company**" shall relate to the business of the Company as the same is determined by the Company's Board of Directors from time to time.
3. The Participant may in the course of the Engagement conceive, develop or contribute to material or information related to the Business of the Company, including, without limitation, software, technical documentation, ideas, inventions (whether or not patentable), hardware, know-how, marketing plans, designs, techniques, documentation, and records, regardless of the form or media, if any, on which such is stored (referred to in this Agreement as "**Proprietary Property**"). The Company shall exclusively own all Proprietary Property which the Participant conceives, develops, or contributes to in the course of the Engagement and all intellectual and industrial property and other rights of any kind in or relating to the Proprietary Property, including but not limited to all copyright, patent, trade secret and trademark rights in or relating to the Proprietary Property. For greater certainty, the Participant hereby assigns to the Company any rights that the Participant may have or obtain in or to the Proprietary Property. Material or information conceived, developed or contributed to by the Participant outside work hours on the Company's premises or through the use of the Company's property and/or assets shall also be Proprietary Property and be governed by this Agreement if such material or information relates to the Business of the Company. The Participant shall keep full and accurate records accessible at all times to the Company relating to all Proprietary Property and shall promptly disclose and deliver to the Company all Proprietary Property.
4. The Participant shall, both during and after the Engagement, keep all Confidential Information and Proprietary Property confidential and shall not use any of it except for the purpose of carrying out authorized activities on behalf of the Company. The Participant may, however, use or disclose Confidential Information which:

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- (i) is or becomes public other than through a breach of this Agreement;
- (ii) is known to the Participant before the date of this Agreement and with respect to which the Participant does not have any obligation of confidentiality; or
- (iii) is required to be disclosed by law, whether under an order of a court or government tribunal or another legal process, provided that the Participant informs the Company of such a requirement insufficient time to allow the Company to avoid such disclosure by the Participant.

The Participant shall return or destroy, as directed by the Company, Confidential Information, and Proprietary Property to the Company upon request by the Company at any time. The Participant shall certify, by way of affidavit or statutory declaration, that all such Confidential Information and Proprietary Property has been returned or destroyed, as applicable.

5. The Participant covenants and agrees not to make any unauthorized use whatsoever of or to bring onto the Company's premises for the purpose of making any unauthorized use whatsoever of any trade secrets, confidential information or proprietary property of any third party, including without limitation any trade-marks or copyrighted materials, during the course of the Engagement. The Participant agrees and represents that the Engagement and the execution of this Agreement do not and will not breach any agreement to which the Participant is currently a party or which currently applies to the Participant.
6. At the reasonable request and the sole expense of the Company, the Participant shall do all reasonable acts necessary and sign all reasonable documentation necessary to ensure the Company's ownership of the Proprietary Property and all intellectual and industrial property rights and other rights in the same, including but not limited to providing to the Company written assignments of all rights to the Company and any other documents required to enable the Company to document rights to and/or register patents, copyrights, trade-marks, industrial designs and such other protections as the Company considers advisable anywhere in the world.
7. The Participant hereby irrevocably and unconditionally waives all moral rights the Participant may now or in the future have in any Proprietary Property.
8. The Participant agrees that the Participant will if requested from time to time by the Company, execute such further reasonable agreements as to confidentiality and proprietary rights as the Company's customers or suppliers reasonably required to protect Confidential Information or Proprietary Property.
9. Regardless of any changes in position, salary, or otherwise, including, without limitation, termination of the Engagement, unless otherwise stipulated pursuant to the terms hereof, the Participant will continue to be subject to each of the terms and conditions of this Agreement and any other(s) executed pursuant to the preceding paragraph.

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10. The Participant agrees that the Participant's sole and exclusive remedy for any breach of this Agreement or any other agreement by the Company will be limited to monetary damages and that the Participant will not make any claim in respect of any rights to or interest in any Confidential Information or Proprietary Property.
11. The Participant acknowledges that the services provided by the Participant to the Company are unique. The Participant further agrees that irreparable harm will be suffered by the Company in the event of the Participant's breach or threatened breach of any of his or her obligations under this Agreement and that the Company will be entitled to seek, in addition to any other rights and remedies that it may have at law or equity, a temporary or permanent injunction restraining the Participant from engaging in or continuing any such breach hereof. Any claims asserted by the Participant against the Company shall not constitute a defense in any injunction action, application, or motion brought against the Participant by the Company.
12. This Agreement is governed by the laws of India and the Participant agrees to the non-exclusive jurisdiction of the courts of India in relation to this Agreement.
13. If any provision of this Agreement is held by a court of competent jurisdiction to be invalid or unenforceable, that provision shall be deleted, and the other provisions shall remain in effect.

I acknowledge that I have read, understood, and accepted this offer and the terms and conditions contained in the attached Schedule(s), and agree to be bound by the terms and conditions of employment as outlined therein.

The Company has caused this Agreement to be executed as of the 13 February 2023

**PARTICIPANT
NAME:**

No.22,Kalapatti Main Rd,Thiruvannamalai Nagar,Saravanampatty,Cbe-641035

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Confirmation of the Campus interview - Reg External

placement training
to me

Mon, Feb 6, 1:36 PM

Dear Madam,
Warm Greetings from The Amirta IIMCT- Coimbatore.

We are looking for candidates for our Concern and Sister concerns like Amirta Fashion Technology, Apollo Computer Education, The House of Pastries and Amirta Food Hub. So we are planning to have a campus interview in your college on 09.02.2023 at 10.30 am.

The following designations are

Administrative Officer
Exam cell Coordinator
Placement Coordinator
Marketing officer
Student Care Officer
Lecturer for Fashion Designing
Lecturer - Hotel Management
Lecturer - English /Hindi
Lecturer - French
PRO
Accountant
Telecallers
Administrative Coordinator
Marketing Executive
C,C++ Faculty
Java Faculty
Tally Faculty
Multimedia Faculty

Eligibility : Bsc Hotel Management and catering Science, Bsc Computer
Any Degree can also apply (final year students)

science, BCA, B.Com, B.Com ca, MBA (Marketing).

Salary : Rs.12,000/- to Rs.20,000/-

Kindly confirm us for the interview on the mentioned date for us.
Thank you Madam.

REGARDS,
M.Bhuvaneswari
PLACEMENT CO-ORDINATOR
AMIRTA IIMCT,
COIMBATORE-641108
9578409555

Kongunadu Arts college - Shortlisted list

External

10000X



placement training

to me

Sat, Feb 11, 3:02 PM

Dear Mam,

We have attached the selected list.

Thank you

With regards,

M.Karthika,

Admin officer,

Campus,

Amirta IHMCT,

Coimbatore



AMIRTA

INTERNATIONAL INSTITUTE OF HOTEL MANAGEMENT

Approved by

Institute of Professional Development - OUM (Malaysia University)
Tie up with Bharathiar University & Bharathiyar University (CCE)

National Centre for Vocational and Technical Education
and also under Govt. of India

11.02.2023

To,

The Placement Officer,

Kongu Nadu Arts and Science College,

Coimbatore.

Sub: Interview Shortlisted Students - Reg

Dear Mam,

We are happy to announce that the below mentioned students were selected in our firm.

Name	Designation	Salary
Meenakshi	software trainer	11k+ 1K allowance=12k /Incentives
Sharmila	software trainer	11k+ 1K allowance=12k /Incentives
Aravind	Business Development	15k /Incentives
Vinudharshini	Admin co- ordinator	13k/Incentives
Harini	Placement Assistant	12k/Incentives

With regards,

M.Karthika,

Admin officer,

Amirta IHIMCT,

Coimbatore



selected candidate name list.

External

inbox

Stanly S <stanly.s@esafcooperative.com>

Wed, May 3, 8:41 AM (2 days ago)

to m4

Dear Madam,

We are happy to share that selected candidate name list.

Date of Interview	Candidate Name	Phone Number	Post Applied	Place of Interview	Shortlisted (Yes / No)	Selected / Rejected	AGE	QUALIFICATION	NATIVE	WILLING TO WORK	PROPOSED BRANCH
13-02-2023	LEO PRABHU R	9360174743	CSE	KONGU ARTS AND SCIENCE COLLEGE	YES	SELECTED	21	BCOM	SARAVANAMPATTI	YES	THUDIYALUR
13-02-2023	VANESH S	9597114549	CSE	KONGU ARTS AND SCIENCE COLLEGE	YES	SELECTED	21	BCOM	SARAVANAMPATTI	YES	THUDIYALUR
13-02-2023	RINDHYA R	9566884907	CSE	KONGU ARTS AND SCIENCE COLLEGE	YES	SELECTED	19	PA	GANAPATHI	YES	THONDAMUTHUR
13-02-2023	PAVITHRA AM	9994722508	CSE	KONGU ARTS AND SCIENCE COLLEGE	YES	SELECTED	20	BCOM PA	GHANDHIPURAM	YES	SINGANAILUR
13-02-2023	BHARATH R	9597842085	CSE	KONGU ARTS AND SCIENCE COLLEGE	YES	SELECTED	20	BCOM PI	KARAMADAI	YES	METTUPALAYAM
13-02-2023	SANJAY S	9087479008	CSE	KONGU ARTS AND SCIENCE COLLEGE	YES	SELECTED	21	BCA	VADAVALLI	YES	THUDIYALUR
13-02-2023	MUTHUKUMAR A	9345415637	CSE	KONGU ARTS AND SCIENCE COLLEGE	YES	SELECTED	20	BCA	THUDIYALUR	YES	THUDIYALUR
13-02-2023	SAKTHIVEL M	9025898605	CSE	KONGU ARTS AND SCIENCE COLLEGE	YES	SELECTED	19	B.COM PA	PERAMBALUR	YES	PENDING
13-02-2023	KARTHIKEYAN.D	6383045621	CSE	KONGU ARTS AND SCIENCE COLLEGE	YES	SELECTED	21	B.COM B&I	COIMBATORE	YES	KUNIYAMBATHORE
13-02-2023	PRADEEP.S	7449118863	CSE	KONGU ARTS AND SCIENCE COLLEGE	YES	SELECTED	19	BCA	COIMBATORE	YES	KUNIYAMBATHORE
13-02-2023	RAJENDRAN.P	7339333288	CSE	KONGU ARTS AND SCIENCE COLLEGE	YES	SELECTED	20	B.COM B&I	TIRUPPUR	YES	KANGEVAM
13-02-2023	NANDHAKUMAR.L	8883162282	CSE	KONGU ARTS AND SCIENCE COLLEGE	YES	SELECTED	20	B.COM B&I	UDUMALPET	YES	UDUMALAPET

Warm Regards,

STANLY.S

Deputy Manager - HR

Tamilnadu

Cell : 9489109805 / 8754882598

ESAF CO-OPERATIVE

CAMPUS RECRUITMENT - 2023 External Inbox



Zancot Electronics <zancotelectronics@gmail.com>
to me

Fri, Feb 10, 1:25 PM

Hello Placement cell,

Greetings from Zancot Electronics,

We are a leading industrial equipment supplier of Industrial automation and semiconductor products across the globe. We have been operating offices in China since 2019 and we are expanding into Italy, Thailand, Portugal and 7 more countries in the next 12 months. Our ultimate goal is to expand our operation to 30 countries.

This is to inform you that we have planned to recruit 2022 graduates from your college. We are open to the Respective streams mentioned below.

<u>B.COM</u>	<u>B.COM</u> (BPS)	<u>B.COM</u> BANKING & INSURANCE	BBA (CA)
<u>B.COM</u> (CA)	<u>B.COM</u> (CS)	<u>B.COM</u> ACCOUNTING AND FINANCE	BBA LOGISTICS
<u>B.COM</u> (PA)	<u>B.COM</u> (IT)	<u>B.COM</u> INTERNATIONAL BUSINESS	
<u>B.COM</u> (BPS)	<u>B.COM</u> (ACCA)	<u>B.COM</u> FINANCIAL SERVICE	

We have a requirement of qualified professionals to work in the Graduate Trainee role.

So we require you to share the resume of the list of candidates who satisfy our requirements.

Please find the attached brochure for your reference and other details.

Thanks,

Santhosh

Zancot Electronics Pvt. Ltd



OFFER LETTER

Dear SUBAPRATHA.V (M.Sc. PHYSICS),

ZANCOT ELECTRONICS is delighted to offer you the full-time position of **BUSINESS ANALYST** with an anticipated start date of **[MAY 22nd]**

As the **BUSINESS ANALYST**, your responsibilities include coordinating offshore offices with China and India offices working on Procurement, Quotations, Supply Chain Management ensuring the best customer experience. Point-of-contact in India for the foreign office

You will report directly to the **MANAGER** at **OFFICE**. Working hours are from **[9 hours of day, 6 days a week]**.

Timing will be **[8.00 A.M to 5.00 P.M]** on Monday to Friday.

Every Saturday will be Working Day **[8.00 A.M to 1.00 P.M]**

Training will be 2 Months with a Gross Stipend of **₹5,000 per month**

The starting salary for this position is **₹18,000 Per Month**. Payment is on a monthly basis by direct deposit.

The starting salary for this position in the 2nd Year will be **₹20,000 Per Month**.

Your employment with **ZANCOT ELECTRONICS** will be on an at-will basis, "a notice period of 60 days is required during your employment with the company". The notice period is considered to start from the termination letter received by the manager. This letter is not a contract indicating employment terms or duration.

We welcome you to our company and wish you a successful career with us.

Thank you.

Regards,

ZANCOT ELECTRONICS



OFFER LETTER

Dear **APOORVA.N (B.Sc. CS)**,

ZANCOT ELECTRONICS is delighted to offer you the full-time position of **BUSINESS ANALYST** with an anticipated start date of **[MAY 22nd]**

As the **BUSINESS ANALYST**, your responsibilities include coordinating offshore offices with China and India offices working on Procurement, Quotations, Supply Chain Management ensuring the best customer experience. Point-of-contact in India for the foreign office

You will report directly to the **MANAGER** at **OFFICE**. Working hours are from **[9 hours of day, 6 days a week]**.

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Your employment with **ZANCOT ELECTRONICS** will be on an at-will basis, "a notice period of 60 days is required during your employment with the company". The notice period is considered to start from the termination letter received by the manager. This letter is not a contract indicating employment terms or duration.

We welcome you to our company and wish you a successful career with us.

Thank you.

Regards,

ZANCOT ELECTRONICS



OFFER LETTER

Dear ANUSHYA KRISHNAN (B.Sc. PHYSICS),

ZANCOT ELECTRONICS is delighted to offer you the full-time position of **BUSINESS ANALYST** with an anticipated start date of [MAY 22nd]

As the **BUSINESS ANALYST**, your responsibilities include coordinating offshore offices with China and India offices working on Procurement, Quotations, Supply Chain Management ensuring the best customer experience. Point-of-contact in India for the foreign office

You will report directly to the **MANAGER** at OFFICE. Working hours are from [9 hours of day, 6 days a week].

Timing will be [8.00 A.M to 5.00 P.M] on Monday to Friday.

Every Saturday will be Working Day [8.00 A.M to 1.00 P.M]

Training will be 2 Months with a Gross Stipend of ₹5,000 per month

The starting salary for this position is ₹18,000 Per Month. Payment is on a monthly basis by direct deposit.

The starting salary for this position in the 2nd Year will be ₹20,000 Per Month.

Your employment with ZANCOT ELECTRONICS will be on an at-will basis, "a notice period of 60 days is required during your employment with the company". The notice period is considered to start from the termination letter received by the manager. This letter is not a contract indicating employment terms or duration.

We welcome you to our company and wish you a successful career with us.

Thank you.

Regards,

ZANCOT ELECTRONICS



OFFER LETTER

Dear **VIJAYALAKSHMI.P (B.Sc. PHYSICS)**,

ZANCOT ELECTRONICS is delighted to offer you the full-time position of **BUSINESS ANALYST** with an anticipated start date of **[MAY 22nd]**

As the **BUSINESS ANALYST**, your responsibilities include coordinating offshore offices with China and India offices working on Procurement, Quotations, Supply Chain Management ensuring the best customer experience. Point-of-contact in India for the foreign office

You will report directly to the **MANAGER** at **OFFICE**. Working hours are from **[9 hours of day, 6 days a week]**.

Timing will be **[8.00 A.M to 5.00 P.M]** on Monday to Friday.

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Training will be 2 Months with a Gross Stipend of **₹5,000 per month**

The starting salary for this position is **₹18,000 Per Month**. Payment is on a monthly basis by direct deposit.

The starting salary for this position in the 2nd Year will be **₹20,000 Per Month**.

Your employment with **ZANCOT ELECTRONICS** will be on an at-will basis, "a notice period of 60 days is required during your employment with the company". The notice period is considered to start from the termination letter received by the manager. This letter is not a contract indicating employment terms or duration.

We welcome you to our company and wish you a successful career with us.

Thank you.

Regards,

ZANCOT ELECTRONICS



OFFER LETTER

Dear **ADITHYA BALAKRISHNAN (M.Sc. PHYSICS)**,

ZANCOT ELECTRONICS is delighted to offer you the full-time position of **BUSINESS ANALYST** with an anticipated start date of **[MAY 22nd]**

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Every Saturday will be Working Day **[8.00 A.M to 1.00 P.M]**

Training will be 2 Months with a Gross Stipend of **₹5,000 per month**

The starting salary for this position is **₹18,000 Per Month**. Payment is on a monthly basis by direct deposit.

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Your employment with **ZANCOT ELECTRONICS** will be on an at-will basis, "a notice period of 60 days is required during your employment with the company". The notice period is considered to start from the termination letter received by the manager. This letter is not a contract indicating employment terms or duration.

We welcome you to our company and wish you a successful career with us.

Thank you.

Regards,

ZANCOT ELECTRONICS



OFFER LETTER

Dear **SURYA.S.L (M.Sc. PHYSICS)**,

ZANCOT ELECTRONICS is delighted to offer you the full-time position of **BUSINESS ANALYST** with an anticipated start date of **[MAY 22nd]**

As the **BUSINESS ANALYST**, your responsibilities include coordinating offshore offices with China and India offices working on Procurement, Quotations, Supply Chain Management ensuring the best customer experience. Point-of-contact in India for the foreign office

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We welcome you to our company and wish you a successful career with us.

Thank you.

Regards,

ZANCOT ELECTRONICS



OFFER LETTER

Dear **PREETHI.S** (B.Sc. PHYSICS),

ZANCOT ELECTRONICS is delighted to offer you the full-time position of **BUSINESS ANALYST** with an anticipated start date of **[MAY 22nd]**

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We welcome you to our company and wish you a successful career with us.

Thank you.

Regards,

ZANCOT ELECTRONICS



OFFER LETTER

Dear **PRIYADARSAN.M (BBA CA)**,

ZANCOT ELECTRONICS is delighted to offer you the full-time position of **BUSINESS ANALYST** with an anticipated start date of **[MAY 22nd]**

As the **BUSINESS ANALYST**, your responsibilities include coordinating offshore offices with China and India offices working on Procurement, Quotations, Supply Chain Management ensuring the best customer experience. Point-of-contact in India for the foreign office

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We welcome you to our company and wish you a successful career with us.

Thank you.

Regards,

ZANCOT ELECTRONICS



OFFER LETTER

Dear **SANJAY.S (BCA)**,

ZANCOT ELECTRONICS is delighted to offer you the full-time position of **BUSINESS ANALYST** with an anticipated start date of **[MAY 22nd]**

As the **BUSINESS ANALYST**, your responsibilities include coordinating offshore offices with China and India offices working on Procurement, Quotations, Supply Chain Management ensuring the best customer experience. Point-of-contact in India for the foreign office

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We welcome you to our company and wish you a successful career with us.

Thank you.

Regards,

ZANCOT ELECTRONICS



OFFER LETTER

Dear **PRADEEP.S (BCA)**,

ZANCOT ELECTRONICS is delighted to offer you the full-time position of **BUSINESS ANALYST** with an anticipated start date of **[MAY 22nd]**

As the **BUSINESS ANALYST**, your responsibilities include coordinating offshore offices with China and India offices working on Procurement, Quotations, Supply Chain Management ensuring the best customer experience. Point-of-contact in India for the foreign office

You will report directly to the **MANAGER** at **OFFICE**. Working hours are from **[9 hours of day, 6 days a week]**.

Timing will be **[8.00 A.M to 5.00 P.M]** on Monday to Friday.

Every Saturday will be Working Day **[8.00 A.M to 1.00 P.M]**

Training will be 2 Months with a Gross Stipend of **₹5,000 per month**

The starting salary for this position is **₹18,000 Per Month**. Payment is on a monthly basis by direct deposit.

The starting salary for this position in the 2nd Year will be **₹20,000 Per Month**.

Your employment with **ZANCOT ELECTRONICS** will be on an at-will basis, "a notice period of 60 days is required during your employment with the company". The notice period is considered to start from the termination letter received by the manager. This letter is not a contract indicating employment terms or duration.

We welcome you to our company and wish you a successful career with us.

Thank you.

Regards,

ZANCOT ELECTRONICS



OFFER LETTER

Dear Devananth. R (BBA CA),

ZANCOT ELECTRONICS is delighted to offer you the full-time position of **BUSINESS ANALYST** with an anticipated start date of **[MAY 22nd]**

As the **BUSINESS ANALYST**, your responsibilities include coordinating offshore offices with China and India offices working on Procurement, Quotations, Supply Chain Management ensuring the best customer experience. Point-of-contact in India for the foreign office

You will report directly to the **MANAGER** at **OFFICE**. Working hours are from **[9 hours of day, 6 days a week]**.

Timing will be **[8.00 A.M to 5.00 P.M]** on Monday to Friday.

Every Saturday will be Working Day **[8.00 A.M to 1.00 P.M]**

Training will be 2 Months with a Gross Stipend of **₹5,000 per month**

The starting salary for this position is **₹18,000 Per Month**. Payment is on a monthly basis by direct deposit.

The starting salary for this position in the 2nd Year will be **₹20,000 Per Month**.

Your employment with **ZANCOT ELECTRONICS** will be on an at-will basis, "a notice period of 60 days is required during your employment with the company". The notice period is considered to start from the termination letter received by the manager. This letter is not a contract indicating employment terms or duration.

We welcome you to our company and wish you a successful career with us.

Thank you.

Regards,

ZANCOT ELECTRONICS

Re: [External] External Inbox

**Dayavathy Senthilvel (TNQ)** <dayavathy.s@tnq.co.in>

Wed, Feb 8, 11:21 AM

to me, Ramprasad

Dear Ma'am,

Thank you for the invitation.

Please find the attached Job Description for your reference.

We will confirm the dates upon the no of students.

Regards,
Dayavathy S

On Wed, Feb 8, 2023 at 11:15 AM Placement Kasc <placements@kongunaducollege.ac.in> wrote:

Dear madam:

Warm greetings from Kongunadu Arts and Science College. As per our telephonic conversation kindly send us the JD and also the dates available in the drive is 14th to 17th Feb2023.

WARM REGARDS

Dr.J. Vijayalakshmi,

Placement director,

Kongunadu Arts and science college,

Coimbatore-29,

8825547859

Shortlisted candidate Details_Kongunadu College of Science

External

Inbox

**Dayavathy Senthilvel (TNQ)**

to me

Thu, Apr 6, 11:13 AM

Dear Ma'am,

Sorry for the late reply.

Please find the below details as discussed :

SNO	Name	Qualification	Status
1	Shreeja P	Biochemistry	Shortlisted for Trainee - Copyediting
2	Swetha A	Biochemistry	Shortlisted for Trainee - Copyediting
3	Madhusree	Physics	Shortlisted for Trainee - Copyediting
4	Ruseena	Physics	Shortlisted for Trainee - Copyediting
5	Pavithra S	Botany	Shortlisted for Trainee - Copyediting
6	Amala Judy	Physics	Shortlisted for Trainee - Copyediting

Regards,

Dayavathy S

placement drive 2023

External

Info

**Member Service** <aeebeeacademy@yahoo.in>
to me

Mon, Feb 6, 6:47 PM

Dear Madam,

Greetings from AB Academy, We are happy in having our campus drive in your institution for more than 6 academic years and we wish to have our recruitment drive in your campus for this academic year 2022-23. I have shared the J.D details and a short profile of our organization. Please find below a brief profile of our campus placement for your kind review and advice for next steps forward. The sourcing out takes over 2 levels with a pre-placement talk. (i) Group Discussion & (ii) H.R discussion .

Hoping to end up with good numbers.

With Thanks & Regards...

E.T. DHANENDRAN

Director – Operations & Academics

A B ACADEMY- THE ENGLISH COUNCIL- Coimbatore-4.

Ring : 9842629024 | 9894075143

Mail us: aeebeeacademy@yahoo.in

www.abacademy.net



AB ACADEMY THE ENGLISH COUNCIL

(for Advanced English Excellence & Blooming English Environment)

Corp .off: No.30A, 1st floor, Ram Laxmi Nagar, Laxmipuram, Kamarajar road, Peelamedu, Coimbatore-641 004.

Reg. off: 15/1, Laxmi garden, 3rd street, Trichy road, Ondipudhur, Coimbatore-641 015. Mail us: aeebeeacademy@yahoo.in

Date: 06-02-2023

To

The Placement Officer
Kongu Nadu College of Arts and Science
Coimbatore

Dear Mam,

We are a leading company in the field of Language and soft skill training for Schools, Colleges and corporate providing results oriented training for the past 15 years with a Vision to provide excellence in English training to enrich the lives of students in our social environment. We look for graduates to work as **TEAM LEADERS, SOFT SKILLS TRAINERS, ASSOCIATE TRAINERS, TRAINING CO-ORDINATORS and RELATIONSHIP OFFICERS**, to work in our network Schools, Colleges and Corporate all over Tamil Nadu, Pudhuchery & Kerala.

AB Academy's projects are spread all over the districts of Tamil Nadu and Kerala. Accommodation facilities will be provided to the resource candidates willing to work in outstation.

- ❖ Free training will be provided on communication & other skills before appointment.
- ❖ Free accommodation facilities and other allowances.
- ❖ Annual CTC ranges from 1,30,000 to 3,00,000 for the entry level candidates.
- ❖ Eligibility: Any degree (UG / PG / Professional / Engineering).

Regards...

E.T.DHANENDRAN
Director – Operations & Academics
A B ACADEMY- Coimbatore-4
Ring: 9842629024 | 9894075143
www.abacademy.org.in

AB ACADEMY'S®
THE ENGLISH COUNCIL®
(FOR SCHOOLS, COLLEGES & CORPORATES)

Dear Mr /Ms / Mrs. G. VANDHANA Dept B.Sc Zoology

We have pleasure to appoint you as a 'Senior Associate Trainer' in **Grade I** with effective from June-2023. The details of your remuneration are enumerated and mentioned below. Your remuneration will be paid at such time and in such manner as set forth in the policies, rules and regulations of the organization.

This offer letter is please to offer you as a **Senior Associate Trainer (Accent Training)** for the basic gross salary of Rs. 12,000/- with free accommodation* facilities (if ready to work in outstations). After the probationary period, the salary will be revised based on the performance (At the time of appraisal).

You will be initially undergoing a training session before appointment. If the performance is good during training period, possibilities are there for getting hikes in salary and designation to be promoted as a **Trainee Team Leader**. Since the nature of work requires to handle academic information, the training is essential.

Your appointment is subject to work as a faculty for training the students on soft skills such as communication, personality development etc. As a full time employee of our organization you will have work according to the leave policies. This offer letter constitutes the entire understanding between you and the organization.

We value this letter as a symbol of a new relationship enveloped in hope and look forward to your having a long and happy career with us. **Once the exams get over, do report to our nearest branch to know the training details.**

Place: Coimbatore

Date:

For AB Academy- The English Council

Authorized signatory [H.R.]

Signature of the candidate

Ring:
9842629024.
9894075143

Email:
aeebeeacademy@yahoo.in
theenglishcouncil@yahoo.com
www.abacademy.org.in

Address:
No.30, Ramalaxmi nagar, Laxmipuram,
Kamarajar road, Peelamedu (po), Coimbatore-4

① - Interviewed
② - " "
③ - " "

AB ACADEMY'S®
THE ENGLISH COUNCIL®
(FOR SCHOOLS, COLLEGES & CORPORATES)

Dear Mr /Ms / Mrs. P. NIMITHA Dept B. Com

We have pleasure to appoint you as a 'Senior Associate Trainer' in Grade I with effective from June 2023. The details of your remuneration are enumerated and mentioned below. Your remuneration will be paid at such time and in such manner as set forth in the policies, rules and regulations of the organization.

This offer letter is please to offer you as a Senior Associate Trainer (Accent Training) for the basic gross salary of Rs. 11,000/- with free accommodation* facilities (if ready to work in outstations). After the probationary period, the salary will be revised based on the performance (At the time of appraisal).

You will be initially undergoing a training session before appointment. If the performance is good during training period, possibilities are there for getting hikes in salary and designation to be promoted as a Trainee Team Leader. Since the nature of work requires to handle academic information, the training is essential.

Your appointment is subject to work as a faculty for training the students on soft skills such as communication, personality development etc. As a full time employee of our organization you will have work according to the leave policies. This offer letter constitutes the entire understanding between you and the organization.

We value this letter as a symbol of a new relationship enveloped in hope and look forward to your having a long and happy career with us. Once the exams get over, do report to our nearest branch to know the training details.

Place: Coimbatore

Date:

For AB Academy- The English Council

Authorized signatory [H.R.]

Signature of the candidate

Ring:
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9894075143

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aeebeeacademy@yahoo.in
theenglishcouncil@yahoo.com
www.abacademy.org.in

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Kamarajar road, Peelamedu (po), Coimbatore-4

AB ACADEMY'S[®]
THE ENGLISH COUNCIL[®]
(FOR SCHOOLS, COLLEGES & CORPORATES)

Dear Mr /Ms / Mrs. R. DEVANATH Dept BBA-CA

We have pleasure to appoint you as a 'Senior Associate Trainer' in Grade I with effective from June 2023. The details of your remuneration are enumerated and mentioned below. Your remuneration will be paid at such time and in such manner as set forth in the policies, rules and regulations of the organization.

This offer letter is please to offer you as a Senior Associate Trainer (Accent Training) for the basic gross salary of Rs. 15,000/- with free accommodation* facilities (if ready to work in outstations). After the probationary period, the salary will be revised based on the performance (At the time of appraisal).

You will be initially undergoing a training session before appointment. If the performance is good during training period, possibilities are there for getting hikes in salary and designation to be promoted as a Trainee Team Leader. Since the nature of work requires to handle academic information, the training is essential.

Your appointment is subject to work as a faculty for training the students on soft skills such as communication, personality development etc. As a full time employee of our organization you will have work according to the leave policies. This offer letter constitutes the entire understanding between you and the organization.

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Place: Coimbatore
Date:

For AB Academy- The English Council

Authorized signatory [H.R]

Signature of the candidate

Ring:
9842629024.
9894075143

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aeebeeacademy@yahoo.in
theenglishcouncil@yahoo.com
www.abacademy.org.in

Address:
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Kamarajar road, Peelamedu (po), Coimbatore-4

AB ACADEMY'S[®]
THE ENGLISH COUNCIL[®]
(FOR SCHOOLS, COLLEGES & CORPORATES)

Dear Mr /Ms / Mrs. M. PRIYADASHAN Dept BBA . CA

We have pleasure to appoint you as a 'Senior Associate Trainer' in Grade I with effective from June 2003. The details of your remuneration are enumerated and mentioned below. Your remuneration will be paid at such time and in such manner as set forth in the policies, rules and regulations of the organization.

This offer letter is please to offer you as a **Senior Associate Trainer (Accent Training)** for the basic gross salary of Rs. 15,000/- with free accommodation* facilities (if ready to work in outstations). After the probationary period, the salary will be revised based on the performance (At the time of appraisal).

You will be initially undergoing a training session before appointment. If the performance is good during training period, possibilities are there for getting hikes in salary and designation to be promoted as a **Trainee Team Leader**. Since the nature of work requires to handle academic information, the training is essential.

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We value this letter as a symbol of a new relationship enveloped in hope and look forward to your having a long and happy career with us. **Once the exams get over, do report to our nearest branch to know the training details.**

Place: Coimbatore

Date:

For AB Academy- The English Council

Authorized signatory [H.R]

Signature of the candidate

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9842629024.
9894075143

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aeebeeacademy@yahoo.in
theenglishcouncil@yahoo.com
www.abacademy.org.in

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Kamarajar road, Peelamedu (po), Coimbatore-4

AB ACADEMY'S[®]
THE ENGLISH COUNCIL[®]
(FOR SCHOOLS, COLLEGES & CORPORATES)

Dear Mr /Ms / Mrs. B. ARAVIND Dept Bcom-CA

We have pleasure to appoint you as a 'Senior Associate Trainer' in Grade I with effective from June 2023. The details of your remuneration are enumerated and mentioned below. Your remuneration will be paid at such time and in such manner as set forth in the policies, rules and regulations of the organization.

This offer letter is please to offer you as a **Senior Associate Trainer (Accent Training)** for the basic gross salary of Rs. 15,000/- with free accommodation* facilities (if ready to work in outstations). After the probationary period, the salary will be revised based on the performance (At the time of appraisal).

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Your appointment is subject to work as a faculty for training the students on soft skills such as communication, personality development etc. As a full time employee of our organization you will have work according to the leave policies. This offer letter constitutes the entire understanding between you and the organization.

We value this letter as a symbol of a new relationship enveloped in hope and look forward to your having a long and happy career with us. **Once the exams get over, do report to our nearest branch to know the training details.**

Place: Coimbatore

Date:

For AB Academy- The English Council

Authorized signatory [H.R]

Signature of the candidate

Ring:
9842629024
9894075143

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aeebeacademy@yahoo.in
theenglishcouncil@yahoo.com
www.abacademy.org.in

Address:
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AB ACADEMY'S[®]
THE ENGLISH COUNCIL[®]
(FOR SCHOOLS, COLLEGES & CORPORATES)

Dear Mr /Ms / Mrs.

S. PRADEEP

Dept

BCA

We have pleasure to appoint you as a 'Senior Associate Trainer' in Grade I with effective from June 2023. The details of your remuneration are enumerated and mentioned below. Your remuneration will be paid at such time and in such manner as set forth in the policies, rules and regulations of the organization.

This offer letter is please to offer you as a **Senior Associate Trainer (Accent Training)** for the basic gross salary of Rs. 15,000/- with free accommodation* facilities (if ready to work in outstations). After the probationary period, the salary will be revised based on the performance (At the time of appraisal).

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We value this letter as a symbol of a new relationship enveloped in hope and look forward to your having a long and happy career with us. **Once the exams get over, do report to our nearest branch to know the training details.**

Place: Coimbatore

Date:

For AB Academy- The English Council

Authorized signatory [H.R]

Signature of the candidate

Ring:
9842629024.
9894075143

Email:
aeebeeacademy@yahoo.in
theenglishcouncil@yahoo.com
www.abacademy.org.in

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AB ACADEMY'S[®]
THE ENGLISH COUNCIL[®]
(FOR SCHOOLS, COLLEGES & CORPORATES)

Dear Mr/Ms/Mrs. K. RISHIK Dept Bcom-CA

We have pleasure to appoint you as a 'Faculty' in Grade I with effective from June 2023. The details of your remuneration are enumerated and mentioned below. Your remuneration will be paid at such time and in such manner as set forth in the policies, rules and regulations of the organization.

This offer letter is please to offer you as a **Faculty (Soft-Skill Trainer)** for the basic gross salary of Rs. 12,000/- with free accommodation* facilities (if ready to work in outstations). After the probationary period, the salary will be revised based on the performance (At the time of appraisal).

You will be initially undergoing a training session before appointment. If the performance is good during training period, possibilities are there for getting hikes in salary and designation to be promoted as a **Senior Associate Trainer or Junior Team Leader**. Since the nature of work requires to handle academic information, the training is essential.

Your appointment is subject to work as a faculty for training the students on soft skills such as communication, personality development etc. As a full time employee of our organization you will have work according to the leave policies. This offer letter constitutes the entire understanding between you and the organization.

We value this letter as a symbol of a new relationship enveloped in hope and look forward to your having a long and happy career with us. **Once the exams get over, do report to our nearest branch to know the training details.**

Place : Coimbatore

Date :

For AB Academy- The English Council

Authorized signatory [H.R.]

Signature of the Candidate

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AB ACADEMY'S[®] THE ENGLISH COUNCIL[®]

(FOR SCHOOLS, COLLEGES & CORPORATES)

Dear Mr/Ms/Mrs. V. DETHENDRA PAUL Dept Bcm CA

We have pleasure to appoint you as a 'Faculty' in Grade I with effective from June 2023. The details of your remuneration are enumerated and mentioned below. Your remuneration will be paid at such time and in such manner as set forth in the policies, rules and regulations of the organization.

This offer letter is please to offer you as a Faculty (Soft-Skill Trainer) for the basic gross salary of Rs. 13000/- with free accommodation* facilities (if ready to work in outstations). After the probationary period, the salary will be revised based on the performance (At the time of appraisal).

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Place : Coimbatore

Date :

For AB Academy- The English Council

Authorized signatory [H.R]

Signature of the Candidate

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AB ACADEMY'S[®]
THE ENGLISH COUNCIL[®]
(FOR SCHOOLS, COLLEGES & CORPORATES)

Dear Mr/Ms/Mrs. S. RANJITH Dept Bcom-CA

We have pleasure to appoint you as a 'Faculty' in Grade I with effective from June 2023. The details of your remuneration are enumerated and mentioned below. Your remuneration will be paid at such time and in such manner as set forth in the policies, rules and regulations of the organization.

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Place : Coimbatore

Date :

For AB Academy- The English Council

Authorized signatory [H.R]

Signature of the Candidate

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AB ACADEMY'S[®] THE ENGLISH COUNCIL[®]

(FOR SCHOOLS, COLLEGES & CORPORATES)

Dear Mr/Ms/Mrs.

J. JOEL

Dept

BBA-CA

We have pleasure to appoint you as a 'Faculty' in Grade I with effective from June 2023. The details of your remuneration are enumerated and mentioned below. Your remuneration will be paid at such time and in such manner as set forth in the policies, rules and regulations of the organization.

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Place : Coimbatore

Date :

For AB Academy- The English Council


Authorized signatory [H.R]

Signature of the Candidate

Ring:
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AB ACADEMY'S[®] THE ENGLISH COUNCIL[®]

(FOR SCHOOLS, COLLEGES & CORPORATES)

Dear Mr/Ms/Mrs. R. SELVALAKSHMI Dept B. Com

We have pleasure to appoint you as a 'Faculty' in Grade I with effective from June 2023. The details of your remuneration are enumerated and mentioned below. Your remuneration will be paid at such time and in such manner as set forth in the policies, rules and regulations of the organization.

This offer letter is please to offer you as a **Faculty (Soft-Skill Trainer)** for the basic gross salary of Rs. 10,000 /- with free accommodation* facilities (if ready to work in outstations). After the probationary period, the salary will be revised based on the performance (At the time of appraisal).

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Place : Coimbatore

Date:

For AB Academy- The English Council

Authorized signatory [H.R.]

Signature of the Candidate

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www.abacademy.org.in

Address:
No.30, Ramalaxmi nagar, Laxmipuram,
Kamarajar road, Peelamedu (po), Coimbatore-4

WICE - Placement Proposal

External

100%



santhiya sridhar santhiya.sridhar@gmail.com
to me, Francis

Mon, Jan 2, 2:12 PM

Respected Sir/Madam,

Greetings from WICE,

WICE is one of the leading Soft Skills development companies in South India, since 2005. We are established with 150 Faculty working across 25 districts of Tamil Nadu and Pondicherry. Here we have around 50 Vacant Positions to be filled in for the forthcoming academic year. Hence, I request you to do the needful for the further proceedings to have your students on board with us to build a bright and winning career. We will be delighted to offer them a placement, those meeting our requirements with their potentials and innate talents.

We provide a winning career for the youth in today's India. We welcome candidates for the below mentioned vacancies.

Job Position Vacant: Soft Skills Trainer.

Positions Vacant : 50 (Train the students to develop their Soft Skills in English.)

Qualification : Any Degree with English Fluency

Job Location : Ready to work across Tamil Nadu within a radius of 200km from hometown

Other Benefits : Free accommodation and TA and Scholarship for higher Studies.

Salary : Rs.11, 500/- to- Rs. 15,000/- based on their qualification.

Please find the attachment of the Job description below and send a confirmation mail with the details of the other formalities to carry things forward and make things possible. There would be a GD and personal interview for the candidates attending the placement drive.

A few line in confirmation would be appreciated.

Thank you.

Regards,

Ms. Santhiya

Sr. HR Executive

WICE

Contact: 7373/50123

Winners Institute of Communicative English

Company Profile:

Winners Institute of Communicative English (Winners - venue for global English) established in 2005, is a leading English training Institute that strives to bridge the gap between existing skills and global expectations using the universal platform of English. Headquartered in Jayankondam and functioning from Trichy, we bring to people a possibility to understand the intricacies of effective communicative skills, vital to succeed in one's career, using simple and unique training methods that can yield quick and effective results.

We specialize in training for communicative skills for school children and college students, corporate people and also for communication skills oriented programmes like Professional English, Basic English, Spoken English, English For Kids, etc.,

Job Profile:

Designation: Faculty/Team Leader/Coordinator

Responsibilities: To plan, prepare and deliver effective classes in Quantitative Aptitude, Verbal and Soft skills using pre-designed or self-developed course material. To take account of different levels and learning styles of students of the same class and provide an interactive communicative environment conducive to learning.

Qualification:

Any Degree with English Fluency.

Ready to work across Tamil Nadu on a yearly Basis.

Benefits:

- Salary
 - ❖ Rs. 11,500/- for UG candidates (Any Department)
 - ❖ Rs. 12,000/- for UG Candidates (English Literature)
 - ❖ Rs. 13,000/- for PG Candidates (Any Department)
 - ❖ Rs. 13,500/- for PG Candidates (English Literature)
 - ❖ Rs. 14,000/- for B.Ed candidates
 - ❖ Rs. 15,000/- for Minimum two years experience in teaching.
- Free accommodation will be provided
- Annual Increment is eligible for all.
- Attractive incentives and allowances.

For Further Details:

Call or text @ 73737 50123, 7373759123 or

mail: wice.santhiya@gmail.com, winnersinstitute2005@gmail.com



WINNERS INSTITUTE OF COMMUNICATIVE ENGLISH (An ISO 9001-2015 Certified Institution)

Dear Sir/Madam,

Greetings from WICE

We are happy to inform you that the following candidates have been selected in the campus drive organized on Feb 18, 2023 at your esteemed institution.

S.No	Name	Department
1	Aravind	B.Com CA
2	Deepanraj	B.Com
3	Sri Subash	B.Com
4	Sowmiya Devi	B.Com PA
5	Nandha Gopalan	B.Com PA
6	Subhiksha	B.Com PA
7	Priyadharshini	B.Com PA
8	Keerthana	B.Com PA
9	Abinav	B.Com PA
10	Thiyameswaran	B.Com PA
11	Shuba karini	B.Com PA
12	Sowmiya Devi	B.Com PA
13	Felaiya Suson	B.Com PA

Regards,
HR Team,
WICE

WICE, 18/A, A Block, St. Paul's Complex,
Bharathiyar Salai, Cantonment
Trichy - 620001, Tamilnadu

www.wice.org.in
info@wice.org.in

Cell : 7373758123
7373759123

ICE Recruitment Details External

REPLY

**Goan Institute** <gicerecruitment@goan.edu>

Tue, Feb 21, 4:57 PM

to me

Dear Ma'am,

We are attaching the Recruitment Details/Poster and Pre-recruitment Session video link here. Kindly find the attachment.

<https://youtu.be/HcXsrkeMEZA>

Regards

For Goan Institute International Consociation of Education Pvt.Ltd. (GICE)

HR Team

0484-2801994, +91 9207700930

www.giceglobe.org

"Thank you for your Valuable Time"



GOAN INSTITUTE[®] INTERNATIONAL
CONSOCIATION OF EDUCATION Pvt. Ltd. [GICE]

[Educational Establishment for Excellent Education]

Date: 21-02-2023

To,

The Placement officer

Kongunadu Arts and Science College, Coimbatore

Sub: Details of Campus Recruitment

Sir/Ma'am,

GICE would like to conduct the recruitment drive in your esteemed institution.

DETAILS

Designation: Skill Development Faculty [Soft Skill Trainer]

Qualification: Graduation/Post graduation (2023 March/April passing out)

Stream: Arts & Science/Commerce

Desired profile: Enthusiastic persons with excellent communication skills in English with flair for teaching and training.

Nature of Job: Training life skills and soft skills especially English communication and personality development in schools/ colleges.

Type of Job: Full time, Offline. [Monday-Saturday]

Place of appointment: Kerala, Tamil Nadu, Karnataka (Candidates choice)

Date of Interview: February, 2023

Joining date for the job: 1st June, 2023

Monthly Salary Category

Category	Salary Range
First category	20000-25000/ [twenty thousand-twenty-five thousand]
Second category	18000-19500/ [fifteen thousand-nineteen thousand five hundred]

Note: Candidate will be categorized as per the interview performance.

Interview Process

- Placement officer can circulate the above-mentioned Details/Poster, Google form link (<https://forms.gle/tfE5xG8yDzoGkyBs8>) and Pre-recruitment explanatory session video link (<https://youtu.be/HcXsrkcME2A>) and provide us the candidates list.
- Recruitment & Short-listing Session. Offline

Training Details

- ❖ **First Phase** – March to April, 2023 [Online/Offline, Part-time]
- ❖ **Second Phase** – May, 2023 [Offline, Full-time]

Advantages of getting selected and being a GICE Faculty.

-The selected students will acquire the training based on 'Soft Skills & Life Skills'.

-The training will help the students to improve their personality, teaching skill and communication skills, self-confidence etc.

For this we solicit your undivided cooperation by way of allowing us to conduct a placement campaign in your campus.

Goan Institute International Consociation of Education Pvt. Ltd. [GICE]

HR Department

0484-2801994

+91 9207700930

www.gicenglishgroup.com,

E-mail: gicerecruitment@gmail.com



GOAN INSTITUTE[®] INTERNATIONAL

CONSOCIATION OF EDUCATION Pvt. Ltd. [GICE]

[Educational Establishment for Excellent Education]

Date: 28-02-2023

To,

The Placement Officer

College: Kongunadu Arts and Science College, Coimbatore.

Dear Ma'am,

We express our gratitude for providing us an opportunity to conduct the Offline Recruitment in your esteemed organization.

As per the recruitment conducted, the below mentioned candidates have been shortlisted for the post of 'Skill Development Faculty' to GICE.

Kindly publish name of the shortlisted candidates and provide us the students' list who are proceeding further as soon as possible so that we share the details of training session.

Sl.No.	Shortlisted Candidates	Monthly Salary
1	M.Pooja	Rs 18000/-
2	Deeksha Sundaran	Rs 20000/-
3	Swathi Lakshmi D.R.	Rs 18000/-

Regards

For Goan Institute International Consociation of Education [GICE]

HR Department 0484-2801994, +91 9207700930

Email: gicerecruitment@gmail.com, www.gicenglisghgroup.com

Greeting form Fusion Microfinance Limited !!! External

Inbox

B

Balasubramanian M FMPL balasubramanian.m@fusionmicrofinance.in
to me, arakidoss, Dranaga, Sivaprasad, Aravind, prajayashankar, zeta

Mon, Feb 27, 10:28 AM

Dear Sir/Mam,

Greetings of the day!!!

As I discussed over the phone regarding Campus drive conduct on our college campus. We have 103+ Branches in Tamil Nadu 19 states and 1031 branches in Pan india.

About us our Company :

Our clients comprise mainly women living in rural and semi-urban areas. Our focus is reaching out to unbanked and providing financial services to women entrepreneurs belonging to the economically and socially deprived section of the society. Our responsibilities are not restricted merely to financial support but also to acquaint the clients to manage their financials by disseminating Financial Literacy to them. Fusion believes in robust business practices, transparent policies expressed in our Customer Centric efforts towards our Clientele. Fusion aspires to create value and balanced growth for all its stakeholders while keeping clients at the centre.

Fusion as an organization was set-up in 2010 & is a registered NBFC –MFI which operates in a Joint Liability Group lending model of Grameen.

Kindly confirm to me, when we plan and conduct the interview drive in our college campus, based on your confirmation, we will plan and conduct the Interview drive accordingly.

Kindly find the RO/SRO JD :

1. Basically, It's a field job. It is necessary for them to go to the villages and form groups and give loans.
2. It is required that they have a two-wheeler
3. They should possess a valid driving license
4. Applicants should be prepared to work anywhere in Tamilnadu.
5. Accommodations will be provided by us.
6. Female candidates will be placed locally, while male candidates will not be placed locally.

Thanks & Regards,

M Balasubramanian - Assistant Manager Human Resource**Fusion Microfinance Limited****Contact Number - 9599104301.**

 **Fusion**
Microfinance
www.fusionmicrofinance.com
CIN: U65100DL1994PTC061237

[Type here]

Job Description of Relationship Officer			
Job Role	Business Operations	Designation	Relationship Officer
Department	Business operations	Location	Coimbatore
Organizational Relationships			
Position reporting to	Branch Manager		
No. of Direct Reports	Individual Contributor		
Job Purpose			
Role Involved acquisition of new client and servicing the existing client, Disbursement of loan and collection of installment from client.			
Key Responsibilities			
Managerial Responsibilities – <i>Applicable for Team Handling roles.</i>	NA		
	NA		
Functional Responsibilities	• Identification of prospective women members/ house hold in the operational area • Group formation. • Conduct Group formation and CGT for the group • Organize Group recognition test • Creating and maintaining strict center Credit Discipline. • Setting a good example for our clients by coming to monthly Center Meeting on time, and conducting the meeting according to the procedures laid down in the operations manual • To create customer awareness among themselves		
Job Requirements			
Qualifications	12 th Pass & Graduate		
Experience	Fresher/ Experience in MFI		
Functional Competencies	Strong attention to detail and a mind for numbers		
	Customer servicing skills		
Behavioral Competencies	Go Getter		
	Adaptability		
	Negotiation skills		
Key Interactions			
Internal		Nature or purpose of interaction	
Support Staff		Day to Day operation work	
External			
Client		Disbursement of loan and collection of monthly installment.	

5/5/23, 2:16 PM

Greeting from Fusion Microfinance Limited !!! - placements@kongunaducollege.ac.in - Kongunadu Arts and Science College Mail

Balasubramanian M FMPL

Mon. Apr 10, 2:21 PM

to arokiadoss, pooja.mehta, Sivaprasad. AM. m

Dear Sir/Mam,

Thanks for giving this wonderful opportunity to conduct the campus drive at your college campus, ***We are glad to announce those who have been shortlisted at our company FUSION MICROFINANCE LIMITED.***

I have enclosed the shortlisted students Name lists for your reference.

Thanks & Regards,

M Balasubramanian - Assistant Manager Human Resource

Fusion Microfinance Limited

Contact Number - 9599104301.



www.fusionmicrofinance.com

CIN: U65100DL1994PTC061287

Sr.No	Name	Contact No	Department	Shortlisted	Designation
1	Mohammed kaja Najumudeen	9159045941	Bio Tech	Shortlisted	RO/Cashier
2	Jansirani.S	9626468770	B.Com PA	Shortlisted	RO/Cashier
3	Sowmiya devi N	9342641538	B.Com PA	Shortlisted	Cashier
4	Nisha M.B	6382788128	B.Com PA	Shortlisted	Cashier
5	Kanchana	6383120947	B.Com PA	Shortlisted	RO/Cashier
6	Dhanusree Balasubramaniam	9952754114	B.Com B&I	Shortlisted	Cashier
7	Shanju vikashini	9500940316	B.Com PA	Shortlisted	Cashier
8	Felciya suson	9940871420	B.Com PA	Shortlisted	Cashier
9	Sridhar	8610686922	B.Com B&I	Shortlisted	RO/Cashier
10	Soundharya K	9952294667	B.Com B&I	Shortlisted	RO/Cashier
11	Ranjitha B	6382764741	B.Com B&I	Shortlisted	RO/Cashier
12	Saritha	8056389030	B.Com B&I	Shortlisted	RO/Cashier

Campus Interview External



Rajesh HR hr@rhapsodymusic.in
to me

Mon, Feb 27, 11:06 AM

Dear Sir / Madam

We, Rhapsody are pleased to inform you that our company is offering placements for efficient women graduates from your college. We offer different positions for freshers based on their skills. Our mission is to secure capable graduates and train them to exceed their limits. We are looking for women graduates who passed out in 2023 as well as 2022 also.

Kindly go through our website www.rhapsodyworld.org to know more about us.

I attached the job description for your reference. You can reach me at 8056180161.

Have a nice day.

Regards

Rajesh R

Senior Manager - HR

Rhapsody



5/5/23, 2:51 PM

(no subject) - placements@kongunaducollege.ac.in - Kongunadu Arts and Science College Mail

Rajesh HR

Apr 17, 2023, 12:55 PM

to me

Dear Madam

As we talked about, we have shortlisted the candidates for training from the campus interview,

1. Jhansi Rani (Bcom)
2. Keerthana V (Bcom)

Regards

Rajesh R



Borewell Submersibles
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AQUA GROUP

AQUASUB ENGINEERING



Agricultural Monoblocks
Open-well Submersibles
Pressure Boosting Systems

To;

18.03.2023

Jeeva Rathinam.P

B.Sc.Physics

Kongunadu Arts And Science

Ph: 9585973598

Dear Sir ;

Sub : offer letter – Reg.

We refer to your application for undergoing training in our company. We are pleased to offer training to you as per the terms of training program of our company. The training is with stipend and we have hostel facilities. your date of joining will be informed to your latter. You have to bring your original certificates Provisional certificates or Degree certificates while joining.

Thanking you,

For Aquasub Engineering

T.Narendran

Vice president (Finance & Admin)

Contact person : Ganeshkumar. K

Mobile : 8220042973.



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Single Phase Jet Pumps



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Pressure Boosting Systems

To;

18.03.2023

Udhaya Bharathi.N

B.Sc Chemistry

Kongunadu Arts And Science

Ph: 9843510200

Dear Sir ;

Sub : offer letter – Reg.

We refer to your application for undergoing training in our company. We are pleased to offer training to you as per the terms of training program of our company. The training is with stipend and we have hostel facilities. your date of joining will be informed to your latter. You have to bring your original certificates Provisional certificates or Degree certificates while joining.

Thanking you,

For Aquasub Engineering

T.Narendran

Vice president (Finance & Admin)

Contact person : Ganeshkumar. K

Mobile : 8220042973.

Tudiyalur Post, Coimbatore - 641 034, India • Tel : +91 (0) 422 - 2642484

E-mail : aquagrouptn@gmail.com • Website : www.aquagroup.in • GST IN / UIN : 33AADFA8028P1Z9



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Pressure Boosting Systems

To;

18.03.2023

Praveen.D

B.Sc Chemistry

Kongunadu Arts And Science

Ph: 8681998529

Dear Sir ;

Sub : offer letter – Reg.

We refer to your application for undergoing training in our company. We are pleased to offer training to you as per the terms of training program of our company. The training is with stipend and we have hostel facilities. your date of joining will be informed to your latter. You have to bring your original certificates Provisional certificates or Degree certificates while joining.

Thanking you,

For Aquasub Engineering

T.Narendran

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Contact person : Ganeshkumar. K

Mobile : 8220042973.



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To;

18.03.2023

Harl Haran.M

B.Sc Chemistry

Kongunadu Arts And Science

Ph: 9384207273

Dear Sir ;

Sub : offer letter – Reg.

We refer to your application for undergoing training in our company. We are pleased to offer training to you as per the terms of training program of our company. The training is with stipend and we have hostel facilities. your date of joining will be informed to your latter. You have to bring your original certificates Provisional certificates or Degree certificates while joining.

Thanking you,

For Aquasub Engineering

T.Narendran

Vice president (Finance & Admin)

Contact person : Ganeshkumar. K

Mobile : 8220042973.

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To;

18.03.2023

Anandu G Krishna

B.Sc Chemistry

Kongunadu Arts And Science

Ph: 9496665734

Dear Sir ;

Sub : offer letter – Reg.

We refer to your application for undergoing training in our company. We are pleased to offer training to you as per the terms of training program of our company. The training is with stipend and we have hostel facilities. your date of joining will be informed to your latter. You have to bring your original certificates Provisional certificates or Degree certificates while joining.

Thanking you,

For Aquasub Engineering

T.Narendran

Vice president (Finance & Admin)

Contact person : Ganeshkumar. K

Mobile : 8220042973.

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To;

18.03.2023

Balaji.M

B.Sc Maths

Kongunadu Arts And Science

Ph: 9566438420

Dear Sir ;

Sub : offer letter – Reg.

We refer to your application for undergoing training in our company. We are pleased to offer training to you as per the terms of training program of our company. The training is with stipend and we have hostel facilities. your date of joining will be informed to your latter. You have to bring your original certificates Provisional certificates or Degree certificates while joining.

Thanking you,

For Aquasub Engineering

T.Narendran

Vice president (Finance & Admin)

Contact person : Ganeshkumar. K

Mobile : 8220042973.

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To;

18.03.2023

Mithilesh.A

M.Sc Chemistry

Kongunadu Arts And Science

Ph: 6383420220

Dear Sir ;

Sub : offer letter – Reg.

We refer to your application for undergoing training in our company. We are pleased to offer training to you as per the terms of training program of our company. The training is with stipend and we have hostel facilities. your date of joining will be informed to your latter. You have to bring your original certificates Provisional certificates or Degree certificates while joining.

Thanking you,

For Aquasub Engineering


T.Narendran

Vice president (Finance & Admin)

Contact person : Ganeshkumar. K

Mobile : 8220042973.



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To;

18.03.2023

Darshana

M.Sc Chemistry

Kongunadu Arts And Science

Ph: 8301960034

Dear Sir ;

Sub : offer letter – Reg.

We refer to your application for undergoing training in our company. We are pleased to offer training to you as per the terms of training program of our company. The training is with stipend and we have hostel facilities. your date of joining will be informed to your latter. You have to bring your original certificates Provisional certificates or Degree certificates while joining.

Thanking you,

For Aquasub Engineering

T.Narendran

Vice president (Finance & Admin)

Contact person : Ganeshkumar. K

Mobile : 8220042973.



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To;

18.03.2023

Rinesh.R

M.Sc Chemistry

Kongunadu Arts And Science

Ph: 9262096075

Dear Sir ;

Sub : offer letter – Reg.

We refer to your application for undergoing training in our company. We are pleased to offer training to you as per the terms of training program of our company. The training is with stipend and we have hostel facilities. your date of joining will be informed to your latter. You have to bring your original certificates Provisional certificates or Degree certificates while joining.

Thanking you,

For Aquasub Engineering

T.Narendran

Vice president (Finance & Admin)

Contact person : Ganeshkumar. K

Mobile : 8220042973.

Tudiyalur Post, Coimbatore - 641 034, India • Tel : +91 (0) 422 - 2642484

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To;

18.03.2023

Gowtham.T

M.Sc Chemistry

Kongunadu Arts And Science

Ph: 7826066724

Dear Sir ;

Sub : offer letter – Reg.

We refer to your application for undergoing training in our company. We are pleased to offer training to you as per the terms of training program of our company. The training is with stipend and we have hostel facilities. your date of joining will be informed to your latter. You have to bring your original certificates Provisional certificates or Degree certificates while joining.

Thanking you,

For Aquasub Engineering

T.Narendran

Vice president (Finance & Admin)

Contact person : Ganeshkumar. K

Mobile : 8220042973.

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To;

18.03.2023

Abhishek Anand

M.Sc Chemistry

Kongunadu Arts And Science

Ph: 8078282903

Dear Sir ;

Sub : offer letter – Reg.

We refer to your application for undergoing training in our company. We are pleased to offer training to you as per the terms of training program of our company. The training is with stipend and we have hostel facilities. your date of joining will be informed to your latter. You have to bring your original certificates Provisional certificates or Degree certificates while joining.

Thanking you,

For Aquasub Engineering

T.Narendran

Vice president (Finance & Admin)

Contact person : Ganeshkumar. K

Mobile : 8220042973.



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To;

18.03.2023

Gokul.R

M.Sc Chemistry

Kongunadu Arts And Science

Ph: 9047843511

Dear Sir ;

Sub : offer letter – Reg.

We refer to your application for undergoing training in our company. We are pleased to offer training to you as per the terms of training program of our company. The training is with stipend and we have hostel facilities. your date of joining will be informed to your latter. You have to bring your original certificates Provisional certificates or Degree certificates while joining.

Thanking you,

For Aquasub Engineering

T.Narendran

Vice president (Finance & Admin)

Contact person : Ganeshkumar. K

Mobile : 8220042973.

Tudiyalur Post, Coimbatore - 641 034, India ● Tel : +91 (0) 422 - 2642484

E-mail : aquagrouptn@gmail.com ● Website : www.aquagroup.in ● GST IN / UIN : 33AADFA8028P1Z9



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To;

18.03.2023

Prtakash.T

M.Sc Chemistry

Kongunadu Arts And Science

Ph: 9003821118

Dear Sir ;

Sub : offer letter – Reg.

We refer to your application for undergoing training in our company. We are pleased to offer training to you as per the terms of training program of our company. The training is with stipend and we have hostel facilities. your date of joining will be informed to your latter. You have to bring your original certificates Provisional certificates or Degree certificates while joining.

Thanking you,

For Aquasub Engineering

T.Narendran

Vice president (Finance & Admin)

Contact person : Ganeshkumar. K

Mobile : 8220042973.



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To;

18.03.2023

Keerthan.P

M.Sc Chemistry

Kongunadu Arts And Science

Ph: 6383855353

Dear Sir ;

Sub : offer letter – Reg.

We refer to your application for undergoing training in our company. We are pleased to offer training to you as per the terms of training program of our company. The training is with stipend and we have hostel facilities. your date of joining will be informed to your latter. You have to bring your original certificates Provisional certificates or Degree certificates while joining.

Thanking you,

For Aquasub Engineering

T.Narendran

Vice president (Finance & Admin)

Contact person : Ganeshkumar. K

Mobile : 8220042973.



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To;

18.03.2023

Oviya Darshni.A

M.Sc Chemistry

Kongunadu Arts And Science

Ph: 679720544

Dear Sir ;

Sub : offer letter – Reg.

We refer to your application for undergoing training in our company. We are pleased to offer training to you as per the terms of training program of our company. The training is with stipend and we have hostel facilities. your date of joining will be informed to your latter. You have to bring your original certificates Provisional certificates or Degree certificates while joining.

Thanking you,

For Aquasub Engineering

T.Narendran

Vice president (Finance & Admin)

Contact person : Ganeshkumar. K

Mobile : 8220042973.

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E-mail : aquagrouptn@gmail.com • Website : www.aquagroup.in • GST IN / UIN : 33AADFA8028P1Z9



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To;

18.03.2023

Ameya.S

M.Sc Chemistry

Kongunadu Arts And Science

Ph: 9072962709

Dear Sir ;

Sub : offer letter – Reg.

We refer to your application for undergoing training in our company. We are pleased to offer training to you as per the terms of training program of our company. The training is with stipend and we have hostel facilities. your date of joining will be informed to your latter. You have to bring your original certificates Provisional certificates or Degree certificates while joining.

Thanking you,

For Aquasub Engineering

T.Narendran

Vice president (Finance & Admin)

Contact person : Ganeshkumar. K

Mobile : 8220042973.



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Pressure Boosting Systems

To;

18.03.2023

Bharathykasa.R

M.Sc Chemistry

Kongunadu Arts And Science

Ph: 8056973059

Dear Sir ;

Sub : offer letter – Reg.

We refer to your application for undergoing training in our company. We are pleased to offer training to you as per the terms of training program of our company. The training is with stipend and we have hostel facilities. your date of joining will be informed to your latter. You have to bring your original certificates Provisional certificates or Degree certificates while joining.

Thanking you,

For Aquasub Engineering

T.Narendran

Vice president (Finance & Admin)

Contact person : Ganeshkumar. K

Mobile : 8220042973.



Borewell Submersibles
Single Phase Domestic Pumps
Single Phase Jet Pumps



AQUASUB ENGINEERING



Agricultural Monoblocks
Open-well Submersibles
Pressure Boosting Systems

To;

18.03.2023

Vahini.M

M.Sc Chemistry

Kongunadu Arts And Science

Ph: 9344540693

Dear Sir ;

Sub : offer letter – Reg.

We refer to your application for undergoing training in our company. We are pleased to offer training to you as per the terms of training program of our company. The training is with stipend and we have hostel facilities. your date of joining will be informed to your latter. You have to bring your original certificates Provisional certificates or Degree certificates while joining.

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