Statestreet HCL Services (India) Private Limited

CIN: U72900DL2012FTC229698

Worksite Chernal

ETA Technopark - Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalfuram Road,
Navatur Village and Panchayat, Thiruporur Panchayat Union,
Chengalpet Taluk, Kancheepuram Dist.
Chennal - 603 103, India

Workelte Colmbetore : Module I-3, 2nd Floor, Tidel Park Colmbetore Limited (TPCL),

Civil Aerodrome Post, Colmbatore 641 014, India. Worksite Pune 1

: Commerzone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

: 806, Skidtherth, 96, Nehru Place, New Delhi - 110 019, India. Registered Office

Date: June 15, 2016

Private & Confidential

Priyanka R

61,Sunderasar Trichy road, Coimbatore, Tamil Nadu, India - 641018

Layout

Document ID - 50e15544-9c40-4af5-b98c-80ee1a1e403a

Dear Priyanka,

- With reference to your application and subsequent interview, we are pleased to make you an offer -cum - appointment with Statestreet HCL Services (India) Limited as Analyst. You are required to report on June 20, 2016 at 10:30 AM, at the address: Statestreet HCL Services (India) Limited, Coimbatore-TPCL-Floor-2 Modules1,2,3,4,6
- Your annual compensation would be Rs. 164600 per annum as per Salary Structure.pdf. However, the structure and components of your Compensation plan may be changed from time to time in line with the Compensation Policy and practices of the Company. In addition to your CTC, you would be eligible for a process allowance as mentioned in salary structure.pdf based on the process you are aligned to. Process Allowance will be shown as an annual component in the CTC annexure but the same shall be payable to you on a monthly basis. Process Allowance is payable from the Date of production. In the event of process change, Process Allowance will change accordingly and a new compensation letter to this effect will be issued to you thereafter for your records/reference
- Please note that this offer is valid till 7 days subjected to your offer letter acceptance.
- Your offer is subject to you being medically fit at the time of joining the Company. For your pre-employment medical check-up, you are required to contact a registered medical practitioner and obtain a Medical Fitness Certificate which needs to be submitted at the time of joining. If you are found medically

Signature of the employee HCL

Statestreet HCL Services (India) Private Limited

CIN: U72900DL2012FTC229898

Workelte Chernel : ETA Technoperk - Special Economic Zone, Upper Ground Floor

of Blocks 3, No.33, Old Mahaballpuraen Road, Neveter Vitige and Penchayat, Thinspone Penchayat Union, Chengatpet Tahir, Kanchespuren Dist. Chennal — 603 103, India

Worksfie Colmbatore : Module 5-3, 2nd Floor, Tidal Park Colmbatore Limited (TPCL), Civil Aerodrome Post, Colmbelore 641 014, India.

Worksite Pone 1

: Commerzone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Samral Ashoka Path,

Opposite to Airport Road, Verwada, Pune - 411 006, India. Registered Office : 608, Skidherth, 95, Nehru Place, New Delhi -- 110 019, India.

period of time after completion of the said training, so as to enable the Company to get the benefit of the amount spend by it. It is the practice of the Company to execute a training and/or Service agreement at the commencement of training in which the rights and liabilities of the respective parties are set out. You will be required to compensate the company for the amounts spend by it on the training in the event of your committing breach of your obligations under the training cum - service agreement. You may also be required to furnish at least one surety to guarantee due compliance with the terms of the training and/or service agreement as per the policy. Subject to above, during your employment with the company, you may also be required to execute agreement(s) in the nature of NDA (Non-disclosure agreement) or any other agreement/undertaking/affidavit due to client/process/business requirements.

- During your employment with the company, you will be governed by the policies, service rules and regulations of the company being in force or introduced/amended later. In this regard, a confidentiality undertaking at the time of joining and/or any other agreement that may be required from time to time will be required to be executed by you.
- You shall not divulge, communicate or pass on any information, secrets directly or indirectly which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. At all times you shall maintain absolute integrity. You shall not communicate, in any manner, any information regarding your remuneration / terms of employment to any other employee of the company except your immediate superior and/or concerned person(s) of HR Department. Indulgence in such activities or any violation of this norm shall lead to termination of your employment immediately.
- You would be initially posted at Coimbatore, where you are requested to report to Human Resources Group on joining. Upon joining, you will be required to sign a standard undertaking on your obligations to conform to organizational discipline, policies and norms.
- During your employment with the company, you will not take up employment elsewhere either part time or otherwise. Besides you will not engage in any commercial activity. In case of defiance of this provision, Company shall have all rights to take appropriate disciplinary action against you, in its sole discretion.

Signature of the employee HCL

Statestreet HCL Services (India) Private Limited

CIN: U72900DL2012FTC229698

: ETA Technopark —Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahaballpuram Road, Navatur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennal —603 103, India

Worksite Colmbatore: Module I-3, 2nd Floor, Tidel Park Colmbatore Limited (TPCL),

Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1

Commerzone, Unit 401, 4th Floor in Bulkding 7, Survey No. 144 & 145, Sarrrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Delhi -- 110 019, India.

unfit, this offer will stand withdrawn forthwith. Decision of the company, in that regard will be final & binding.

- All our operations function 24x7, 365 days in a calendar year. Your working hours, number of working days in a week, weekly - off will depend upon the process requirements. Your working hours will be as advised to you by your superiors from time to time but shall not exceed 48 hours in a week. It is expressly agreed that if you fail to perform the work according to the scheduled working hours or you resort to stoppage of work, whether alone, or with others, you will be entitled to receive salary only in proportion to the working hours during which you actually performed work.
- In accordance with the authorization on your application, your appointment is subject to your clearance of Background Verification/Reference Check/any other test specified by the client and genuiness of documents or information provided by you to the Company. You are being provisionally offered on the presumption that you have no criminal background as per law of the land and the particulars furnished by you in your Application and/or Bio-data are correct. We will also be contacting your referrals. Please note that this offer is subject to satisfactory references being obtained.
- In case the aforesaid particulars are found to be incorrect or it is found that you have concealed or withheld some other relevant facts, your offer/employment with the Company shall stand terminated/cancelled forthwith, without any notice.
- Your growth in terms of role, compensation etc., in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 12 months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and affected from the first day of the subsequent quarter thereafter. Probation period & Performance Appraisal / Compensation Review shall be deemed to be changed with the change in position / process / function.
- Your services during the period of probation shall be liable to be terminated giving one month notice or one month basic salary in lieu thereof without assigning any reason thereof. Likewise you will also be competent to terminate your contract of employment by giving one month notice. The waiver of the notice period fully or partially or acceptance of such basic salary is at the Company's sole discretion.

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Statestreet HCL Services (India) Private Limited

CIN: U729000L2012FTC229698

Worksite Pune 1

Worksite Chennal : ETA Technoperk - Special Economic Zona, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipuram Road,

Navalir Village and Panchayat, Thiruporur Panchayat Union, Changalpet Taluk, Kanchespuram Diet. Chemal – 603 103, India

Worksite Colmbetore : Mockele K3, 2nd Floor, Tidel Park Colmbetore Limited (TPCL).

Chil Aerodrome Post, Coimbatore 541 014, India

: Commercione, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Samret Ashoka Path,

Opposite to Airport Road, Verwada, Pune -411 006, India.

Registered Office : 806, Skitcharth, 96, Nahru Place, New Delhi - 110 019, India.

The company shall be entitled to accept your prospective resignation with effect from a date earlier than the one offered by you and thus relieve you at any time during your notice period as the notice is for the benefit of the management and balance notice period can be waived at any time by the management. In such an event, however, you shall be paid basic salary for the remaining period of your notice. In case the management at your request accepts a shorter period of notice, you shall be entitled to receive your salary only for the actual number of days worked.

- You will be required to declare at the time of joining any direct relatives who may be working with HCL or any of its subsidiary, group, and affiliate companies, direct or indirect competitors. During your employment with Statestreet HCL Services (India) Limited, if any of your direct relatives are offered by HCL or any of its subsidiary, group, affiliate companies, you would be required to voluntarily declare the same as and when an offer of employment is made to them. Direct relatives herein include parents, spouse, brother/s, sister/s and children of the Statestreet HCL Services (India) Limited employee.
- On joining you will be imparted with necessary training. You are expected to meet with all the requirements in the training. In the event, you are unable to meet with the expectations; we would be constrained to terminate your services. During the training period working schedule shall be of any six days a week.
- You are required to qualify the National Institute of Securities Markets ('NISM') Series VII - 'Securities Operations and Risk Management' Module within 3 months of joining the Company.
- Statestreet HCL Services (India) Limited will pay the first time examination fees for the NISM certification. In the event of not clearing the examination, you are expected to reappear for the examination by paying examination fees from your end and clear the examination within the stipulated time of 3 months from date of joining the Company. In the event of failing to clear the NISM examination within the stipulated 3 months of time will result in termination of your employment,
- All Employees are entitled to avail the Company Transport within the defined limits and subject to company's policy in that regard. "Flexi Allowance" is payable

HCL

Statestreet HCL Services (India) Private Limited

CIN: U72900DL2012FTC229698

Worksite Chennal : ETA Technopark —Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahaballpuram Road,

Navatur Village and Panchayet, Thiruporur Panchayet Union, Chengalpet Taluk, Kancheepuram Dist.

Chennal - 603 103, India

Worksite Colmbatore : Module F3, 2nd Floor, Tidel Park Colmbatore Limited (TPCL),

Civil Aerodrome Post, Coimbatore 641 014, India.

: Commerzone, Unit 401, 4th Floor in Building 7, Worksite Pune 1

Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune - 411 008, India.

Registered Office : 806, Siddharth, 96, Nehru Place, New Dethi - 110 019, India. subject to non-availing of Company Benefits (Please refer policy on flexi benefit

for further clarifications)

- During your employment if the company identifies any negative instances/ irregularities relating to your previous employment, your employment will be terminated with immediate effect.
- You and your family (spouse, dependent children, dependent parents) will be covered under comprehensive Medical Insurance scheme/ESI as per policy
- Your resignation shall become effective as soon as the management accepts it. The management shall be competent to withhold its acceptance in respect of your resignation in case dues are recoverable from you or if you are under suspension and/or disciplinary proceedings are pending or contemplated against you or for any other similar reasons. After having opted to resign and given the intimation to this effect, you shall be debarred from withdrawing your resignation except with the written permission of the management.
- Subject to other terms of the instant letter, company reserves the right to terminate your services without any cause assigned to the termination. In such a case, the company at its discretion would consider to pay the terminated employee one-month basic salary only.
- During your employment with the Company, you will be liable to be transferred to any of the offices/ departments /manufacturing units of the Company or of associate companies/ group companies, client location, whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment at the sole discretion of the management. Provided that if you are deputed to any associate/ subsidiary/ group company outside India by the Company, you shall be treated as having bound yourself to serve the Company for the deputation period, and for the stipulated period thereafter, if any, and the same shall be treated as the contract period vis-à-vis this contract of service.
- You may be required to attend specialized training, either in India, or abroad, and it is expected that you will be ready and willing to undertake such training, as the same is necessary to enable you to effectively discharge your duties with the Company. The training period would be any six days of a week. The Company shall be spending considerable amount of money on the said training, and it is expected that you shall work for the Company for a certain minimum stipulated

HCL

Statestreet HCL Services (India) Private Limited

CIN: U72900DL2012FTC229698

Worksite Chennel

: ETA Technopark -- Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahaballpuram Road,

Navatur Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Taluk, Kancheepuram Dist. Chennal – 603 103, India

Worksite Colmbatore: Module 1-3, 2nd Floor, Tidel Park Colmbatore Limited (TPCL), Civil Aerodrome Post, Coimbalore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Verwada, Pune - 411 008, India.

Registered Office : 808, Siddherth, 96, Nehru Place, New Delhi - 110 019, India.

- In case you absent yourself from duty for 7 days or more or extend leave at your own and without consent of management beyond originally granted leave, you shall be deemed to have left and relinquished your service. Such automatic relinquishment of the contract of employment shall be deemed as repudiation of the contract of employment by you and not as a termination of the service by the company. In such case the Company will initiate necessary action as per its policy, in that regard.
- You will be retired from service on attaining superannuation age of 55 years or earlier in case you are found physically and/or mentally unfit to work any longer or for continued ill-health as certified by the medical officer nominated by the Company.
 - o You are requested to submit 10 passport size photographs and the attested copies of the following documents, at the time of joining:
 - School leaving certificate / birth certificate
 - Educational qualification certificate (from 10th std. onwards) along with mark sheets
 - Passport (The first 4 and the last 4 pages)
 - Relieving letter or duly accepted resignation letter from your present and previous employers
 - Salary certificate from your present and previous employers
- Please ensure to accept the Online offer Letter once you have gone through all the clauses. Your acceptance to the Letter is mandatory before you report to joining.

Please note that no commitments other than what is mentioned in this letter & its annexure(s) will be applicable to you or entertained by us.

You are advised to go through the contents of this offer letter and the annexure(s) before signing the duplicate copy.

With best wishes and looking forward to a mutually fruitful association.

Yours sincerely,

For Statestreet HCL Services

Signature of the employee

HCL

Statestreet HCL Services (India) Private Limited

CIN: U72900DL2012FTC229698

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ETA Technopark—Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahahal puram Road, Navalur Village and Panchayet, Thinsporur Panchayet Union, Chengalpet Talut, Kancheepuram Dist. Chernal — 603 103, India.

Workalle Colmbatore — Modula I-3, 2nd Floor, Tidel Park Colmbatore Limited (TPCL), Civil Aerodrome Pust, Colmbatore 641 014, India.

Workalle Pune 1 — Commercione, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Samrat Anhale Puth, Opposite to Altroof Read, Versenda, Pune — 411 008, India.

Registered Office — 609, Sixtherin, 96, Nehru Placa, New Delhi — 110 019, India.

ANAND RAJAGANESAN SENIOR VICE PRESIDENT - HR

Statestreet HCL Services (India) Private Limited

CIN: U72900DL2012FTC229698

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Neveker Village and Panchayat, Thinspozer Panchayat Union, Changalpel Taluk, Kancheepuram Dist.

Chemial - 803 103, India

Module I-3, 2nd Floor, Tidel Park Colminatore Limited (TPCL). Wortsite Colmbition

Civil Aerodrome Post, Colmbatore 841 014, India

Commercione, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Sanwat Ashoka Peth, Opposite to Airport Road, Verwada, Pume — 411 008, India. 808, Siddharth, 96, Nebru Place, New Delhi - 110 019, India. Registered Office

DECLARATION

I, Priyanka R, hereby declare that I have completely understood the contents of the instant Letter and I agree to abide by the below mentioned clauses:

- 1. Flexible to work in any shifts, process, Centre and location.
- 2. All the required documents to be submitted on the date of joining.
- 3. Salary will be subject to revision in case of non-submission of the required experience certificates.
 - Unsatisfactory responses from the previous employment references may lead to reduction in salary or/and termination of employment with us.
- 4. Non-disclosure of prior experience with HCL will lead to termination of employment.

In case, the aforesaid particulars are found to be incorrect or it is found that I have withheld some relevant facts, HCL Technologies Ltd. -Business Services has the right to withdraw the instant Letter of Offer and/or terminate my employment with immediate effect.



Statestreet HCL Services (India) Private Limited

CIN : U72800DL2012FTC229698

ETA Technopark —Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahaballpuram Road, Workshie Chennal

Navatar Village and Panchayat, Thiruporur Panchayat Union, Chengalpet Tatuk, Kancheepuram Dist. Chennal – 603 103, India

Worksite Colmbatore : Module I-3, 2nd Floor, Tidel Park Colmbatore Limited (TPCL),

Civil Aerodrome Post, Colmbatore 641 014, India Worksite Pune 1

Commerzone, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Samrat Asheka Path,

Opposite to Airport Road, Venerada, Pune - 411 006, India.

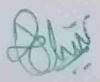
Resistered Office : 800, Skidharth, 96, Nahru Place, New Delhi - 110 019, India.

Annexure A

List of Mandatory Documents: All Photocopies in A4 Size

- 1. Copies of educational certificates:
 - a) Any proof for Date of Birth.
 - b) 10th (mark sheets & passing certificates)
 - c) 12th (mark sheets & passing certificates)
 - d) Graduation degree / Provisional certificate & Mark sheets
 - e) PG Degree & Mark sheets (if applicable)
 - f) Professional certificates (if applicable)
- 2. Ten colored passport sized photographs.
- 3. Valid PAN Card
- 4. Photographic ID Card (like Driving License, Passport etc.)
- 5. Copies of proof of residence (either of the options):
 - a) Driving license or
 - b) Voter registration card or
 - c) Telephone/ Electricity Bill (either in candidate's name or his/ her parents name) or
 - d) Credit Card Bill (in candidates name) or
 - e) Ration Card or
 - f) Bank Statement (in candidates name) or
 - g) Attestation by the Bank Manager.
- 6. Proof of Acceptance of Resignation Letter by your Line HR / Reporting Manager
- 7. Right to work in India (applicable only if, not a citizen of India)
- 8. Salary slip of previous employment

Note: It is mandatory to carry the original documents against which the attested photocopies would be counterchecked at the time of joining.



Statestreet HCL Services (India) Private Limited

CIN: U72900DL2012FTC229698

Worksite Chennal ETA Technopark - Special Economic Zone, Upper Ground Floor

of Blocks 3, No.33, Old Mahabalipuram Road, Navatur Village and Panchayat, Thiruporur Panchayat Union, Changalpet Tatuk, Kancheepuram Dist. Channal – 603 103, India

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Civil Aerodrome Post, Coimbatore 641 014, India.

Worksite Pune 1 : Commerzone, Unit 401, 4th Floor in Bulkling 7,

Survey No. 144 & 145, Semrat Ashoka Path, Opposite to Airport Road, Verwada, Pune – 411 006, India. Registered Office 806, Skidtherth, 96, Nehru Place, New Delhi - 110 019, India.

List of Essential Documents:

1. Relieving Letter / Experience certificates (current and previous employers)

N.B. You are requested to report to our office at Coimbatore to complete the joining formalities. Candidates joining us from April 1, 2009 onwards need to register their profile with NASSCOM's skill registry website prior to coming onboard and the same need to be treated as mandatory.

Please go through the contents of this letter of offer and the annexure before accepting it. Your acceptance of the e-offer will be deemed as you have read and accepted all the clauses mentioned here-with.

Besides the above policies HCL Technologies Ltd. -Business Services is governed by policies* which are listed in corporate intranet www.hclbpo.net.

Please bring the originals for cross verification and Xerox copy of the documents to submit listed below essentially on the joining date. Failing to do so can result in extension of the joining date or offer of employment letter with HCL Technologies Ltd -Business Services may stand cancelled.



Statestreet HCL Services (India) Private Limited

CIN: U72900DL2012FTC229698

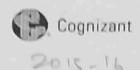
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ETA Tachnopurk - Special Economic Zone, Upper Ground Floor of Blocks 3, No.33, Old Mahabalipurum Road, Navahr Village and Panchayat, Thiruporur Panchayat Union, Changalpet Taluk, Kancheepurum Diet.
Channal - 603 103, India

Worksite Colmbatore : Module I-3, 2nd Floor, Tidni Purk Colmbatore Limited (TPCL), Civil Aerodrome Post, Colmbatore 641 014, India. Worksite Pune 1

Commercene, Unit 401, 4th Floor in Building 7, Survey No. 144 & 145, Samrat Ashoka Path, Opposite to Airport Road, Vensenda, Pune — 411 005, India. 808, Skidharth, 98, Natruu Placa, New Delhi — 110 019, India.

Registered Office



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Deor Savilla Vijeyan, Bilani, Campohe Applications Sir Remolatahna College of Aris And Science For Women



Candidate ID -9087984

in continuation to our discression, we are placed to offer you the role of Text Trainee on Cognizant Technology Solutions India Private Limited ("Cognizant")

During your problems person of 17 months, which archites your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.174,750/-. The includes an annual exercise enforcing of Rs.8,000/- as well as Copyright annual business of Rs.19,750/- towards benefits such as Medical, Academi and Life because. The brack up is presented in Annexture A.

On accessful consistent of the policition period, cleaning the required training assessments and subject to you being part of a delivery project, your annual Total Research (TR) would stood record to Rs. 206,000/- This imballion or annual assessment indication of Rs. 8,000/- as well as Cagnizant's contribution of Rs. 16,000/- towards broader such as Madical Accedest and Life Insperiors.

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

Cognitive is know that there is a service rescioussent for closes and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the IPPN while justing the expressions. Places while American It has more details.

Places note that this appearance is subsect to established professional estimate checks and you seeming a minimum of 50% appropring (all subjects taken into consideration) with no strending around its own freshout on Post Englished

We look fewerd to you recting us. Should not trave any further quantum; or standardism, please log late https://demport/ingerient.com

Your install

For Cognizont Technology Solutions India Pvt Ltd.

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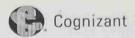
SVP - Human Resources

Climate and the offer, understand and except the above mentioned terms and continent.

Signature V Samelina

Date: 22 12 2016

Pine Office 1.15-535. Old Nahobelipsom Rood, Okioom Thoropokkom, Channel - 600 097



Annexure A

Na	me: Savitha Vijayan	Designation:	Test Trainee	
SI. No.	Description		Monthly	Yearly
1	Basic		6,500	78,000
2	Company's contribution of PF #		780	9,360
3	Advance Statutory Bonus***		2,000	24,000
4	Special Allowance*		2,450	29,400
5	Company's Contribution of ESI @ 4.75% of Monthly Gross minus stat	utory exclusions	520	6,240
6	Incentive Indication (per annum)**			8,000
	Annual Total Compensation		t it it it	155,000
	Company's contribution towards benefits (Medical, Accident and Life In	surance)		16,000
	Gratuity			3,750
	Annual Total Remuneration			174,750

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

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

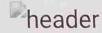
PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

- * Flexible Benefit Plan: Your compensation has been structured to ensure that you are adequately empowered to apportion companents of your salary in a manner that suits you the best. This plan will enable you to
- 1. Choose from a bouquet of allowance or benefits
- 2. Redefine your salary structure within prescribed guidelines
- 3. Optimize your earnings
- "Incentive Indication: Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.
- *** Advance Statutory Bonus is in line with the provisions of Payment of Bonus Act, 1965.

V. Sautha



Cc: < ArunKumar.SV@hcl.com>



Dear Sibisha S,

Welcome to HCL Technologies Ltd - BSERV. As you prepare to join the organization, there are some online formalities that you need to complete on < Joining Link>.

Your access to link has been activated today.

To login, please use the following credentials:

Login Id: s.sibisha@gmail.com

Password: eb9c65d5

On the site, you must furnish information for all sections under the various headers of the Joining Form before the formal release of your offer letter. Please note that information you provide in your joining form will be used to carry out a background verification check—therefore, please ensure that the information you furnish is correct, updated, and accurate. We require an online submission of all mandatory documents (listed below) on the site. Once you have access, please upload all required documents for the Background Verification process. The Background Verification form, along with the mandatory documents, should be uploaded (click here for uploading the documents) on the "click here" link within five (5) days of receiving the offer letter. If you do not submit the completed Background Verification form and upload all documents before the date of joining as communicated to you, your date of joining will be delayed.

A few things to keep in mind before you start to fill-out the form:

- · Please read the instructions on the website carefully.
- All fields are mandatory. Use the space bar wherever appropriate rather than leaving the field blank.
- All information should be correctly filled-in and in CAPITAL LETTERS only.
- If you are not able to fill in the forms in one session, press the 'SAVE' button. Click on 'FINAL SUBMIT' once you have completed the Online Joining Form.
- Please ensure that the name that you enter is as per your class 10th certificate, or as mentioned on the passport
- Please ensure that the Date of Birth entered is as per your class 10th certificate, or Date of Birth Certificate





06-JUL-2016

Letter Of Appointment

Ms. Vidhya Chinnadurai TCS - Chennai

Dear Ms. Vidhya,

Further to your acceptance of our offer letter vide TCSL/DT20152993567/Chennai dated 10-Aug-2015 we are pleased to appoint you in our organisation in grade YG as Graduate Trainee.

Your emoluments are already communicated to you vide our aforesaid offer letter.

You will be on Training for a period of 12 months from the date of your joining i.e. 06-JUL-2016 and will be confirmed thereafter, if found suitable, in a regular grade.

Your appointment will be governed by the policies, rules, regulations, benefits and terms & conditions of TCSL as applicable to you and the changes therein from time to time.

Your Associate number is 1077861.

Yours sincerely, For TATA Consultancy Services Limited

K Sudeep Head Talent Acquisition - India

PRINCIPAL

SRI RAMAKRISHNA COLLEGE OF
ARTS AND SCIENCE FOR WOMEN

395, Sarojini Naidu Road
Coimbatore-641 044

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited



Offer: Computer Consultancy

Ref: TCSL/DT20153005487/Chennal

Date: 10/08/2015

Ms. Nandhini Nandhini Tamilmaran 38Pothiya Pillai Street, Chinnamanur. Theni-625515, Tamilnadu. Tel# 91-8682961884.

Dear Nandhini Nandhini Tamilmaran,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Graduate Trainee in grade YG. Your gross salary including all benefits will be ₹1,86,002/- per annum, as per the terms and conditions set out herein.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

> PRINCIPAL 3RI RAMAKRISHNA COLLEGE OF ARTS AND SCIENCE FOR WOMEN 395, Sarojini Naidu Road Coimbatore-641.044

TCS Confidential TCSL/DT20153005487

TATA CONSULTANCY SERVICES

Tacs Consultancy Services Limited

218721 26, Kumaran Magur, Shokuman ethur, Old Midrahalbulruru, Chestaul 600, 119 Tamil Nadu Filmi The grante in the control of the con Registered Office August Bullions of A Floor National Point, National 400 021 College Carpets Secrepting 1400 2003) (1 Finall corperators com.



Offer: Computer Consultancy

Ref: TCSL/DT20152991771/Chennai

Date: 10/08/2015

Ms. Sathyapriya Venkatesh 4d,Imperial Square ApartmentOpp.To Mariamman Temple,40,Avarampalayam Main Road, Avarampalayam, Coimbatore-06... Coimbatore-641006. Tamilnadu. Tel# 91-9488459591

Dear Sathyapriya Venkatesh.

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of Graduate Trainee in grade YG. Your gross salary including all benefits will be ₹1,86,002/- per annum, as per the terms and conditions set out herein.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

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TCS Confidential TCSL/DT20152991771

TA CONSULTANCY SERVICES



Offer: Computer Consultancy

Ref: TCSL/DT20152991919/Chennai

Date: 10/08/2015

Ms. Nithya Thirupathy 102,Fernhill PalaceMani Lodge Road, Csi Gell Memorial School, Ooty-643004, Tamilnadu. Tel# 91-8220252861

Dear Nithya Thirupathy,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in grade **YG**. Your gross salary including all benefits will be ₹1,86,002/- per annum, as per the terms and conditions set out herein.

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

After you accept this offer you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

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395, Sarojini Naidu Road
Coimbatore-641 044

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TATA CONSULTANCY SERVICES

Sri Ramakrishna College of Arts and Science for Women

INFOSYS BPO LIMITED

Regd. Office: Plot Nos. 26/3, 26/4 and 26/6, Hosur Road Electronics City, Bangalore 560 100, India Tel: 91 80 2852 2405 Fax: 91 80 2852 2411 Corporate Identity Number: U72200KA2002PLC030310 Website: www.infosysbpo.com

Letter of Interest

To Reethika. U

Greetings from Infosys BPO!

We refer to your application for employment and the subsequent interview process you had with Infosys BPO Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

- A candidate may be assigned to work at, deputed or be transferred to any of the Company's units / departments, locations, affiliate entities or subsidiary companies. The Company expects the candidate to be willing to undertake the responsibilities assigned to him/her in the location/department/unit as may be determined by the Company.
- 2. A candidate is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of those documents once it decides to make an offer of employment to him/her. It is expected that the candidate will submit each of those documents, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.
- The Company has its own transport facility for the benefit of all employees. An employee can avail this facility, provided he/she abides by the Company's transport policy. Once an offer of employment is made to a candidate, the terms of the above stated policy will be communicated to him/her.
- Before joining employment of the Company a candidate has to submit a medical certificate in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to conduct further verification of your medical condition and/or records if it is deemed necessary in light of the work that will be performed by you.
- Each candidate who is made an offer of employment by the Company is required to register himself/herself on [www.nationalskillsregistry.com] before joining employment of the Company at his/her own cost, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment

The Company reiterates that this letter is being issued to intimate you about the essential terms which you must be aware of while considering employment opportunities with us. You are therefore requested to ensure that all these terms are adhered to at every point during the selection process. We look forward to your participation in the further rounds of selection and hope to see you at Infosys BPO.

For any further clarifications, please do reach out to us at boo campusteam@infosys.com.

Yours sincerely,

08041032362

For Infosys BPO Ltd.

Issued By:

Acknowledgement of receipt:

Raghavendra K

VP & Head -HR

Signature

Issuer's Name: Shark Ahmed

Issuer's Emp. No.: 932157

Date: 11/12/2015

PRINCIPAL **3RI RAMAKRISHNA COLLEGE OF** ARTS AND SCIENCE FOR WOMEN 395, Sarojini Naidu Road Coimbatore-641 044



HRD/IVS/11034731/16-17

Ms. M. Keerthana Muruganantham Candidate ID: 11034731 No. 12/5, Indhiranagar, Pallapalyam PO, Kannampalayam, Coimbatore - 641 103 India

April 18, 2016

Ph: (91) 84285 46101

Dear Keerthana,

Congratulations! We are delighted to make you an offer as Testing Executive – Trainee and your role is Operations Executive.

Here are the terms and conditions of our offer:

Joining date

Your scheduled date of employment with us will be May 23, 2016.

Location

Your location of training is Mysore, India. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

Training Period

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training.

PRINCIPAL
3RI RAMAKRISHNA COLLEGE OI
ARTS AND SCIENCE FOR WOMEN
395, Sarojini Naidu Road
Coimbatore-641 Q44

INFOSYS LIMITED
CIN: L85110KA1981PLC013115

44, Infosys Avenue Electronics City, Hosur Road Bangalore 560 100, India T 91 80 2852 0261 F 91 80 2852 0362

askus@infosys.com www.infosys.com



HRD/IMS/11034735/16-17

Ms. Ramyaa Dhandapani Candidate ID: 11034735 No. 11/B, Ramasamy Layout, Avarampalayam, Coimbatore - 641 006 India

April 18, 2016

Ph: (91) 97903 98027

Dear Ramyaa,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our renewed journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO SENIOR VICE PRESIDENT - HRD

INFOSYS LIMITED

CIN: L85110KA1981PLC013115

44, Infosys Avenue Electronics City, Hosur Road Bangalore 560 100, India T 91 80 2852 0261 F 91 80 2852 0362

askus@infosys.com www.infosys.com

PRINCIPAL
SRI RAMAKRISHNA COLLEGE OF
ARTS AND SCENCE FOR WOMEN
395, Sarojini Naidu Road
Coimbatore-641 044

Digitally signed by LOBO RICHARD Date: 2016.04.18 18:57:38 +05:30 Reason: Offer Lotter

Reason: Offer Letter Location: Bangalore



April 18, 2016

HRD/IMS/11034746/16-17

Ms. Indhu Mathi C. N. Candidate ID: 11034746 No. 27, Balaji Nagar, 1st Cross, Avarampalayam Road, Siddhapudur, Coimbatore - 691 044 India

Ph: (91) 72004 41151

Dear Indhu.

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our renewed journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO SENIOR VICE PRESIDENT - HRD

> INFOSYS LIMITED CIN: L85110KA1981PLC013115

44, Infosys Avenue Electronics City, Hosur Road Bangalore 560 100, India T 91 80 2852 0261 F 91 80 2852 0362

askus@infosys.com www.infosys.com

PRINCIPAL 3RI RAMAKRISHNA COLLEGE OI ARTS AND SCIENCE FOR WOMEN 395, Sarojini Naidu Road Coimbatore-641 044

Digitally signed by LOBO RICHARD Date: 2016.04.18 18:57:40 +05:30 Reason: Offer Letter

Reason: Offer Letter Location: Bangalore



HRD/ADM/11034780/16-17

Ms. Pavithra Devi Mathialagan Candidate ID: 11034780 No. 47/1/4, Rajendran compound, Chella Pilla Lane, Telugu Street, Coimbatore - 641 001 India

July 05, 2016

Ph: (91) 96007 75898

Dear Pavithra,

Welcome to Infosys!

It is a time of transformation for us, under the direction of new leadership. In our renewed journey, learnability, our values and the deeply-held, trusted relationships with our clients continue to be the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO SENIOR VICE PRESIDENT - HRD

> INFOSYS LIMITED CIN: L85110KA1981PLC013115

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askus@infosys.com www.infosys.com

PRINCIPAL
SRI RAMAKRISHNA GOLLEGE DE
ARTS AND SCIENCE FOR WOWEN
395, Sarojini Naidu Road
Combatore-641 044

Digitally signed by LOBO RICHARD Date: 2016.07.05 16:49:40 +05:30

Reason: Offer Letter Location: Bangalore



HRD/IVS/11034741/16-17

Ms. Divya Kannan Sree Kumar Candidate ID: 11034741 No. 25/12, Balaji Nagar, Avarampalayam Road, New Sidhapur, Coimbatore - 641 044 India

April 18, 2016

Ph: (91) 80565 01954

Dear Divya,

Congratulations! We are delighted to make you an offer as Testing Executive – Trainee and your role is Operations Executive.

Here are the terms and conditions of our offer:

Joining date

Your scheduled date of employment with us will be May 23, 2016.

Location

Your location of training is Mysore, India. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

Training Period

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training.

PRANCIPAL SRI RAMAKRISHNA COLLEGE OI ARTS AND SCIENCE FOR WOMEN 395, Sarojan Najdu Roąd INFOSYS LIMITED CIN: L85110KA1981PLC013115

44, Infosys Avenue Electronics City, Hosur Road Bangalore 560 100, India T 91 80 2852 0261 F 91 80 2852 0362

askus@infosys.com www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited.

Page 2 of 8



High performance. Delivered.

Strictly Private and Confidential

21-Jun-2016

Swathi Gopalakrishnan

184, Raju Naidu lay out2, Gandhipuram, Coimbatore-12.

7708633208

Dear Swathi, .

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

Role - Software Engineering New Associate

Career level - 13

Talent Segment - Software Engineering

Please refer to:

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

Your employment with Accenture will be governed by the attached 'Terms of Employment'. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with Accenture is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

PRINCIPAL

3RI RAMAKRISHNA COLLEGE OI

ARTS AND SCIENCE FOR WOMEN

ARTS AND SCIENCE FO

INTENT LETTER FROM WIPRO DHIVYA.J ,MCA January 03, 2016

Dear Dhivya J,

Congratulations! We are pleased to inform that you have successfully completed the selection processes conducted by Wipro for the role of Project Engineer. This Letter is to confirm that we intend to offer you this role on the following terms:

- 1. Your designation would be Project Engineer, belonging to career band TRB.
- II. You will undergo a training program (classroom/on the job) for 3 months from your date of joining. During this period, you will be paid a stipend of Rs. 11500/- per month. On satisfactory completion of the training you will be assigned to projects in Wipro Limited.
- III. On joining you would be required to sign a training agreement which is applicable to you during the training period and up to two years commencing from the date of completion of the Training period. The agreement requires you to reimburse Rs. 75000 to Wipro, for the cost of training incurred, in the event you exit before the said period.
 - a. The salary stack for Project Engineer is as given below:

Component	Amount(INR)
Basic	5,250
HRA	2,700
Commutation Allowance	2,500
Wipro Benefits Plan (WBP)	2,291
Total Fixed Cash	12,741
PF (12% of Basic)	630
Gratuity (5.31% of Basic)	279
Total Fixed Compensation	13,650
Health benefit (Medical)	600
Target QPLC (5% of CTC)	750
Target Cost to Company per month	15,000
Total Cost to Company per annum	180,000



b.

c. Over and above these components, depending on your performance during the initial training program you will also be entitled for Additional Allowance. The total monthly gross hence will be as per the following table for different performance categories:

entrological and a second		ALE SERVICE CONTRACTOR AND ADDRESS OF THE PERSON OF THE PE	CHINA CONTRACTOR OF THE PROPERTY OF THE PARTY OF THE PART
Monthly	Additional	Total Monthly	Total Annual
Gross	Allowance	Gross	Gross
	Monthly Gross		

Performance Category - 1	15,000.00	3,340	18,340	2,20,080
Performance Category - 2	15,000.00	1,670.00	16,670	2,00,040
Performance Category - 3	15,000.00		15,000	180,000

d.

- e. Apart from the standard salary emoluments, Project Engineers are also entitled to unique Company Benefits to assist you in maintaining a healthy work-life balance. The details of the benefits are as follows:
 - a. Onetime Interest free loan of Rs. 20,000 towards housing deposits or towards purchase of a two wheeler
 - b. Onetime Interest free contingency loan of Rs. 50,000 towards housing deposits or illness, death in immediate family or self-marriage
 - c. Medical assistance Rs. 15,000 per annum or one month's basic whichever is higher
 - d. Medical Insurance Coverage up to Rs. 2 lacs per annum.

Kindly note that the above terms are subject to change at our discretion. A detailed appointment letter with the terms and conditions of employment will be issued to you upon successful audit clearance.

Your appointment is subject to the satisfactory verification of the documents and details mentioned in your application form and / or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria.

We look forward to having a long and fruitful relationship with you at Wipro, wish you all the best!

Yours sincerely,

For Wipro Limited,

Rajeev Kumar

Global Head - Campus Hiring



Dear Phiyadassini S

Thank You for participating in the selection process of TATA Consultancy Services Limited (TCSL) to explore career opportunities with us.

Tata Consultancy Services is an IT services, Business Solutions and Outsourcing organization that delivers real results to global businesses, ensuring a level of certainty no other firm can match. We offer a consulting-led, integrated portfolio of IT and IT-enabled services delivered through our unique Global Network Delivery Model™ (GNDM), recognized as the benchmark of excellence.

TCS continues to invest in new technologies, processes, and people who can help our customers experience certainty. From generating novel concepts through TCS Innovation Labs and academic alliances, to drawing on the expertise of key partners, TCS keeps clients operating at the very edge of technological possibility.

TCS aims to attract the country's finest and enthusiastic talent to partner in our endeavor to experience certainty.

Towards that aim, we are pleased to inform you that you have cleared the initial selection process and now eligible to go through an Initial Learning Program (ILP) as defined by the organization. The ILP will equip you with knowledge and skills which would be a prelude to the organization's learning culture. The duration of this program would be between 23 days to 25 days. No stipend is payable during this period. At the end of this program an offer of employment will be handed over to you, subject to the condition that you clear the exit test as defined by organization.

Any offer/appointment given to you in this regard will be revoked and stands void if you fail to successfully complete your graduation/post graduation.

Kindly confirm your acceptance by signing below:

Name: Paiyadalsini. 8

Signature: Di

Date: 23/1/2016

Place: Éoimbatage

R. B. Ligangaonia

"We wish you the very best and look forward to welcome you to the TCS family.

For Tata Consultancy Services Limited,

Rustom Siganporia

Head Talent Acquisition, BPO Services

PRINCIPAL

SRI RAMAKRISHNA COLLEGE OF
ARTS AND SCIENCE FOR WUMEN

395, Sarojini Naidu Road
Coimbatore-641 044

TATA CONSULTANCY SERVICES

TCS Confidential

TATA CONSULTANCY SERVICES

SRI RAMAKRISHNA COLLEGE OF ARTS AND SCIENCE FOR WE AVARAMPLAYAM, WIMBATORE.

INFOSYS BPO LIMITED

Regd. Office: Plot Nos. 26/3, 26/4 and 26/6, Hosur Road Electronics City, Bangalore 560 100, India Tel: 91 80 2852 2405 Fax: 91 80 2852 2411 Corporate Identity Number: U72200KA2002PLC030310

Website: www.infosysbpo.com

Letter of Interest

1. Sudha

We refer to your application for employment and the subsequent interview process you had with Infosys BPO Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

- A candidate may be assigned to work at, deputed or be transferred to any of the Company's units / departments, locations, affiliate entities or subsidiary companies. The Company expects the candidate to be willing to undertake the responsibilities assigned to him/her in the location/department/unit as may be determined by the Company.
- A candidate is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of those documents once it decides to make an offer of employment to him/her. It is expected that the candidate will submit each of those documents, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.
- 3. The Company has its own transport facility for the benefit of all employees. An employee can avail this facility, provided he/she abides by the Company's transport policy. Once an offer of employment is made to a candidate, the terms of the above stated policy will be communicated to him/her.
- Before joining employment of the Company a candidate has to submit a medical certificate in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to conduct further verification of your medical condition and/or records if it is deemed necessary in light of the work that will be performed by you.
- 5. Each candidate who is made an offer of employment by the Company is required to register himself/herself on [www.nationalskillsregistry.com] before joining employment of the Company at his/her own cost, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment

The Company reiterates that this letter is being issued to intimate you about the essential terms which you must be aware of while considering employment opportunities with us. You are therefore requested to ensure that all these terms are adhered to at every point during the selection process. We look forward to your participation in the further rounds of selection and hope to see you at Infosys BPO.

For any further clarifications, please do reach out to us at bpo_campusteam@infosys.com. &8041032362

Yours sincerely,

For Infosys BPO Ltd.

Raghavendra K VP & Head -HR

Issued By:

PRINCIPAL

Acknowledgement of receipt:

SRI RAMAKRISHNA COLLEGE OF ARTS AND SCIENCE FOR WOMEN V. The

395, Sarojini Naidu Road Coimbatore-641 044

Issuer's Name: SH AIK AHMED

Issuer's Emp. No.: 932157

Name: V: Sudha
Date: 11/12/2015
Location win batore

n' Ramakenishna Wilege of Arts and Schence for women schoolings

INFOSYS BPO LIMITED

Regd. Office, Plot Nos. 26/3, 26/4 and 26/6, Hosur Road Electronics City, Bangalore 560 100, India Tel: 91 80 2852 2405 Fax: 91 80 2852 2411 Corporate Identity Number: U72200KA2002PLC030310 Website: www.infosysbpo.com

Letter of Interest

TLAKKTYA SP

Greetings from Infosys BPO!

We refer to your application for employment and the subsequent interview process you had with Infosys BPO Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a tole/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

- 1. A candidate may be assigned to work at, deputed or be transferred to any of the Company's units / departments, locations, affiliate entities or subsidiary companies. The Company expects the candidate to be willing to undertake the responsibilities assigned to him/her in the location/department/unit as may be determined by the Company.
- 2. A candidate is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of those documents once it decides to make an offer of employment to him/her. It is expected that the candidate will submit each of those documents, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.
- 3. The Company has its own transport facility for the benefit of all employees. An employee can avail this facility, provided he/she abides by the Company's transport policy. Once an offer of employment is made to a candidate, the terms of the above stated policy will be communicated to him/her.
- Before joining employment of the Company a candidate has to submit a medical certificate in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to conduct further verification of your medical condition and/or records if it is deemed necessary in light of the work that will be performed by you.
- Each candidate who is made an offer of employment by the Company is required to register himself/herself on [www.nationalskillsregistry.com] before joining employment of the Company at his/her own cost, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment

The Company reiterates that this letter is being issued to intimate you about the essential terms which you must be aware of while considering employment opportunities with us. You are therefore requested to ensure that all these terms are adhered to at every point during the selection process. We look forward to your participation in the further rounds of selection and hope to see you at Infosys BPO.

For any further clarifications, please do reach out to us at bpo_campusteam@infosys.com. $b \le b \ne 10.82 > b \ge 2$

Yours sincerely,

For Infosys BPC Ltd.

Issued By:

PRINCIPAL Acknowledgement of receipt:

SRI RAMAKRISHNA COLLEGE DI ARTS AND SCIENCE FOR WOMEN 395, Sarojini Naidu Road Coimbatore-641 044

Raghavendra K VP & Head -HR

Signature
Issuer's Name: SHASK AHMED
Name: SHASK SP
Date: 11/12 / 2015
Location COSMBATORE

SUNDARAM BUSINESS SERVICES

Letter of Intent

18th December, 2015

DALPHINA DORATHY

Address:

Dear

Welcome to Sundaram Business Services (SBS).

You have been shortlisted through a rigorous selection process for the position of Associate.

We look forward to you being a part of SBS family. At SBS, we believe in new age thinking backed by our enduring values. Therefore, we value your candidature as we see a possibility of a mutually rewarding relationship.

This is a conditional offer_as you are yet to complete the qualifying degree. You are required to submit the final semester mark sheet upon successful clearance of all the subjects on or before 31st August 2016, failing which the organization reserves the right to take appropriate action including termination of employment.

The compensation and other benefits that you would be entitled to are detailed in Annexure A. We request you to go through the offer and return the signed copy of this letter in acceptance of the same.

Letter of appointment would be issued on the day of your joining SBS.

You might deal with important and sensitive information, records and such other matters of the company. You will, therefore, be required to sign a "Code of Conduct and Confidentiality and Non – Compete / Non – Solicitation Agreement" of our company as a part of the joining formalities.

We expect to have you on board on or before Lth June 2016

We take this opportunity to wish you a rewarding career with us.

Yours Sincerely,

For Sundaram Business Services Limited

PRINCIPAL SRI RAMAKRISHNA COLLEGE OF ARTS AND SCIENCE FOR WOMEN 395, Sarojini Naidu Read

Coimbatore-641 044

khitha Raju

Head – Human Resources

P5: This offer of employment is being made considering the facts and information submitted by you in your resume (academic credential, compensation and work experience) and during the personal discussion.

Sundaram Business Services Limited

SRI RAMA KRISHNA COLLEGE OF ARTS AND SCIENCE FOR WOMEN

INFOSYS BPO LIMITED

Regd. Office: Plot Nos. 26/3, 26/4 and 26/6, Hosur Road Electronics City, Bangalore 560 100, India Tel: 91 80 2852 2405 Fax: 91 80 2852 2411

Corporate Identity Number: U72200KA2002PLC030310

Website: www.infosysbpo.com

Letter of Interest

TO DIVUA M

Greetings from Infosys BPO!

We refer to your application for employment and the subsequent interview process you had with Infosys BPO Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

- 1. A candidate may be assigned to work at, deputed or be transferred to any of the Company's units / departments, locations, affiliate entities or subsidiary companies. The Company expects the candidate to be willing to undertake the responsibilities assigned to him/her in the location/department/unit as may be determined by the Company.
- 2. A candidate is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of those documents once it decides to make an offer of employment to him/her. It is expected that the candidate will submit each of those documents, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.
- The Company has its own transport facility for the benefit of all employees. An employee can avail this facility, provided he/she abides by the Company's transport policy. Once an offer of employment is made to a candidate, the terms of the above stated policy will be communicated to him/her.
- Before joining employment of the Company a candidate has to submit a medical certificate in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to conduct further verification of your medical condition and/or records if it is deemed necessary in light of the work that will be performed by you.
- Each candidate who is made an offer of employment by the Company is required to register himself/herself on [www.nationalskillsregistry.com] before joining employment of the Company at his/her own cost, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment

The Company reiterates that this letter is being issued to intimate you about the essential terms which you must be aware of while considering employment opportunities with us. You are therefore requested to ensure that all these terms are adhered to at every point during the selection process. We look forward to your participation in the further rounds of selection and hope to see you at Infosys BPO.

For any further clarifications, please do reach out to us at bpo_campusteam@infosys.com.

Yours sincerely,

For Infosys BPO Ltd.

Issued By:

Acknowledgement of receipt:

PRINCIPAL

SRI RAMAKRISHNA COLLEGE OL ARYS AND SCIENCE FOR WOMEN 1395, Sarojini Naidu Radd N

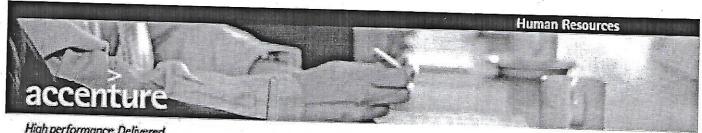
Coimbatore-641 044

Issuer's Name: NEIL TAYLOR

Issuer's Emp. No.:

Name: M Divya Date: 11-12-2013 Location Cold ba

Raghavendra K VP & Head -HR



High performance. Delivered.

Strictly Private and Confidential

31-May-2016

Priya Dharshini Jeyakumar

76A, NEDUNCHEZIYAN STREET, RATHINAPURI, Coimbatore Tamil Nadu 641027

7402252694

Dear Priya,

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

Role - Software Engineering New Associate

Career level - 13

Talent Segment - Software Engineering

Please refer to:

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

Your employment with Accenture will be governed by the attached 'Terms of Employment'. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with Accenture is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

> PHINORA SRI RAMAKRISHNA ARTS AND SCIENCE FOR 395. Sarolini Naidu Keat Coimbatore-641 648

Version 3 (Sep 2015)

Candidate's Signature

Strictly Private and Confidential

31-May-2016

Shanmuga Priya Sakthivel

107 57 V Ramaswamy street, Rathinapuri, Coimbatore Tamil Nadu-641027.

8526736130

Dear Shanmuga,

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

Role - Software Engineering New Associate

Career level - 13

Talent Segment - Software Engineering

Please refer to:

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

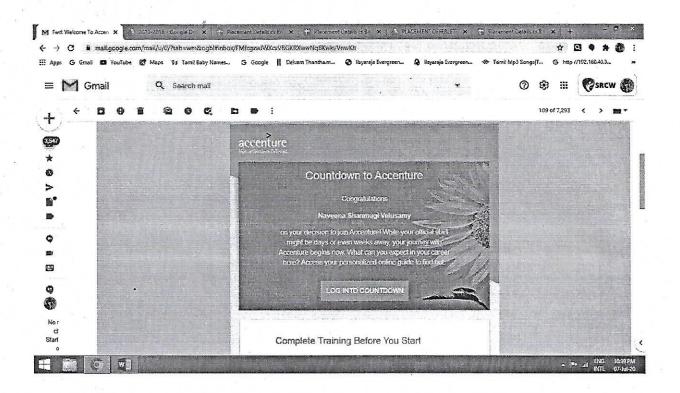
Your employment with Accenture will be governed by the attached 'Terms of Employment'. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with Accenture is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

> PHINCIPAL SRI RAMAKRISHNA COLLEGE OI ARTS AND SCHENCE FOR WOMEN 395, Sarojini Naidu Road Coimbatore-641 Q44

Version 3 (Sep 2015)

Candidate's Signature

1



Slan

PRINCIPAL 3RI RAMAKRISHNA COLLEGE OF ARTS AND SCIENCE FOR WOMEN 395, Sarojini Naidu Road Colmbatore-641 044



Education and Cultural Academy

DEFENSIVE M. CERCUSTE CONAL TRUST Regd. No. Reg. No. 702 / BK4 / 2007 Pappanaickenpalayam, Near Mani School, Coimbatore - 641 037. Ph: 0422 - 4214114, Mobile: 98422 31101

Date: 28.9.2015

This is to certify that Mr./Miss PRIYA DARSHINI S

III . B B A Jum Sri Ramaku Shuna C As, Coimhahara

is working as part-time Educational instructor for school children in our academy at evening, from Monday to Saturday except Sunday. His/her working time Apm to 8.30 pm · (except Sunday)



For
EX-L-NT
Education and Cultural Academy

PRINCIPAL

3RI RAMAKRISHNA COLLEGE OF
ARTS AND SCIENCE FOR MILEN

395, Sarojini Naidu Road
Coimbatore-641 044

SUNDARAM BUSINESS SERVICES

Letter of Intent

December, 2015

ANOUA P.S.

Address:

Dear

Welcome to Sundaram Business Services (SBS).

You have been shortlisted through a rigorous selection process for the position of Associate.

We look forward to you being a part of SBS family. At SBS, we believe in new age thinking backed by our enduring values. Therefore, we value your candidature as we see a possibility of a mutually rewarding

This is a conditional offer as you are yet to complete the qualifying degree. You are required to submit the final semester mark sheet upon successful clearance of all the subjects on or before 31st August 2016, failing which the organization reserves the right to take appropriate action including termination of employment.

The compensation and other benefits that you would be entitled to are detailed in Annexure A. We request you to go through the offer and return the signed copy of this letter in acceptance of the same.

Letter of appointment would be issued on the day of your joining SBS.

You might deal with important and sensitive information, records and such other matters of the company. You will, therefore, be required to sign a "Code of Conduct and Confidentiality and Non – Compete / Non – Solicitation Agreement" of our company as a part of the joining formalities.

We expect to have you on board on or before 6th June 2016

We take this opportunity to wish you a rewarding career with us.

Yours Sincerely,

For Sundaram Business Services Limited

tha Raiu

Head - Human Resources

PRINCIPAL 3RI RAMAKRISHNA COLLEGE O ARTS AND SCIENCE FOR WOMEN 395, Sarojini Naidu Road Coimbatore-641 044

PS: This offer of employment is being made considering the facts and information submitted by you in your resume (academic credential, compensation and work experience) and during the personal discussion.

Sundaram Business Services Limited



SUNDARAM BUSINESS SERVICES

Annexure A

Salary Component	Monthly (PM)	Annual (PA)
BASIC	4700	56400
HRA	2350	28200
PLVB*	1129	13553
MEAL ALLOWANCE	1100	13200
CONVEYANCE ALLOWANCE	800	9600
STATUTORY BONUS	392	4698
BPO ALLOWANCE	823	9878
GROSS SALARY	11294	135529
PF	564	6768
ESI	536	6438
GRATUITY	226	2713
PROFICIENCY ALLOWANCE**	-	13553
TOTAL CTC	12621	165000

* Performance Linked Variable Bonus (PLVB): It is a standard percentage of gross salary based on job level and may change based on your performance. There would be a decrease in your PLVB amount when the expected level of performance is not met.

In addition to the CTC **Staff Welfare** of Rupees 6000/- Annually is contribution towards premium amount of Group Life Insurance and Group Personal Accident Coverage.

**Proficiency allowance: You would be on probation period for 6 months and upon successful completion of Probation review your services would be confirmed. Upon issuance of confirmation letter you would be eligible for a quarterly proficiency allowance. It is a standard percentage of gross salary based on job level. There would be a decrease when the expected proficiency level of the job is consistently not met. This would be paid at the end of every quarter provided you remain an "Active Employee" (Employee who is not serving his/her notice period) and is subjected to ESI deductions as applicable.

Candidates joining after 30th September of any year would not be eligible for appraisal in April the consecutive year; however the proportionate increase for this year would be paid the following year on a prorata basis.

Campus - Letter Of Intent

January 03, 2016

Dear Alphonsa Varghese,

Congratulations! We are pleased to inform that you have successfully completed the selection processes conducted by Wipro for the role of Project Engineer. This Letter is to confirm that we intend to offer you this role on the following terms:

Your designation would be Project Engineer, belonging to career band TRB.

You will undergo a training program (classroom/on the job) for 3 months from your date of joining. During this period, you will be paid a stipend of Rs. 11500/per month. On satisfactory completion of the training you will be assigned to projects in Wipro Limited.

On joining you would be required to sign a training agreement which is applicable to you during the training period and up to two years commencing from the date of completion of the Training period. The agreement requires you to reimburse Rs. 75000 to Wipro, for the cost of training incurred, in the event you exit before the said period.

The salary stack for Project Engineer is as given below:

Amount(INR)	
5,250	
2,700	
2,500	
2,291	
12,741	

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4RTS AND SCIENCE FOR WOMEN

395, Sarojini Naidu Road

Coimbatore-641 044

PF (12% of Basic)	630
Gratuity (5.31% of Basic)	279
Total Fixed Compensation	13,650
Health benefit (Medical)	600
Target QPLC (5% of CTC)	750
Target Cost to Company per month	15,000
Total Cost to Company per annum	180,000

Over and above these components, depending on your performance during the initial training program you will also be entitled for Additional Allowance. The total monthly gross hence will be as per the following table for different performance categories:

Performance Category	Monthly Gross	Additional Allowance	Total Monthly Gross	Total Annual Gross
Performance Category - 1	15,000.00	3,340	18,340	2,20,080
Performance Category - 2	15,000.00	1,670.00	16,670	2,00,040
Performance Category - 3	15,000.00	-	15,000	180,000

Apart from the standard salary emoluments, Project Engineers are also entitled to unique Company Benefits to assist you in maintaining a healthy work-life balance. The details of the benefits are as follows:

Onetime Interest free loan of Rs. 20,000 towards housing deposits or towards purchase of a two wheeler

Onetime Interest free contingency loan of Rs. 50,000 towards housing deposits or illness, death in immediate family or self-marriage

Medical assistance Rs. 15,000 per annum or one month's basic whichever is higher

Medical Insurance Coverage up to Rs. 2 lacs per annum.

Kindly note that the above terms are subject to change at our discretion. A detailed appointment letter with the terms and conditions of employment will be issued to you upon successful audit clearance.

Your appointment is subject to the satisfactory verification of the documents and details mentioned in your application form and / or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria.

We look forward to having a long and fruitful relationship with you at Wipro, wish you all the best!

Yours sincerely,

For Wipro Limited,

Rajeev Kumar

Global Head - Campus Hiring

Campus - Letter Of Intent

January 03, 2016

Dear Amala Thomas,

Congratulations! We are pleased to inform that you have successfully completed the selection processes conducted by Wipro for the role of Project Engineer. This Letter is to confirm that we intend to offer you this role on the following terms:

Your designation would be Project Engineer, belonging to career band TRB. You will undergo a training program (classroom/on the job) for 3 months from your date of joining. During this period, you will be paid a stipend of Rs. 11500/per month. On satisfactory completion of the training you will be assigned to projects in Wipro Limited.

On joining you would be required to sign a training agreement which is applicable to you during the training period and up to two years commencing from the date of completion of the Training period. The agreement requires you to reimburse Rs. 75000 to Wipro, for the cost of training incurred, in the event you exit before the said period.

The salary stack for Project Engineer is as given below:

Component	Amount(INR)
Basic	5,250
HRA	2,700
Commutation Allowance	2,500
Wipro Benefits Plan (WBP)	2,291
Total Fixed Cash	12,741
PF (12% of Basic)	630
Gratuity (5.31% of Basic)	279
Total Fixed Compensation	13,650
Health benefit (Medical)	600
Target QPLC (5% of CTC)	750
Target Cost to Company per month	15,000
Total Cost to Company per annum	180,000



PRINCIPAL
3RI RAMAKRISHNA COLLEGE OF
ARTS AND SCIENCE FOR WOMEN
395, Sarojini Naidu Road
Coimbatore-641 044

Over and above these components, depending on your performance during the initial training program you will also be entitled for Additional Allowance. The total monthly gross hence will be as per the following table for different performance categories:

Performance Category	Monthly Gross	Additional Allowance	Total Monthly Gross	Total Annual Gross
Performance Category - 1	15,000.00	3,340	18,340	2,20,080
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Onetime Interest free loan of Rs. 20,000 towards housing deposits or towards purchase of a two wheeler

Onetime Interest free contingency loan of Rs. 50,000 towards housing deposits or illness, death in immediate family or self-marriage

Medical assistance Rs. 15,000 per annum or one month's basic whichever is higher Medical Insurance Coverage up to Rs. 2 lacs per annum.

Kindly note that the above terms are subject to change at our discretion. A detailed appointment letter with the terms and conditions of employment will be issued to you upon successful audit clearance.

Your appointment is subject to the satisfactory verification of the documents and details mentioned in your application form and / or any information furnished at the time of interview, in addition to have fulfilled the eligibility criteria.

We look forward to having a long and fruitful relationship with you at Wipro, wish you all the best!

Yours sincerely, For Wipro Limited,

Rajeev Kumar Global Head - Campus Hiring

RAMAKRISHNA COLLEGE OF ARTS AND SCIENCE FOR HOMEN, AVARAMPLAYAM COMBATORE

INFOSYS BPO LIMITED

Regd. Office: Plot Nos. 26/3, 26/4 and 26/6, Hosur Road Electronics City, Bangalore 560 100, India Tel: 91 80 2852 2405 Fax: 91 80 2852 2411

Corporate Identity Number: U72200KA2002PLC030310

Website: www.infosysbpo.com



Letter of Interest

SHARANJII KAUR Greetings from Infosys BPO!

We refer to your application for employment and the subsequent interview process you had with Infosys BPO Limited ("Company").

We are pleased to inform you that you have cleared the selection process held at your college. You would now be expected to attend our training program at the Infosys campus in Mysore for a duration of 15-20 days. Post training, you will undergo an assessment and on clearing the same, you may be offered a role/job in the Company. While this letter does not directly constitute an employment offer, if you do clear further rounds of our selection process and complete the other necessary formalities, a letter of employment will be sent to you with all your joining details. There are certain terms and conditions that a candidate must know while exploring employment options with the Company. Given below is a non-exhaustive list of these terms and conditions:

- A candidate may be assigned to work at, deputed or be transferred to any of the Company's units / departments, locations, affiliate entities or subsidiary companies. The Company expects the candidate to be willing to undertake the responsibilities assigned to him/her in the location/department/unit as may be determined by the Company.
- 2. A candidate is required to submit certain documents at the time of joining the Company. The Company will communicate to the candidate the list of those documents once it decides to make an offer of employment to him/her. It is expected that the candidate will submit each of those documents, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment.
- The Company has its own transport facility for the benefit of all employees. An employee can avail this facility, provided he/she abides by the Company's transport policy. Once an offer of employment is made to a candidate, the terms of the above stated policy will be communicated to him/her.
- Before joining employment of the Company a candidate has to submit a medical certificate in the form and manner prescribed by the Company. In addition to this, the Company reserves the right to conduct further verification of your medical condition and/or records if it is deemed necessary in light of the work that will be performed by you.
- 5. Each candidate who is made an offer of employment by the Company is required to register himself/herself on [www.nationalskillsregistry.com] before joining employment of the Company at his/her own cost, failing which the Company may take appropriate action(s) including the withdrawal of the offer of employment

The Company reiterates that this letter is being issued to intimate you about the essential terms which you must be aware of while considering employment opportunities with us. You are therefore requested to ensure that all these terms are adhered to at every point during the selection process. We look forward to your participation in the further rounds of selection and hope to see you at Infosys BPO.

For any further clarifications, please do reach out to us at bpo_campusteam@infosys.com. 080H1032362

Yours sincerely,

For Infosys BPO Ltd.

Issued By:

Acknowledgement of receipt:

PRINCIPAL 3RI RAMAKRISHNA COLLEGE OI & Kawa

ARTS AND SCIENCE FOR WOMEN 395, Sarojini Naidu Read Coimbatore-641 044

Signature

Issuer's Name: SHAIK AHMED

Name: SHARANJIT KAUR Date: 11/12/15

Location Combodora

Raghavendra K VP & Head -HR

Issuer's Emp. No.: 93215キ