



December 3, 2020

## TO WHOMSOEVER IT MAY CONCERN

This is to certify that Ms. Menaka Karichiyappakumar is working as an intern in our company from September 7, 2020

Total Business Days : 61

Attendance Registered by Menaka Karichiyappakumar : 60

For any further queries or clarifications, please write email to [cd-indiahr.support@presidio.com](mailto:cd-indiahr.support@presidio.com)

Yours Sincerely,

Sangeetha Gupta  
Sangeetha Gupta (Dec-3, 2020 12:24 GMT+5.5)

Sangeetha Gupta  
Senior Manager-HR and Business Operations  
Coda Software Solutions Pvt Ltd, India  
[Sangeetha.gupta@presidio.com](mailto:Sangeetha.gupta@presidio.com)  
India - +91 9884412327

---

**Coda Software Solutions Pvt. Ltd.**  
Level 8, Olympia Teknos Park, No. 28, SIDCO Industrial Estate, Guindy, Chennai - 600032.  
CIN: U74999TN2015PTC103124 | Tel / Fax: 044 4350 4488 | Email: [info.india@coda.global](mailto:info.india@coda.global)  
[www.coda.global](http://www.coda.global) | [www.presidio.com](http://www.presidio.com)

1/21/2021, 1:49 P

## Appointment Letter

Date: Jan 10, 2021

**Mr. Giridharan.M**

1/616, RS Road, Mettukadai  
Erode, Tamil Nadu 638112  
Email : [girisundar2@gmail.com](mailto:girisundar2@gmail.com)

Dear Giridharan,

### Sub: Student Internship & Employment Offer

DIGIKRIYA is pleased to extend an offer you for a Student Internship position within our DEVNET Department. The Position is for STUDENT INTERN for a period of 4 months based in Perundurai, Tamil Nadu India 638052, effective **Jan 11, 2021**

You will be paid a fixed stipend of **INR 25,000 (TWENTY-FIVE THOUSAND Indian Rupees)** for your 4-month internship.

Further to fulfilling your University requirements and Subject to successful completion of your current Bachelor's Degree Course and Student Internship program, DIGIKRIYA wishes to further extend offer of employment of **SOFTWARE ENGINEER – DEVNET** Position, effective **May 11, 2021** as per the terms and conditions specified below.

- a) You will be placed within the salary range of **INR 1.8Lakhs to INR 2.5 Lakhs Annualized Salary (Indian Rupees Only)** at the discretion of company based on your performance during student Internship. The exact breakup of the salary will be confirmed after your Student Internship more fully described in the updated employment offer letter.
- b) You will be entitled for **INR 20,000** as joining bonus which will be paid along with May 2022 salary upon completion of **12 months** from the date of joining. The joining bonus will automatically void if you are not on the payrolls of the company effective May 01, 2022.
- c) In addition, you will be eligible to be considered for an incentive bonus for each fiscal year of the Company. The bonus (if any) will be awarded based on your Individual Performance and Company financial performance overall objective or subjective criteria established by the Company's Chief Executive Officer Your target bonus will be up to **15% of your annual salary**. Any bonus for the fiscal year in which your employment begins will be prorated, based on the number of days you are employed by the Company during that fiscal year. Any bonus for a fiscal year will be paid in December after the close of that calendar year, but only if you are still employed by the Company at the time of payment. The determinations of Company Management with respect to your bonus will be final and binding.

Date: Jan, 10 2021





- d) This appointment is governed by various policies of the Company for the time being in force and subsequent amendments made thereon, if any, from time to time.
- e) Salaries, facilities and other allowances and reimbursements payable are subject to tax to be deducted at source by the Company.
- f) The Company reserves the right to alter the structure or other elements of the compensation entitled to you.
- g) Your salary details are strictly confidential and should not be shared with other team members.
- h) Your initial posting will be at Perundurai, Tamil Nadu India 638052 but you may be required to transfer to another Company location/s, department, establishment, or branch, or any subsidiary, associate, or affiliate of the Company, and in such capacity as the Company may from time to time determine. In such case, you will also be governed by the terms and conditions of service applicable to the new assignment. You may be required to travel on behalf of the Company and will be reimbursed for such travel as per Company travel policies.
- i) Post completion of your Student Internship, you will be on probation for a period of six months from the date of joining as **SOFTWARE ENGINEER – DEVNET**. This period may be extended based on your performance at the end of the probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise in writing. During probation, your employment may be terminated by either party with 30 days' notice in writing or payment of 30 days salary in lieu of notice. At the end of the probation period, the company reserves the right to extend your probation for a further period it deems appropriate. At the end of extended period, subject to your performance, your services may be confirmed or terminated in writing.
- j) Your work timings will be according to the shift timings assigned by the Manager
- k) Any incremental promotions are discretionary and may be awarded based on considerable performance and results achieved during the period reviewed.
- l) Please note that Income Tax on all salary components including all Allowances, Bonus etc. are computed per Income Tax Act 1961 and rules there-under as amended from time to time.
- m) You will be required to produce satisfactory proof of age, educational qualification, and relieving letters from previous employer if any, Form No. 16 and other documents specified by the DIGIKRIYA in the offer letter. This offer is contingent upon a successful employment verification of criminal, education, and employment background, which you have provided on your employment application. This offer can be rescinded based upon data received in the verification.
- n) You will be entitled to take 15 days of Casual Leave and 12 Days of Medical/Hospitalization Leave Annually per the Company Leave Policy. As a responsible employee, you should inform





your Manager, possibly in advance if you are unable to come to work. This allows your Manager to plan for alternative work arrangements in your absence

- o) As a Start-up company, DIGIKRIYA is yet to register its employees under the Provident Fund scheme, However the company will contribute towards Provident Fund when its India legal entity meets the minimum mandatory employee headcount as laid down by the EPF Act. However, employees can also register voluntarily as they deem fit.
- p) Your position is a full-time position and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your employment with the Company without permission in writing from DIGIKRIYA
- q) You will be required as a condition of employment to sign the Non-Competition, Non-Solicitation, Proprietary and Confidential Information, and Developments Agreement with DIGIKRIYA. This Agreement which requires, among other provisions, the assignment of patent rights to any invention made during your employment at the Company, non-disclosure of Company proprietary information, and non-competition with the Company.
- r) The Company prides itself on maintaining the highest order of ethical conduct in its dealings with customers, suppliers, agents, and governments. As part of your employment, it is important that you fully understand this philosophy and the policies governing it. Accordingly, you will be required as a condition of employment to sign an acknowledgement of DIGIKRIYA Code of Business Conduct and Ethics.
- s) If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, your services may be terminated at the Company's sole option.
- t) You may resign your employment at any time on giving the required notice. Similarly, the Company is free to conclude its employment relationship with you. Your employment may be terminated by either party with 60 days' notice in writing or payment of 60 days salary in lieu of notice. Notwithstanding anything herein contained, in the event of any breach by you of any of the terms and conditions herein contained or any of DIGIKRIYA's Policies, Rules and Regulations, Non-Competition, Non-Solicitation, Proprietary and Confidential Information and Developments Agreement, or Code of Business Conduct and Ethics, the Company will have the right to terminate your appointment and service without any notice or notice pay or compensation whatsoever. This Appointment Letter is not to be construed as an agreement, either express or implied, to employ you for any stated term. The foregoing provisions are also applicable to employees who are under probation.
- u) On acceptance of the separation notice and before you are relieved of your responsibilities, you will give to the Company all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, etc., and you shall not make or retain any copies thereof.





## Appointment Letter

Giridharan.M

- v) You should conduct yourself in such a manner as to justify the trust and confidence reposed in you and act at all times in consistence with the position you occupy and the responsibility vested on you.
- w) Your employment with the Company shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings. Disputes, if any, arising out of your employment with the Company, are subject to the exclusive jurisdiction of competent courts or tribunals situated in Tamil Nadu INDIA.
- x) The above terms and conditions are subject to Company Policy published via Employee Handbook for India as amended from time to time and other Policy documents. By signing the duplicate copy of this letter and returning it to us, you assert that the terms and conditions of this appointment letter are acceptable to you and that you accept the appointment offered to you according to those terms.
- y) This offer letter represents the full extent of the Student internship offer and subsequent conditional Employment offer supersedes any prior conversations about the position. If you have any questions about this offer please contact the undersigned. Please review this letter in full, and sign and return it via email to [krish@digikriya.com](mailto:krish@digikriya.com) to confirm your acceptance of the position no later than close of business on Jan 13, 2021.

Notwithstanding anything herein contained, in the event of any breach by you of any of the terms and conditions herein contained or any of the Rules and Regulations of the Company, the Company will have right to terminate your appointment and service without any notice or notice pay or compensation whatsoever.

We welcome you to the DIGIKRIYA family and look forward to a long and mutually beneficial association

For DIGIKRIYA,

KRISHNAMURTHY.VS  
CEO & Founder

I confirm that I have received my electronic copy of the appointment letter and I accept the appointment offered according to the terms and conditions detailed above.

Appointee:

Name

Signature

Date:

Date: Jan 10, 2021



From: Krishnamurthy VS <krish@digikriya.com>  
Sent: 21 April 2021 21:19  
To: HOD\_Computer Technology(UG) <hod\_ctug@kongu.ac.in>  
Cc: admin@digikriya.com <admin@digikriya.com>  
Subject: Interns - Attendance Report

Dear Dr. Natesan

Enclosed the Attendance Report including the Out-of-office details for Mr. Giridharan.M & Mr. Santosh.M currently

| Giridharan M             |                          |
|--------------------------|--------------------------|
| Start Date : 18 Jan 2021 |                          |
| Out of office            | Reason for Absence       |
| 15 February 2021         | Internals Exam           |
| 16 February 2021         | Internals Exam           |
| 25 February 2021         | Medical Leave - Half Day |
| 05 March 2021            | Medical Leave            |
| 12 March 2021            | Internals Exam           |

| Santosh M                |                    |
|--------------------------|--------------------|
| Start Date : 18 Jan 2021 |                    |
| Out of office            | Reason for Absence |
| 15 February 2021         | Internals Exam     |
| 16 February 2021         | Internals Exam     |
| 23 February 2021         | Family Wedding     |
| 24 February 2021         | Family Wedding     |
| 09 March 2021            | Medical Leave      |
| 12 March 2021            | Internals Exam     |

Pls let me know if you need any clarification.

Thanks

Krish

Founder & CEO  
[krish@digikriya.com](mailto:krish@digikriya.com)  
10 Anson Road, #33-03 International Plaza,  
Singapore - 079903



## Appointment Letter

Date: Jan 10, 2021

**Mr. Santosh M**

111/11, Vinayaga Nagar  
Gundu Pillaiyar Kovil, Ammapet  
Salem -636003  
Tamil Nadu  
Email : santoshmohanramk1383@gmail.com

Dear Santosh,

### Sub: Student Internship & Employment Offer

DIGIKRIYA is pleased to extend an offer you for a Student Internship position within our DEVNET Department. The Position is for STUDENT INTERN for a period of 4 months based in Perundurai, Tamil Nadu India 638052, effective **Jan 11, 2021**

You will be paid a fixed stipend of **INR 25,000 (TWENTY-FIVE THOUSAND Indian Rupees)** for your 4-month internship.

Further to fulfilling your University requirements and Subject to successful completion of your current Bachelor's Degree Course and Student Internship program, DIGIKRIYA wishes to further extend offer of employment of **SOFTWARE ENGINEER – DEVNET** Position, effective **May 11, 2021** as per the terms and conditions specified below.

- a) You will be placed within the salary range of **INR 1.8Lakhs to INR 2.5 Lakhs Annualized Salary (Indian Rupees Only)** at the discretion of company based on your performance during student Internship. The exact breakup of the salary will be confirmed after your Student Internship more fully described in the updated employment offer letter.
- b) You will be entitled for **INR 20,000** as joining bonus which will be paid along with May 2022 salary upon completion of **12 months** from the date of joining. The joining bonus will automatically void if you are not on the payrolls of the company effective May 01, 2022.
- c) In addition, you will be eligible to be considered for an incentive bonus for each fiscal year of the Company. The bonus (if any) will be awarded based on your Individual Performance and Company financial performance overall objective or subjective criteria established by the Company's Chief Executive Officer Your target bonus will be up to **15% of your annual salary**. Any bonus for the fiscal year in which your employment begins will be prorated, based on the number of days you are employed by the Company during that fiscal year. Any bonus for a fiscal year will be paid in December after the close of that calendar year, but only if you are still employed by the Company at the time of payment. The determinations of Company Management with respect to your bonus will be final and binding.

Date : Jan, 10 2021





## Appointment Letter

Santosh.M

- d) This appointment is governed by various policies of the Company for the time being in force and subsequent amendments made thereon, if any, from time to time.
- e) Salaries, facilities and other allowances and reimbursements payable are subject to tax to be deducted at source by the Company.
- f) The Company reserves the right to alter the structure or other elements of the compensation entitled to you.
- g) Your salary details are strictly confidential and should not be shared with other team members.
- h) Your initial posting will be at Perundurai, Tamil Nadu India 638052 but you may be required to transfer to another Company location/s, department, establishment, or branch, or any subsidiary, associate, or affiliate of the Company, and in such capacity as the Company may from time to time determine. In such case, you will also be governed by the terms and conditions of service applicable to the new assignment. You may be required to travel on behalf of the Company and will be reimbursed for such travel as per Company travel policies.
- i) Post completion of your Student Internship, you will be on probation for a period of six months from the date of joining as **SOFTWARE ENGINEER – DEVNET**. This period may be extended based on your performance at the end of the probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise in writing. During probation, your employment may be terminated by either party with 30 days' notice in writing or payment of 30 days salary in lieu of notice. At the end of the probation period, the company reserves the right to extend your probation for a further period it deems appropriate. At the end of extended period, subject to your performance, your services may be confirmed or terminated in writing.
- j) Your work timings will be according to the shift timings assigned by the Manager
- k) Any incremental promotions are discretionary and may be awarded based on considerable performance and results achieved during the period reviewed.
- l) Please note that Income Tax on all salary components including all Allowances, Bonus etc. are computed per Income Tax Act 1961 and rules there-under as amended from time to time.
- m) You will be required to produce satisfactory proof of age, educational qualification, and relieving letters from previous employer if any, Form No. 16 and other documents specified by the DIGIKRIYA in the offer letter. This offer is contingent upon a successful employment verification of criminal, education, and employment background, which you have provided on your employment application. This offer can be rescinded based upon data received in the verification.
- n) You will be entitled to take 15 days of Casual Leave and 12 Days of Medical/Hospitalization Leave Annually per the Company Leave Policy. As a responsible employee, you should inform





## Appointment Letter

Santosh.M

your Manager, possibly in advance if you are unable to come to work. This allows your Manager to plan for alternative work arrangements in your absence

- o) As a Start-up company, DIGIKRIYA is yet to register its employees under the Provident Fund scheme, However the company will contribute towards Provident Fund when its India legal entity meets the minimum mandatory employee headcount as laid down by the EPF Act. However, employees can also register voluntarily as they deem fit.
- p) Your position is a full-time position and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your employment with the Company without permission in writing from DIGIKRIYA
- q) You will be required as a condition of employment to sign the Non-Competition, Non-Solicitation, Proprietary and Confidential Information, and Developments Agreement with DIGIKRIYA. This Agreement which requires, among other provisions, the assignment of patent rights to any invention made during your employment at the Company, non-disclosure of Company proprietary information, and non-competition with the Company.
- r) The Company prides itself on maintaining the highest order of ethical conduct in its dealings with customers, suppliers, agents, and governments. As part of your employment, it is important that you fully understand this philosophy and the policies governing it. Accordingly, you will be required as a condition of employment to sign an acknowledgement of DIGIKRIYA Code of Business Conduct and Ethics.
- s) If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, your services may be terminated at the Company's sole option.
- t) You may resign your employment at any time on giving the required notice. Similarly, the Company is free to conclude its employment relationship with you. Your employment may be terminated by either party with 60 days' notice in writing or payment of 60 days salary in lieu of notice. Notwithstanding anything herein contained, in the event of any breach by you of any of the terms and conditions herein contained or any of DIGIKRIYA's Policies, Rules and Regulations, Non-Competition, Non-Solicitation, Proprietary and Confidential Information and Developments Agreement, or Code of Business Conduct and Ethics, the Company will have the right to terminate your appointment and service without any notice or notice pay or compensation whatsoever. This Appointment Letter is not to be construed as an agreement, either express or implied, to employ you for any stated term. The foregoing provisions are also applicable to employees who are under probation.
- u) On acceptance of the separation notice and before you are relieved of your responsibilities, you will give to the Company all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, etc., and you shall not make or retain any copies thereof.





## Appointment Letter

Santosh.M

- v) You should conduct yourself in such a manner as to justify the trust and confidence reposed in you and act at all times in consistence with the position you occupy and the responsibility vested on you.
- w) Your employment with the Company shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings. Disputes, if any, arising out of your employment with the Company, are subject to the exclusive jurisdiction of competent courts or tribunals situated in Tamil Nadu INDIA.
- x) The above terms and conditions are subject to Company Policy published via Employee Handbook for India as amended from time to time and other Policy documents. By signing the duplicate copy of this letter and returning it to us, you assert that the terms and conditions of this appointment letter are acceptable to you and that you accept the appointment offered to you according to those terms.
- y) This offer letter represents the full extent of the Student internship offer and subsequent conditional Employment offer supersedes any prior conversations about the position. If you have any questions about this offer please contact the undersigned. Please review this letter in full, and sign and return it via email to [krish@digikriya.com](mailto:krish@digikriya.com) to confirm your acceptance of the position no later than close of business on Jan 13, 2021.

Notwithstanding anything herein contained, in the event of any breach by you of any of the terms and conditions herein contained or any of the Rules and Regulations of the Company, the Company will have right to terminate your appointment and service without any notice or notice pay or compensation whatsoever.

We welcome you to the DIGIKRIYA family and look forward to a long and mutually beneficial association

For DIGIKRIYA,

**KRISHNAMURTHY.VS**  
CEO & Founder

I confirm that I have received my electronic copy of the appointment letter and I accept the appointment offered according to the terms and conditions detailed above.

Appointee:

Name

Signature

Date:

Date: Jan 10, 2021



13.02.2021  
Coimbatore

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that **Mr. Vigneswaran.N** (Reg No:18BCR057) final year student of B.Sc(Computer System and Design) Kongu Engineering College, Erode permitted to do his academic internship in our company on "Android Studio" for a period of from February 2021 to April 2021 onwards at Coimbatore(ATS).

During the internship period has to follow the rules and regulations of the company.

For Accent Techno Soft

Authorized Signatory

#203, Nehru Street, Ram Nagar, Coimbatore - 641 009

[www.accenttechnosoft.com](http://www.accenttechnosoft.com)

0422 - 4212232

[info@accenttechnosoft.com](mailto:info@accenttechnosoft.com)

02.01.2021  
Coimbatore

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that **Mr. Vigneshwaran N (Reg No: 18BCR057)** Final Year Student of B.Sc Computer System & Design from **Kongu Engineering College** will be doing his internship project work in Android from our esteemed organization from 02<sup>nd</sup> January 2021 to 30<sup>th</sup> April 2021.

**Project Title :** Text to speed and speech to Text using Google API in Android studio

For Accent Techno Soft





05.07.2021  
Coimbatore

**TO WHOMSOEVER IT MAY CONCERN**

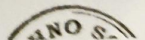
This is to certify that **Mr. Vigneshwaran N (Reg No: 18BCR057)** had successfully completed his project work in **"Android"** from our esteemed organization from 02<sup>nd</sup> January 2021 to 30<sup>th</sup> April 2021.

**Project Title :** Text to speed and speech to Text using Google API in Android studio

His performance and conduct were found to be very good.

During this period, he was sincere and regular in attending all the phases of Internship project work.

For Accent Techno Soft



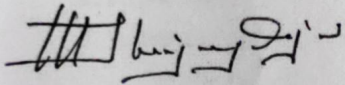
DATE: 30/03/2021

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. K.Uthayakumar**(18BSR055) S/o. Kandavel studying Bachelor of Science in Software Systems at Kongu Engineering College, Perundurai, Tamil Nadu, is on internship program at ESSDi Infotech Corporation, Tirupur as an Intern from 16/03/2021 to 30/03/2021.

Mr. Uthayakumar, has 100% attendance during the period mentioned above.

For ESSDi Infotech Corporation



Authorized Signatory  
L.B.Thiyagarajan



Date 30-Sep-21

Name: AISHWARYAA K S

SUB: Offer of Appointment

Dear AISHWARYAA

This has reference to the interview held in **10-Sep-21**. We are pleased to make an offer of appointment to you for the position of **BDA** in our organization. This offer takes effect from your date of joining which shall be on **5-Oct-21**

**SALARY**

We confirm offering annual compensation **INR. 500000/-** per annum to you, upon successful completion of your probation your salary will be revised to Rs.7 lakh fixed and 3 Lakh variable.

The details of the salary are as follows:

## Schedule I -- Compensation Details

| Schedule -1             |  |            |            |
|-------------------------|--|------------|------------|
| Name:                   | AISHWARYAA K S                           |            |            |
| Designation:            | BDA                                      |            |            |
| Department:             | Sales                                    |            |            |
| (A)                     | Fixed Components                         | INR (p.m.) | INR (p.a.) |
| I                       | Basic                                    | 10000      | 120000     |
| II                      | HRA                                      | 5000       | 60000      |
| III                     | LTA                                      | 2083       | 25000      |
| IV                      | Book and Periodicals                     | 1500       | 18000      |
| V                       | Communication Reimbursement              | 1500       | 18000      |
| VI                      | Special Allowance                        | 3117       | 37400      |
| GROSS INCOME            |  | 23200      | 278400     |
| (B)                     | RETIRALS                                 |            |            |
| I                       | Provident Fund (Employer's Contribution) | 1800       | 21600      |
| RETIRALS TOTAL          |  | 25000      | 300000     |
| (C)                     | Annual Variable Cash (Maximum Payable)   |            | 200000     |
| COST TO COMPANY (A+B+C) |  | 25000      | 500000     |

Note: You will receive salary, and all other benefits forming part of your remuneration packages subject to, and after, deduction of tax at source in accordance with applicable law.

The structure of your compensation plan may be altered / changed from time to time in line with the Compensation policy and practices of the Organization.

Your appointment to the services of the company is subject to satisfactory background reference checks and clearance from service agreements that you may have executed, which could have a bearing on your working with us.

## Registered address

206, 2nd Floor, Arun chambers,  
Pandit Madan Mohan Malviya Marg,  
Tardeo, Mumbai - 400034

CIN number: U74999MH2019PTC322765

# LIDO

QUALITY TUTORIALS PVT LTD

This letter of offer is based on the information furnished in your application for employment and during the interviews you had with us. If at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to termination without prior notice.

This offer of appointment is valid until **2-Oct-21** for acceptance. If we do not hear from you by **2-Oct-21** i.e., the date on which validity of the offer expires, this offer of appointment shall be treated as withdrawn.

You will be on probation for 90 Days after which your performance will be reviewed and if found suitable, you will be confirmed in your current position.

Your employment is terminable by giving (2 Days) notice during the probation period & (30 days) post confirmation. Either party is not bound to give any reason thereof.

You will abide by the rules and regulations of the Company as may be in force from time to time and if any violation made would be subjected to the Disciplinary action.

On your date of Joining, for the purpose of verification and / submission of your credentials, you are requested to bring the original documents and copies thereof.

If the above terms and conditions are acceptable to you, you may please endorse your acceptance in the format enclosed.  
welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

Yours truly

For, Quality Tutorials Private Ltd.

Name of Authorized Person Designation

S. H. Sheth

Sahil Sheth  
Founder

**Registered address**

206, 2nd Floor, Arun chambers,  
Pendit Madan Mohan Malviya Marg,  
Tardeo, Mumbai - 400034

CIN number: U74999MH2019PTC322765



# LIDO

QUALITY TUTORIALS PVT LTD

Date

## ACCEPTANCE LETTER

To,  
Quality Tutorials Pvt. Ltd

I, AISHWARYAA K S having gone through the terms and conditions of the service being offered to me, vide letter of offer/appointment dated 30-Sep-21, have understood the implications correctly and am pleased to accept the appointment after agreeing fully to the terms.

I shall be reporting for duty on Oct 05, 2021

Place: Erode

Date: Sep 30, 2021

Signature: \_\_\_\_\_

Candidate Name: AISHWARYAA K S

**Request you to please fill-up the onboarding form mentioned in the mail body.**

**Note: Your offer acceptance will only be considered once you fill up the onboarding form.**

### Registered address

206, 2nd Floor, Arun chambers,  
Pandit Madan Mohan Malviya Marg,  
Tardeo, Mumbai - 400034

CIN number: U74999MH2019PTC322765

Letter of Offer

Ref: QT/HR/202112/O-05

To,

01<sup>st</sup> December 2021

Ms. Sangeetha P  
27, Pavendher Street,  
Veerappan Chathiram,  
Erode-638004, Tamil Nadu.

Dear Sangeetha P,

**Sub: Offer Letter**

We are pleased to inform you that you have been offered paid internship for 6 months followed by full time employment in Qualian Technologies Pvt Ltd for the position of Trainee Software Engineer based on your performance in interview with us. You will be based in our Chennai unit, Qualian Technologies Pvt Ltd, # 157, Developed Plot, Perungudi Electronic Estate, Chennai - 96.

In this internship period, you will be entitled for a stipend of Rs 10,000/- per month. On the successful completion of 6 months internship and UG degree, you will be paid with Annual CTC of Rupees 250,000/- as detailed in Annexure - A.

In addition to that, it's our pleasure to offer a scholarship scheme for the UG graduates with an objective to encourage you to pursue higher studies in distance education during employment. You can avail this scholarship which ranges from 20k to 100% of tuition fees per year. The scholarship amount will be awarded based on your performance in work.

Your internship with us will be governed by the Terms & Conditions as detailed in Annexure - B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

development and growth.

Yours truly,

For Qualian Technologies Pvt Ltd



Senthil Palanisamy

(Director)



Annexure - A

Salary structures can be bifurcated as under;

Compensation structure

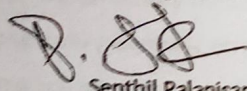
(Figures in rupees)

| Components                            | Annual    |
|---------------------------------------|-----------|
| Basic Salary                          |           |
| HRA                                   | 1,00,000  |
| Special Allowance                     | 50,000    |
| LTA                                   | 56,820    |
| Provident Fund (12% Basic)            | 12,000    |
| *Gratuity                             | 20,270    |
| *Group Medical & Personal Insurance** | 4,810     |
| CTC                                   | 6,000     |
|                                       | 250,000** |

\*This is actual cost of insurance policy in respect of an employee and varies from year to year.

\*\* During the fulltime internship period, you will receive a stipend of Rupees 10,000 per month. Once you complete your current UG course, you will be receiving a salary of Rupees 2, 50,000 per annum as discussed earlier.

For Qualian Technologies Pvt Ltd

  
Senthil Palanisamy  
(Director)

Ref: QT/HR/202112/O-05

Annexure – B

Employment terms

1. Your duties and responsibilities will be as assigned to you from time to time by the CEO of the company or any person authorized by the company.
2. During the term of your employment you will not represent, handle, or otherwise undertake any other business or activity, its being clearly understood that you will devote your full working time exclusively to this company's work and business.
3. This agreement may be terminated by giving a 60 days' notice by you failing which you are liable to pay 25% of your annual CTC. During the notice period, any pending assignments must be completed to the satisfaction of the company before you will be released.
4. Upon termination of your employment, you will return to the company all papers and documents or other property which may at that time be in your possession relating to the business or affairs of the company.
5. You will be entitled to leave and other fringe benefits as per the policies of the company.
6. You may be required to proceed from time to time on assignments at stations outside Chennai and overseas. Your services are liable to be transferred at any time to any office of the company or its associate organizations.
7. You will be retired from service upon reaching age 60 or earlier in case you are found physically / mentally unfit to work any longer or for continued ill health as certified by medical practitioner designated by the company.
8. Your conduct always should reflect observance of the national and local laws and the rules and regulations of the company. In all dealings with the company and its clients and their organizations, the highest standards of propriety and integrity will be expected of you



Ref: QT/HR/202112/O- 05

9. In all matter not covered above, you will be governed by the statutory regulations / provisions or the laws of the company applicable to your position.

10. Document Submission: At the time of joining, please bring the photocopies of following documents to complete your joining formalities.

- ❑ 4 passport size photographs.
- ❑ Proof of all Education / Qualification certification.
- ❑ Copy of Passport
- ❑ Photo Identity proof (Passport/Drivers Licence/PAN Card/Aadhaar Card)

If the terms and conditions are acceptable to you, kindly sign and mail the duplicate copy of this appointment letter to us within **3 days** from the receipt of this appointment letter. In case we do not receive any formal acceptance within the above-mentioned period, our offer of appointment will be treated as cancelled.

The terms and conditions are agreed to and accepted by me.

Signature:

Date: 03.12.2021

P. Sengupta

Letter of Offer

Ref: QT/HR/202112/O-02

To,

01<sup>st</sup> December 2021

Mr. Saran Kumar P

13, Kothumuttipalayam,  
M. Anumanpalli(po), Arachalur (Via),  
Erode-638101, Tamil Nadu,

Dear Saran Kumar P,

**Sub: Offer Letter**

We are pleased to inform you that you have been offered paid internship for 6 months followed by full time employment in Qualian Technologies Pvt Ltd for the position of **Trainee Software Engineer** based on your performance in interview with us. You will be based in our Chennai unit, Qualian Technologies Pvt Ltd, # 157, Developed Plot, Perungudi Electronic Estate, Chennai - 96.

In this internship period, you will be entitled for a stipend of Rs 10,000/- per month. On the successful completion of 6 months internship and UG degree, you will be paid with Annual CTC of Rupees 250,000/- as detailed in Annexure - A.

In addition to that, it's our pleasure to offer a scholarship scheme for the UG graduates with an objective to encourage you to pursue higher studies in distance education during employment. You can avail this scholarship which ranges from 20k to 100% of tuition fees per year. The scholarship amount will be awarded based on your performance in work.

Your internship with us will be governed by the Terms & Conditions as detailed in Annexure - B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,

For Qualian Technologies Pvt Ltd



Senthil Palanisamy

(Director)



Ref: QT/HR/202112/O-02

Annexure – A

Salary structures can be bifurcated as under:

Compensation structure

(Figures in rupees)

| Components                            | Annual           |
|---------------------------------------|------------------|
| Basic Salary                          |                  |
| HRA                                   | 1,00,000         |
| Special Allowance                     | 50,000           |
| LTA                                   | 56,920           |
| Provident Fund (12% Basic)            | 12,000           |
| *Gratuity                             | 20,270           |
|                                       | 4,810            |
| *Group Medical & Personal Insurance** | 6,000            |
| <b>CTC</b>                            | <b>250,000**</b> |

\*This is actual cost of insurance policy in respect of an employee and varies from year to year.

\*\* During the fulltime internship period, you will receive a stipend of Rupees 10,000 per month. Once you complete your current UG course, you will be receiving a salary of Rupees 2, 50,000 per annum as discussed earlier.

For Qualian Technologies Pvt Ltd

  
Senthil Palanisamy

(Director)

Annexure – B

Employment terms

1. Your duties and responsibilities will be as assigned to you from time to time by the CEO of the company or any person authorized by the company.
2. During the term of your employment you will not represent, handle, or otherwise undertake any other business or activity, its being clearly understood that you will devote your full working time exclusively to this company's work and business.
3. This agreement may be terminated by giving a 60 days' notice by you failing which you are liable to pay 25% of your annual CTC. During the notice period, any pending assignments must be completed to the satisfaction of the company before you will be released.
4. Upon termination of your employment, you will return to the company all papers and documents or other property which may at that time be in your possession relating to the business or affairs of the company.
5. You will be entitled to leave and other fringe benefits as per the policies of the company.
6. You may be required to proceed from time to time on assignments at stations outside Chennai and overseas. Your services are liable to be transferred at any time to any office of the company or its associate organizations.
7. You will be retired from service upon reaching age 60 or earlier in case you are found physically / mentally unfit to work any longer or for continued ill health as certified by medical practitioner designated by the company.
8. Your conduct always should reflect observance of the national and local laws and the rules and regulations of the company. In all dealings with the company and its clients and their organizations, the highest standards of propriety and integrity will be expected of you



Ref: QT/HR/202112/O- 02

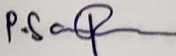
9. In all matter not covered above, you will be governed by the statutory regulations / provisions or the laws of the company applicable to your position.

10. Document Submission: At the time of joining, please bring the photocopies of following documents to complete your joining formalities.

- ☐ 4 passport size photographs.
- ☐ Proof of all Education / Qualification certification.
- ☐ Copy of Passport
- ☐ Photo Identity proof (Passport/Drivers Licence/PAN Card/Aadhaar Card)

If the terms and conditions are acceptable to you, kindly sign and mail the duplicate copy of this appointment letter to us within **3 days** from the receipt of this appointment letter. In case we do not receive any formal acceptance within the above-mentioned period, our offer of appointment will be treated as cancelled.

The terms and conditions are agreed to and accepted by me.

Signature: 

Date: 3/12/2021

Letter of Offer

Ref: QT/HR/202112/O-06

01<sup>st</sup> December 2021

To,

Ms. Priyanka K  
Peralaikattuvalasu,  
Veerasolapuram,  
Kangayam (Via)  
Tiruppur-638701, Tamil Nadu.

Dear Priyanka K,

**Sub: Offer Letter**

We are pleased to inform you that you have been offered paid internship for 6 months followed by full time employment in Qualian Technologies Pvt Ltd for the position of **Trainee Software Engineer** based on your performance in interview with us. You will be based in our Chennai unit, Qualian Technologies Pvt Ltd, # 157, Developed Plot, Perungudi Electronic Estate, Chennai - 96.

In this internship period, you will be entitled for a stipend of Rs 10,000/- per month. On the successful completion of 6 months internship and UG degree, you will be paid with Annual CTC of Rupees 250,000/- as detailed in Annexure - A.

In addition to that, it's our pleasure to offer a scholarship scheme for the UG graduates with an objective to encourage you to pursue higher studies in distance education during employment. You can avail this scholarship which ranges from 20k to 100% of tuition fees per year. The scholarship amount will be awarded based on your performance in work.

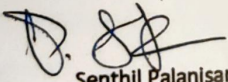
Your internship with us will be governed by the Terms & Conditions as detailed in Annexure - B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,

For Qualian Technologies Pvt Ltd

  
Senthil Palanisamy  
(Director)



Ref: QT/HR/202112/O-06

Annexure – A

Salary structures can be bifurcated as under:

Compensation structure

(Figures in rupees)

| Components                            | Annual           |
|---------------------------------------|------------------|
| Basic Salary                          | 1,00,000         |
| HRA                                   | 50,000           |
| Special Allowance                     | 56,920           |
| LTA                                   | 12,000           |
| Provident Fund (12% Basic)            | 20,270           |
| *Gratuity                             | 4,810            |
| *Group Medical & Personal Insurance** | 6,000            |
| <b>CTC</b>                            | <b>250,000**</b> |

\*This is actual cost of insurance policy in respect of an employee and varies from year to year.

\*\* During the fulltime internship period, you will receive a stipend of Rupees 10,000 per month. Once you complete your current UG course, you will be receiving a salary of Rupees 2, 50,000 per annum as discussed earlier.

For Qualian Technologies Pvt Ltd



Senthil Palanisamy

(Director)

Ref: QT/HR/202112/O-06

Annexure – B

Employment terms

1. Your duties and responsibilities will be as assigned to you from time to time by the CEO of the company or any person authorized by the company.
2. During the term of your employment you will not represent, handle, or otherwise undertake any other business or activity, its being clearly understood that you will devote your full working time exclusively to this company's work and business.
3. This agreement may be terminated by giving a 60 days' notice by you failing which you are liable to pay 25% of your annual CTC. During the notice period, any pending assignments must be completed to the satisfaction of the company before you will be released.
4. Upon termination of your employment, you will return to the company all papers and documents or other property which may at that time be in your possession relating to the business or affairs of the company.
5. You will be entitled to leave and other fringe benefits as per the policies of the company.
6. You may be required to proceed from time to time on assignments at stations outside Chennai and overseas. Your services are liable to be transferred at any time to any office of the company or its associate organizations.
7. You will be retired from service upon reaching age 60 or earlier in case you are found physically / mentally unfit to work any longer or for continued ill health as certified by medical practitioner designated by the company.
8. Your conduct always should reflect observance of the national and local laws and the rules and regulations of the company. In all dealings with the company and its clients and their organizations, the highest standards of propriety and integrity will be expected of you



Ref: QT/HR/202112/O- 06

9. In all matter not covered above, you will be governed by the statutory regulations / provisions or the laws of the company applicable to your position.

10. Document Submission: At the time of joining, please bring the photocopies of following documents to complete your joining formalities.

- ☒ 4 passport size photographs.
- ☒ Proof of all Education / Qualification certification.
- ☒ Copy of Passport
- ☒ Photo Identity proof (Passport/Drivers Licence/PAN Card/ Aadhaar Card)

If the terms and conditions are acceptable to you, kindly sign and mail the duplicate copy of this appointment letter to us within **3 days** from the receipt of this appointment letter. In case we do not receive any formal acceptance within the above-mentioned period, our offer of appointment will be treated as cancelled.

The terms and conditions are agreed to and accepted by me.

**Signature:**

**Date:** 03.12.2021

*K. Priyanka*

Letter of Offer

Ref: QT/HR/202112/O-03

01<sup>st</sup> December 2021

To,

Mr. Santhosh Kumar S  
62/75, Vellivalasu,  
Attavanai, Anumanpalli (post),  
Arachalur, Erode-638101,  
Tamil Nadu.

Dear Santhosh Kumar S,

**Sub: Offer Letter**

We are pleased to inform you that you have been offered paid internship for **6 months** followed by full time employment in Qualian Technologies Pvt Ltd for the position of **Trainee Software Engineer** based on your performance in interview with us. You will be based in our Chennai unit, Qualian Technologies Pvt Ltd, # 157, Developed Plot, Perungudi Electronic Estate, Chennai - 96.

In this internship period, you will be entitled for a stipend of Rs **10,000/-** per month. On the successful completion of 6 months internship and UG degree, you will be paid with Annual CTC of Rupees **250,000/-** as detailed in Annexure - A.

In addition to that, it's our pleasure to offer a scholarship scheme for the UG graduates with an objective to encourage you to pursue higher studies in distance education during employment. You can avail this scholarship which ranges from **20k to 100%** of tuition fees per year. The scholarship amount will be awarded based on your performance in work.

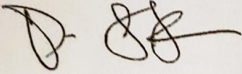
Your internship with us will be governed by the Terms & Conditions as detailed in Annexure - B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,

For Qualian Technologies Pvt Ltd



Senthil Palanisamy

(Director)



Ref: QT/HR/202112/O-03

Annexure – A

Salary structures can be bifurcated as under:

Compensation structure

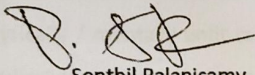
(Figures in rupees)

| Components                            | Annual           |
|---------------------------------------|------------------|
| Basic Salary                          | 1,00,000         |
| HRA                                   | 50,000           |
| Special Allowance                     | 56,920           |
| LTA                                   | 12,000           |
| Provident Fund (12% Basic)            | 20,270           |
| *Gratuity                             | 4,810            |
| *Group Medical & Personal Insurance** | 6,000            |
| <b>CTC</b>                            | <b>250,000**</b> |

\*This is actual cost of insurance policy in respect of an employee and varies from year to year.

\*\* During the fulltime internship period, you will receive a stipend of Rupees 10,000 per month. Once you complete your current UG course, you will be receiving a salary of Rupees 2, 50,000 per annum as discussed earlier.

For Qualian Technologies Pvt Ltd

  
Senthil Palanisamy

(Director)

Annexure - B

Employment terms

1. Your duties and responsibilities will be as assigned to you from time to time by the CEO of the company or any person authorized by the company.
2. During the term of your employment you will not represent, handle, or otherwise undertake any other business or activity, its being clearly understood that you will devote your full working time exclusively to this company's work and business.
3. This agreement may be terminated by giving a 60 days' notice by you failing which you are liable to pay 25% of your annual CTC. During the notice period, any pending assignments must be completed to the satisfaction of the company before you will be released.
4. Upon termination of your employment, you will return to the company all papers and documents or other property which may at that time be in your possession relating to the business or affairs of the company.
5. You will be entitled to leave and other fringe benefits as per the policies of the company.
6. You may be required to proceed from time to time on assignments at stations outside Chennai and overseas. Your services are liable to be transferred at any time to any office of the company or its associate organizations.
7. You will be retired from service upon reaching age 60 or earlier in case you are found physically / mentally unfit to work any longer or for continued ill health as certified by medical practitioner designated by the company.
8. Your conduct always should reflect observance of the national and local laws and the rules and regulations of the company. In all dealings with the company and its clients and their organizations, the highest standards of propriety and integrity will be expected of you



Ref: QT/HR/202112/O- 03

9. In all matter not covered above, you will be governed by the statutory regulations / provisions or the laws of the company applicable to your position.

10. Document Submission: At the time of joining, please bring the photocopies of following documents to complete your joining formalities.

- ☐ 4 passport size photographs.
- ☐ Proof of all Education / Qualification certification.
- ☐ Copy of Passport
- ☐ Photo Identity proof (Passport/Drivers Licence/PAN Card/Aadhaar Card)

If the terms and conditions are acceptable to you, kindly sign and mail the duplicate copy of this appointment letter to us within **3 days** from the receipt of this appointment letter. In case we do not receive any formal acceptance within the above-mentioned period, our offer of appointment will be treated as cancelled.

The terms and conditions are agreed to and accepted by me.

Signature: *J. Ganthuk Kumar*

Date: 03.12.2021

Letter of Offer

Ref: QT/HR/202112/O-04

01<sup>st</sup> December 2021

To,

Ms. Yamunadevi M  
3/192, S.M.A, Thottam,  
R.S. Road, Vijayamangalam  
Erode-638056, Tamil Nadu.

Dear Yamunadevi M,

**Sub: Offer Letter**

We are pleased to inform you that you have been offered paid internship for **6 months** followed by full time employment in Qualian Technologies Pvt Ltd for the position of **Trainee Software Engineer** based on your performance in interview with us. You will be based in our Chennai unit, Qualian Technologies Pvt Ltd, # 157, Developed Plot, Perungudi Electronic Estate, Chennai - 96.

In this internship period, you will be entitled for a stipend of Rs **10,000/-** per month. On the successful completion of 6 months internship and UG degree, you will be paid with Annual CTC of Rupees **250,000/-** as detailed in Annexure - A.

In addition to that, it's our pleasure to offer a scholarship scheme for the UG graduates with an objective to encourage you to pursue higher studies in distance education during employment. You can avail this scholarship which ranges from **20k to 100%** of tuition fees per year. The scholarship amount will be awarded based on your performance in work.

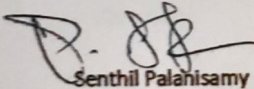
Your internship with us will be governed by the Terms & Conditions as detailed in Annexure - B.

Your offer has been made based on information furnished by you. However, if there is a discrepancy in the copies of documents or certificates given by you as a proof of above, we retain the right to review our offer of employment.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.

Yours truly,

For Qualian Technologies Pvt Ltd



(Director)



Ref: QT/HR/202112/O-04

Annexure – A

Salary structures can be bifurcated as under:

Compensation structure

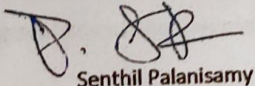
(Figures in rupees)

| Components                            | Annual           |
|---------------------------------------|------------------|
| Basic Salary                          | 1,00,000         |
| HRA                                   | 50,000           |
| Special Allowance                     | 56,920           |
| LTA                                   | 12,000           |
| Provident Fund (12% Basic)            | 20,270           |
| *Gratuity                             | 4,810            |
| *Group Medical & Personal Insurance** | 6,000            |
| <b>CTC</b>                            | <b>250,000**</b> |

\*This is actual cost of insurance policy in respect of an employee and varies from year to year.

\*\* During the fulltime internship period, you will receive a stipend of Rupees 10,000 per month. Once you complete your current UG course, you will be receiving a salary of Rupees 2, 50,000 per annum as discussed earlier.

For Qualian Technologies Pvt Ltd

  
Senthil Palanisamy  
(Director)

Ref: QT/HR/202112/O-04

Annexure – B

Employment terms

1. Your duties and responsibilities will be as assigned to you from time to time by the CEO of the company or any person authorized by the company.
2. During the term of your employment you will not represent, handle, or otherwise undertake any other business or activity, its being clearly understood that you will devote your full working time exclusively to this company's work and business.
3. This agreement may be terminated by giving a 60 days' notice by you failing which you are liable to pay 25% of your annual CTC. During the notice period, any pending assignments must be completed to the satisfaction of the company before you will be released.
4. Upon termination of your employment, you will return to the company all papers and documents or other property which may at that time be in your possession relating to the business or affairs of the company.
5. You will be entitled to leave and other fringe benefits as per the policies of the company.
6. You may be required to proceed from time to time on assignments at stations outside Chennai and overseas. Your services are liable to be transferred at any time to any office of the company or its associate organizations.
7. You will be retired from service upon reaching age 60 or earlier in case you are found physically / mentally unfit to work any longer or for continued ill health as certified by medical practitioner designated by the company.
8. Your conduct always should reflect observance of the national and local laws and the rules and regulations of the company. In all dealings with the company and its clients and their organizations, the highest standards of propriety and integrity will be expected of you



Ref: QT/HR/202112/O- 04

9. In all matter not covered above, you will be governed by the statutory regulations / provisions or the laws of the company applicable to your position.

10. Document Submission: At the time of joining, please bring the photocopies of following documents to complete your joining formalities.

- ☐ 4 passport size photographs.
- ☐ Proof of all Education / Qualification certification.
- ☐ Copy of Passport
- ☐ Photo Identity proof (Passport/Drivers Licence/PAN Card/Aadhaar Card)

If the terms and conditions are acceptable to you, kindly sign and mail the duplicate copy of this appointment letter to us within **3 days** from the receipt of this appointment letter. In case we do not receive any formal acceptance within the above-mentioned period, our offer of appointment will be treated as cancelled.

The terms and conditions are agreed to and accepted by me.

Signature:

*M. Yamunadevi*

Date: 03.12.2021

Date: Nov 01, 2021

**Subject: Trainee Offer Letter**

Dear Abinaya Thangaraj,

Thank you for exploring career opportunities with **ERP Roots**. 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 **SAP Trainee** for a period of 120 days.

Please note that you will be frequently evaluated during the training period. On satisfactory performance, you will be joining us as a Full-Time Employee and designation will be **SAP Junior Consultant**. If your performance is not satisfactory during the training period, your tenure will be closed with the immediate effect.

Your stipend (including all benefits) will be **Rs. 7,500** per month, as per the terms and conditions set by ERP Roots during the training period. Upon successful completion of the initial training, you will be confirmed as a Full-Time Employee with a salary of **Rs. 15,000** per month. After the end of the sixth month, you will be evaluated again and based on your performance the salary will get increase.

Kindly confirm your acceptance of this offer by signing the offer letter copy and send us the scan copy to the email [rajeshwari@erproots.com](mailto:rajeshwari@erproots.com) within 5 days.

The allowances, benefits, and other terms and conditions of your employment will be as per company policies as applicable from time to time.

Your joining location would be **Coimbatore**. Work from home (Online training) may be available subject to COVID-19 pandemic.

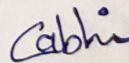
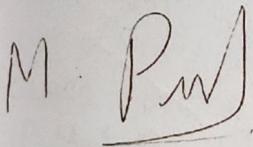
**Address:** #51, 2nd floor, Sri Sri Building, Airport, Paris Nagar, Coimbatore - 641014.

**Reporting Manager:** Durai Venkatachalam

We welcome you aboard and we expect you to join on **01-Dec-2021** inline with the discussion with you.

For ERP Roots

Trainee Offer Accepted



**Thirukumar M**

**Abinaya Thangaraj**

Chairman



19BCR035  
Nidhi Bohra



DIGIKRIYA PRIVATE LTD  
E-22, Plot# 128/P2  
Metropolis Office Park  
EPIP Industrial Area, Whitefield  
Bengaluru, INDIA 560066

## Appointment Letter

Date: Nov 20, 2021

Ms. Nidhi Bohra

326/A2 Agrahara Street  
Rajshree Apartments Ph-2  
ERODE 638001  
Email : nidhibohra2001@gmail.com

Dear Nidhi,

### Sub: Student Internship & Employment Offer

DIGIKRIYA is pleased to extend an offer you for a Student Internship position within our DEVNET Department. The Position is for **STUDENT INTERN** for a period of 4 months based in Perundurai, Tamil Nadu India 638052, effective **Jan 01, 2022**

You will be paid a fixed stipend of **INR 25,000 (TWENTY-FIVE THOUSAND Indian Rupees)** for your 4-month internship.

Further to fulfilling your university requirements and Subject to successful completion of your current Bachelor's Degree Course and Student Internship program, DIGIKRIYA wishes to further extend offer of employment of **SOFTWARE ENGINEER – DEVNET** Position, effective **May 01, 2022** as per the terms and conditions specified below.

- a) You will be placed within the salary range of **INR 2 Lakhs to INR 2.5 Lakhs Annualized Salary (Indian Rupees Only)** at the discretion of company based on your performance during student Internship. The exact breakup of the salary will be confirmed after your Student Internship more fully described in the updated employment offer letter.
- b) You will be entitled for **INR 20,000 as** joining bonus which will be paid along with May 2023 salary upon completion of **12 months** from the date of joining. The joining bonus will automatically void if you are not on the payrolls of the company effective May 01, 2023.
- c) In addition, you will be eligible to be considered for an incentive bonus for each fiscal year of the Company. The bonus (if any) will be awarded based on your Individual Performance and Company financial performance overall objective or subjective criteria established by the Company's Chief Executive Officer Your target bonus will



## Appointment Letter

Nidhi Bohra

be up to **15% of your annual salary**. Any bonus for the fiscal year in which your employment begins will be prorated, based on the number of days you are employed by the Company during that fiscal year. Any bonus for a fiscal year will be paid in December after the close of that calendar year, but only if you are still employed by the Company at the time of payment. The determinations of Company Management with respect to your bonus will be final and binding.

- d) This appointment is governed by various policies of the Company for the time being in force and subsequent amendments made thereon, if any, from time to time.
- e) Salaries, facilities and other allowances and reimbursements payable are subject to tax to be deducted at source by the Company.
- f) The Company reserves the right to alter the structure or other elements of the compensation entitled to you.
- g) Your salary details are strictly confidential and should not be shared with other team members.
- h) Your initial posting will be at Perundurai, Tamil Nadu India 638052 but you may be required to transfer to another Company location/s, department, establishment, or branch, or any subsidiary, associate, or affiliate of the Company, and in such capacity as the Company may from time to time determine. In such case, you will also be governed by the terms and conditions of service applicable to the new assignment. You may be required to travel on behalf of the Company and will be reimbursed for such travel as per Company travel policies.
- i) Post completion of your Student Internship, you will be on probation for a period of six months from the date of joining as **SOFTWARE ENGINEER – DEVNET**. This period may be extended based on your performance at the end of the probation period, subject to your satisfactory performance, your services will be deemed confirmed unless notified otherwise in writing. During probation, your employment may be terminated by either party with 30 days' notice in writing or payment of 30 days salary in lieu of notice. At the end of the probation period, the company reserves the right to extend your probation for a further period it deems appropriate. At the end of extended period, subject to your performance, your services may be confirmed or terminated in writing.
- j) Your work timings will be according to the shift timings assigned by the Manager
- k) Any incremental promotions are discretionary and may be awarded based on considerable performance and results achieved during the period reviewed.





- i) Please note that Income Tax on all salary components including all Allowances, Bonus etc. are computed per Income Tax Act 1961 and rules there-under as amended from time to time.
- m) You will be required to produce satisfactory proof of age, educational qualification, and relieving letters from previous employer if any, Form No. 16 and other documents specified by the DIGIKRIYA in the offer letter. This offer is contingent upon a successful employment verification of criminal, education, and employment background, which you have provided on your employment application. This offer can be rescinded based upon data received in the verification.
- n) You will be entitled to take 15 days of Casual Leave and 12 Days of Medical/Hospitalization Leave Annually per the Company Leave Policy. As a responsible employee, you should inform your Manager, possibly in advance if you are unable to come to work. This allows your Manager to plan for alternative work arrangements in your absence
- o) As a Start-up company, DIGIKRIYA is yet to register its employees under the Provident Fund scheme. However the company will contribute towards Provident Fund when its India legal entity meets the minimum mandatory employee headcount as laid down by the EPF Act. However, employees can also register voluntarily as they deem fit.
- p) Your position is a full-time position and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part-time or otherwise) or work in an advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during your employment with the Company without permission in writing from DIGIKRIYA
- q) You will be required as a condition of employment to sign the Non-Competition, Non-Solicitation, Proprietary and Confidential Information, and Developments Agreement with DIGIKRIYA. This Agreement which requires, among other provisions, the assignment of patent rights to any invention made during your employment at the Company, non-disclosure of Company proprietary information, and non-competition with the Company.
- r) The Company prides itself on maintaining the highest order of ethical conduct in its dealings with customers, suppliers, agents, and governments. As part of your employment, it is important that you fully understand this philosophy and the





## Appointment Letter

Nidhi Bohra

policies governing it. Accordingly, you will be required as a condition of employment to sign an acknowledgement of DIGIKRIYA Code of Business Conduct and Ethics.

- s) If any declaration given or furnished by you to the Company proves to be false or if you are found to have willfully suppressed any material information, your services may be terminated at the Company's sole option.
- t) You may resign your employment at any time on giving the required notice. Similarly, the Company is free to conclude its employment relationship with you. Your employment may be terminated by either party with 60 days' notice in writing or payment of 60 days salary in lieu of notice. Notwithstanding anything herein contained, in the event of any breach by you of any of the terms and conditions herein contained or any of DIGIKRIYA's Policies, Rules and Regulations, Non-Competition, Non-Solicitation, Proprietary and Confidential Information and Developments Agreement, or Code of Business Conduct and Ethics, the Company will have the right to terminate your appointment and service without any notice or notice pay or compensation whatsoever. This Appointment Letter is not to be construed as an agreement, either express or implied, to employ you for any stated term. The foregoing provisions are also applicable to employees who are under probation.
- u) On acceptance of the separation notice and before you are relieved of your responsibilities, you will give to the Company all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, etc., and you shall not make or retain any copies thereof.
- v) You should conduct yourself in such a manner as to justify the trust and confidence reposed in you and act at all times in consistence with the position you occupy and the responsibility vested on you.
- w) Your employment with the Company shall be governed and construed in accordance with the laws of India in relation to any legal action or proceedings. Disputes, if any, arising out of your employment with the Company, are subject to the exclusive jurisdiction of competent courts or tribunals situated in Tamil Nadu INDIA.
- x) The above terms and conditions are subject to Company Policy published via Employee Handbook for India as amended from time to time and other Policy documents. By signing the duplicate copy of this letter and returning it to us, you assert that the terms and conditions of this appointment letter are acceptable to you and that you accept the appointment offered to you according to those terms.

Date: Nov 20, 2021





## Appointment Letter

Nidhi Bohra

- y) This offer letter represents the full extent of the student internship offer and subsequent conditional Employment offer supersedes any prior conversations about the position. If you have any questions about this offer, please contact the undersigned. Please review this letter in full, and sign and return it via email to [krish@digikriya.com](mailto:krish@digikriya.com) to confirm your acceptance of the position no later than close of business on Nov 23, 2021.

Notwithstanding anything herein contained, in the event of any breach by you of any of the terms and conditions herein contained or any of the Rules and Regulations of the Company, the Company will have right to terminate your appointment and service without any notice or notice pay or compensation whatsoever.

We welcome you to the DIGIKRIYA family and look forward to a long and mutually beneficial association

For DIGIKRIYA,

Krish

KRISHNAMURTHY.VS  
CEO & Founder

I confirm that I have received my electronic copy of the appointment letter and I accept the appointment offered according to the terms and conditions detailed above and in the enclosed appendix.

Appointee: Nidhi Bohra  
Name

Nidhi  
Signature

Date: 21-11-2021

Date: Nov 20, 2021

2B, 523/2, NAVA INDIA, Udayampalayam Rd, KR Puram,  
Coimbatore, Tamil Nadu 641028  
Email: [contact@thirvusoft.com](mailto:contact@thirvusoft.com)

DATE : 8/11/2021

Naveen Selvam G

Ref : Internship Offer

Dear Naveen Selvam G:

On behalf of Thirvu Soft, I am pleased to extend to you this offer of temporary employment as an Intern, reporting to Govindasamy P, President. If you accept this offer, you will begin your internship with the Company on 08 Dec 2021, and will be expected to work 5 days per week.

You will be paid per month, less all applicable taxes and withholdings, payable ₹8,100 (7,200 + perks).

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or participation in the Company's employee benefit plan.

Your internship is expected to continue until the end of the final academic term. However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice.



During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

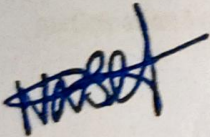
By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions.

It may be changed only by a subsequent written agreement.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to contact me.

Very truly yours,  
HR,  
THIRVUSOFT PVT LTD.,

I accept employment with the Company on the terms and conditions set out in this letter.



Signature  
(Naveen Selvam G )

Date: 08.11.2021





2B, 523/2, NAVA INDIA, Udayampalayam Rd, KR Puram,  
Coimbatore, Tamil Nadu 641028  
Email: [contact@thirvusoftware.com](mailto:contact@thirvusoftware.com)

DATE : 8/11/2021

Barath P

Ref : Internship Offer

Dear Barath P:

On behalf of Thirvu Soft, I am pleased to extend to you this offer of temporary employment as an Intern, reporting to Govindasamy P, President. If you accept this offer, you will begin your internship with the Company on 08 Dec 2021, and will be expected to work 5 days per week.

You will be paid per month, less all applicable taxes and withholdings, payable ₹8,100 (7,200 + perks).

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or participation in the Company's employee benefit plan.

Your internship is expected to continue until the end of the final academic term. However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice.



During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions.  
It may be changed only by a subsequent written agreement.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to contact me.

Very truly yours,  
HR,  
THIRVUSOFT PVT LTD.,

I accept employment with the Company on the terms and conditions set out in this letter.

P. Barath P.  
Signature  
(Barath P)

Date: 13.11.2021





2B, 523/2, NAVA INDIA, Udayampalayam Rd, KR Puram,  
Coimbatore, Tamil Nadu 641028  
Email: [contact@thirvusoftware.com](mailto:contact@thirvusoftware.com)

DATE : 8/11/2021

Gokulnath M

Ref : Internship Offer

Dear Gokulnath M:

On behalf of Thirvu Soft, I am pleased to extend to you this offer of temporary employment as an Intern, reporting to Govindasamy P, President. If you accept this offer, you will begin your internship with the Company on 08 Dec 2021, and will be expected to work 5 days per week.

You will be paid per month, less all applicable taxes and withholdings, payable ₹8,100 (7,200 + perks).

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or participation in the Company's employee benefit plan.

Your internship is expected to continue until the end of the final academic term. However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice.



During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions.

It may be changed only by a subsequent written agreement.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to contact me.

Very truly yours,

HR,

THIRVUSOFT PVT LTD.,

I accept employment with the Company on the terms and conditions set out in this letter.

M. Gokulnath  
Signature  
(Gokulnath M)

Date: 12.11.2021





2B, 523/2, NAVA INDIA, Udayampalayam Rd, KR Puram,  
Coimbatore, Tamil Nadu 641028  
Email: [contact@thirvusoft.com](mailto:contact@thirvusoft.com)

DATE : 8/11/2021

Kavin Chakravarthey S D

Ref : Internship Offer

Dear Kavin Chakravarthey S D:

On behalf of Thirvu Soft, I am pleased to extend to you this offer of temporary employment as an Intern, reporting to Govindasamy P, President. If you accept this offer, you will begin your internship with the Company on 08 Dec 2021, and will be expected to work 5 days per week.

You will be paid per month, less all applicable taxes and withholdings, payable ₹8,100 (7,200 + perks).

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or participation in the Company's employee benefit plan.

Your internship is expected to continue until the end of the final academic term. However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice.



During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions.

It may be changed only by a subsequent written agreement.

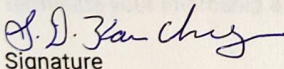
I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to contact me.

Very truly yours,

HR,

THIRVUSOFT PVT LTD.,

I accept employment with the Company on the terms and conditions set out in this letter.

  
Signature

(Kavin Chakravarthy S D)

Date: 13/11/2021





2B, 523/2, NAVA INDIA, Udayampalayam Rd, KR Puram,  
Coimbatore, Tamil Nadu 641028  
Email: [contact@thirvusoft.com](mailto:contact@thirvusoft.com)

DATE : 8/11/2021

Navin S R

Ref : Internship Offer

Dear **Navin S R** :

On behalf of Thirvu Soft, I am pleased to extend to you this offer of temporary employment as an Intern, reporting to Govindasamy P, President. If you accept this offer, you will begin your internship with the Company on 08 Dec 2021, and will be expected to work 5 days per week.

You will be paid per month, less all applicable taxes and withholdings, payable ₹8,100 (7,200 + perks).

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or participation in the Company's employee benefit plan.

Your internship is expected to continue until the end of the final academic term. However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice.



During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions.

It may be changed only by a subsequent written agreement.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to contact me.

Very truly yours,

HR,

THIRVUSOFT PVT LTD.,

I accept employment with the Company on the terms and conditions set out in this letter.

S.R. Navin

Signature

(Navin S R)

Date: 25.11.21



2B, 523/2, NAVA INDIA, Udayampalayam Rd, KR Puram,  
Coimbatore, Tamil Nadu 641028  
Email: [contact@thirvusoftware.com](mailto:contact@thirvusoftware.com)

DATE : 8/11/2021

Naveen Kumar P

Ref : Internship Offer

Dear **Naveen Kumar P**:

On behalf of Thirvu Soft, I am pleased to extend to you this offer of temporary employment as an Intern, reporting to Govindasamy P, President. If you accept this offer, you will begin your internship with the Company on 08 Dec 2021, and will be expected to work 5 days per week.

You will be paid per month, less all applicable taxes and withholdings, payable ₹8,100 (7,200 + perks).

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or participation in the Company's employee benefit plan.

Your internship is expected to continue until the end of the final academic term. However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice.



During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions.

It may be changed only by a subsequent written agreement.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to contact me.

Very truly yours,  
HR,  
THIRVUSOFT PVT LTD.,

I accept employment with the Company on the terms and conditions set out in this letter.

P. Naveenkumar  
Signature  
(Naveen Kumar P)

Date: 25-11-2021



2B, 523/2, NAVA INDIA, Udayampalayam Rd, KR Puram,  
Coimbatore, Tamil Nadu 641028  
Email: [contact@thirvusoft.com](mailto:contact@thirvusoft.com)

DATE : 8/11/2021

Ponnusamy V

Ref : Internship Offer

Dear **Ponnusamy V**:

On behalf of Thirvu Soft, I am pleased to extend to you this offer of temporary employment as an Intern, reporting to Govindasamy P, President. If you accept this offer, you will begin your internship with the Company on 08 Dec 2021, and will be expected to work 5 days per week.

You will be paid per month, less all applicable taxes and withholdings, payable ₹8,100 (7,200 + perks).

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or participation in the Company's employee benefit plan.

Your internship is expected to continue until the end of the final academic term. However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice.



During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions.

It may be changed only by a subsequent written agreement.

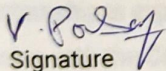
I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to contact me.

Very truly yours,

HR,

THIRVUSOFT PVT LTD.,

I accept employment with the Company on the terms and conditions set out in this letter.

  
Signature  
(Ponnusamy V)

Date: 13/11/2021

20, 523/2, NAVA INDIA, Udayampalayam Rd, KR Puram,  
Coimbatore, Tamil Nadu 641028  
Email: [contact@thirvusoftware.com](mailto:contact@thirvusoftware.com)

DATE: 8/11/2021

Chandana S P

Ref: Internship Offer

Dear Chandana S P

On behalf of Thirvu Soft, I am pleased to extend to you this offer of temporary employment as an Intern, reporting to Govindasamy P, President. If you accept this offer, you will begin your internship with the Company on 08 Dec 2021, and will be expected to work 5 days per week.

You will be paid per month, less all applicable taxes and withholdings, payable ₹8,100 (7,200 + perks).

As an intern you will receive "Temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or participation in the Company's employee benefit plan.

Your internship is expected to continue until the end of the final academic term. However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice.





2B, 523/2, NAVA INDIA, Udayampalayam Rd, KR Puram,  
Coimbatore, Tamil Nadu 641028  
Email: [contact@thirvusoft.com](mailto:contact@thirvusoft.com)

DATE : 8/11/2021

Shankar V

Ref : Internship Offer

Dear **Shankar V**:

On behalf of Thirvu Soft, I am pleased to extend to you this offer of temporary employment as an Intern, reporting to Govindasamy P, President. If you accept this offer, you will begin your internship with the Company on 08 Dec 2021, and will be expected to work 5 days per week.

You will be paid per month, less all applicable taxes and withholdings, payable ₹8,100 (7,200 + perks).

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or participation in the Company's employee benefit plan.

Your internship is expected to continue until the end of the final academic term. However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

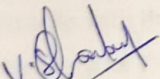
By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions.

It may be changed only by a subsequent written agreement.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to contact me.

Very truly yours,  
HR,  
THIRVUSOFT PVT LTD.,

I accept employment with the Company on the terms and conditions set out in this letter.

  
Signature  
(Shankar V)

Date: 13.11.2021



2B, 523/2, NAVA INDIA, Udayampalayam Rd, KR Puram,  
Coimbatore, Tamil Nadu 641028  
Email: [contact@thirvusoft.com](mailto:contact@thirvusoft.com)

DATE : 8/11/2021

Gokul C

Ref : Internship Offer

Dear Gokul C:

On behalf of Thirvu Soft, I am pleased to extend to you this offer of temporary employment as an Intern, reporting to Govindasamy P, President. If you accept this offer, you will begin your internship with the Company on 08 Dec 2021, and will be expected to work 5 days per week.

You will be paid per month, less all applicable taxes and withholdings, payable ₹8,100 (7,200 + perks).

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or participation in the Company's employee benefit plan.

Your internship is expected to continue until the end of the final academic term. However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions.

It may be changed only by a subsequent written agreement.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to contact me.

Very truly yours,

HR,

THIRVUSOFT PVT LTD.,

I accept employment with the Company on the terms and conditions set out in this letter.

C. Gokul

Signature

(Gokul C)

Date: 15.11.2021



2B, 523/2, NAVA INDIA, Udayampalayam Rd, KR Puram,  
Coimbatore, Tamil Nadu 641028  
Email: [contact@thirvusoftware.com](mailto:contact@thirvusoftware.com)

DATE : 8/11/2021

Saranesh A

Ref : Internship Offer

Dear Saranesh A :

On behalf of Thirvu Soft, I am pleased to extend to you this offer of temporary employment as an Intern, reporting to Govindasamy P, President. If you accept this offer, you will begin your internship with the Company on 08 Dec 2021, and will be expected to work 5 days per week.

You will be paid per month, less all applicable taxes and withholdings, payable ₹8,100 (7,200 + perks).

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or participation in the Company's employee benefit plan.

Your internship is expected to continue until the end of the final academic term. However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice.



During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions.

It may be changed only by a subsequent written agreement.

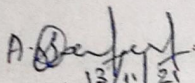
I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to contact me.

Very truly yours,

HR,

THIRVUSOFT PVT LTD.,

I accept employment with the Company on the terms and conditions set out in this letter.

  
Signature  
(Saranesh A)

Date: 13/11/2021



2B, 523/2, NAVA INDIA, Udayampalayam Rd, KR Puram,

Coimbatore, Tamil Nadu 641028

Email: [contact@thirvusoft.com](mailto:contact@thirvusoft.com)

DATE : 8/11/2021

Sibi Kumar K

Ref : Internship Offer

Dear **Sibi Kumar K**:

On behalf of Thirvu Soft, I am pleased to extend to you this offer of temporary employment as an Intern, reporting to Govindasamy P, President. If you accept this offer, you will begin your internship with the Company on 08 Dec 2021, and will be expected to work 5 days per week.

You will be paid per month, less all applicable taxes and withholdings, payable ₹8,100 (7,200 + perks).

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or participation in the Company's employee benefit plan.

Your internship is expected to continue until the end of the final academic term. However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions.

It may be changed only by a subsequent written agreement.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to contact me.

Very truly yours,  
HR,  
THIRVUSOFT PVT LTD.,

I accept employment with the Company on the terms and conditions set out in this letter.

*K. Sibi Kumar K.*

Signature  
(Sibi Kumar K)

Date: 12.11.2021



Date: 29-10-2021

To

**K. Jayavarthiniy**

H-59, Manickampalayam Housing Unit  
Erode - 638011

Subject: Offer Letter

Hello Ms. Jayavarthiniy,

ERP Roots is pleased to offer you a job opportunity as Business Development Executive Trainee for a period of three months. You will be offered Rs.7,500/- per month as stipend during this training period. Please note that you will be evaluated at the end of the training period. On Satisfactory performance, you will be confirmed as a Full Time Employee.

Data of Joining: **8<sup>th</sup> November 2021**

Role - **Business Development Executive Trainee**

Location: ERP Roots, 4<sup>th</sup> Floor N Towers, #25, Tex Park Road,

Nehru Nagar West, Civil Aerodrome Post

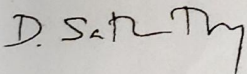
Coimbatore - 641014

Congratulations and welcome to the team.

Kindly sign and send us a copy.

Thanking You.

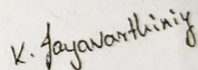
For **ERP Roots**



**Sathiamoorthy Duraisamy**

**VP-Business Development**

**Job Offer Accepted**



**K. Jayavarthiniy**

Dear Subiksha,

Congratulations!

We are pleased to offer you the full time position of "Intern" with a Stipend of 10,000/Month inclusion of TDS based on the outcome of the interviews that you have attended with us. We trust that your knowledge, skills and experience will be amongst our most valuable assets and we are all excited about the potential that you would bring to our company.

On successful and satisfactory completion of your training period of 6 months, you will be confirmed as an employee of the company depending on your performance.

\*\* TDS applicable as per Govt. Norms

You will be issued the offer letter on your Date of Joining. You are requested to join us on 15<sup>th</sup> December 2021. 1<sup>st</sup> Dec 2021

If you choose to accept this offer, please sign, scan, and email the letter to [hr@aalamssoft.com](mailto:hr@aalamssoft.com) on or before 11th November 21 and revert back to us in case of any queries.

You are requested to report to the below address on the date of joining at 9.30am.

Address :No.75, II Floor, M Block, III Avenue, Anna Nagar East, Chennai 600 102, India.

You are requested to submit the following documents through mail on joining formalities (if applicable):

\*3 colored passport size photographs & 1 stamp size photograph

\*Medical Fitness certificate

**Address proof:** Photocopies of any three of the following (2 copies)

- Passport
- Election id card
- Aadhar Card (Mandatory)
- Driving license
- Pan card (Mandatory)

**Originals and Photocopies of your educational certificates:**

- 10th mark sheet
- 12th mark sheet
- Degree marks sheet (All year semester marks sheets, consolidated mark sheet, degree certificate)

**Photocopies of your other course experience certificates:**

Email ids and phone numbers of at least 2 references. Reference email id and phone number – a must from your Training institution and College.

If on verification, at the time of appointment or at a later date it is found that you have furnished wrong information, your services with the company will be liable for termination.

We are all looking forward to having you on our team.

Best regards,  
Anitha M  
Sr HR Executive



Dear Janani. N,

Congratulations!

We are pleased to offer you the full time position of "**Intern**" with a Stipend of **10,000/Month** inclusion of TDS based on the outcome of the interviews that you have attended with us. We trust that your knowledge, skills and experience will be amongst our most valuable assets and we are all excited about the potential that you would bring to our company.

On successful and satisfactory completion of your training period of 6 months, you will be confirmed as an employee of the company depending on your performance.

\*\* TDS applicable as per Govt. Norms

You will be issued the offer letter on your Date of Joining. You are requested to join us on **15<sup>th</sup> December 2021.**

If you choose to accept this offer, please sign, scan, and email the letter to [hr@aalamsoft.com](mailto:hr@aalamsoft.com) on or before 11th November 21 and revert back to us in case of any queries.

You are requested to report to the below address on the date of joining at 9.30am.

Address :No.75, II Floor, M Block, III Avenue, Anna Nagar East, Chennai 600 102, India.

**You are requested to submit the following documents through mail on joining formalities (if applicable):**

- \*3 colored passport size photographs & 1 stamp size photograph
- \*Medical Fitness certificate

**Address proof:** Photocopies of any three of the following (2 copies)

- Passport
- Election id card
- Aadhar Card (Mandatory)
- Driving license
- Pan card (Mandatory)

**Originals and Photocopies of your educational certificates:**

- 10th mark sheet
- 12th mark sheet
- Degree marks sheet (All year semester marks sheets, consolidated mark sheet, degree certificate)

**Photocopies of your other course experience certificates:**

Email ids and phone numbers of at least 2 references. Reference email id and phone number – a must from your Training institution and College.

If on verification, at the time of appointment or at a later date it is found that you have furnished wrong information, your services with the company will be liable for termination.

We are all looking forward to having you on our team.

Best regards,  
Anitha M  
Sr HR Executive

Dear Sasmita,

Congratulations!

We are pleased to offer you the full time position of "Intern" with a Stipend of 10,000/Month **inclusion of TDS** based on the outcome of the interviews that you have attended with us. We trust that your knowledge, skills and experience will be amongst our most valuable assets and we are all excited about the potential that you would bring to our company.

On successful and satisfactory completion of your training period of 6 months, you will be confirmed as an employee of the company depending on your performance.

\*\* TDS applicable as per Govt. Norms

You will be issued the offer letter on your Date of Joining. You are requested to join us on **15<sup>th</sup> December 2021.**

**If you choose to accept this offer, please sign, scan, and email the letter to [hr@aalamsoft.com](mailto:hr@aalamsoft.com) on or before 11th November 21 and revert back to us in case of any queries.**

**You are requested to report to the below address on the date of joining at 9.30am.**

Address :No.75, II Floor, M Block, III Avenue, Anna Nagar East, Chennai 600 102, India.

**You are requested to submit the following documents through mail on joining formalities (if applicable):**

\*3 colored passport size photographs & 1 stamp size photograph

\*Medical Fitness certificate

**Address proof:** Photocopies of any three of the following (2 copies)

- Passport
- Election id card
- Aadhar Card (Mandatory)
- Driving license
- Pan card (Mandatory)

**Originals and Photocopies of your educational certificates:**

- 10th mark sheet
- 12th mark sheet
- Degree marks sheet (All year semester marks sheets, consolidated mark sheet, degree certificate)

**Photocopies of your other course experience certificates:**

Email ids and phone numbers of at least 2 references. Reference email id and phone number – a must from your Training institution and College.

If on verification, at the time of appointment or at a later date it is found that you have furnished wrong information, your services with the company will be liable for termination.

We are all looking forward to having you on our team.

Best regards,  
Anitha M  
Sr HR Executive



## Employment Offer Letter

November 25, 2021

Dear Swathi T,

It is my pleasure to extend you the offer of employment as "Software Trainee" on behalf of "tringapps research labs Pvt. Ltd". Your anticipated start date will be **15th Dec 2021**. In case you do not join on or before the mentioned date, this offer of employment will stand cancelled and withdrawn. Your appointment stands effective from the date you join duty.

**THIS is an Employment agreement** along with Terms and Conditions, made to **Ms. Swathi T** ('Employee'), currently residing at **No:6/14, Velliyanvalasu, Kondarangi Keeranur, Ambilikai, Dindigul - 624612** by **tringapps research labs Private Limited**, ('Company') **Tamil Nadu, India**; **WHEREAS**, the Company is in the business of providing Software Development/Product Engineering to its Clients around the world including India; **WHEREAS**, the Employee wishes to be employed full time with the Company as 'Software Trainee'; **WHEREAS**, the Employee is aware that the Company is expanding and investing substantial resources related to the hiring/training of the employee **WHEREAS**, during the course of the Employee's employment at the Company, the Employee will obtain confidential and proprietary information; **WHEREAS**, the Employee and the Company agree as a condition of the Employee's employment with the Company that the Employee will agree to all the terms and conditions.

**Probation Period:** For the first 3 months of your employment, you will be deemed to be on probation. Within 60 days of completion of the three months, if you have not received a notification stating otherwise including, without limitation, extension of probation period from HR, your employment is deemed to be confirmed. During the probation period, the company reserves all rights to terminate the employee without assigning any reasons and without notice or cause.

**Notice Period & Termination:** At any time during the employment, the employee is entitled to terminate the employment by giving **3 months'** notice. Whereas the company reserves the right to terminate the employment by requesting service of notice or paying salary in lieu for the period that is at full discretion of the Company. However, the Company may terminate the employee's employment with immediate effect without any notice for causes including employee's gross misconduct resulting in material damage to the Company, any form of harassments, willful insubordination, theft of Company's properties, habitual lateness or absence, or any other breach of this agreement.



### Confidentiality Agreement:

Confidential information refers to any information disclosed by Company to the Employee, either directly or indirectly in writing, verbally or by inspection of tangible or intangible objects, or electronic stored data including without limitation documents, business plans, software, documentation, financial analysis, marketing plans, customer names, customer list, prospective Customer list, sales leads, customer data, customer information. Confidential Information may also include information disclosed to an Employee by third parties at the direction of the Company.

a) **Non-Compete:** During the subsistence of employment with the Company, the Employee shall not directly or indirectly engage himself/herself in any other business, occupation or employment and shall not render any other commercial or professional services. The Employee, may, however, continue to hold directorship and advisory positions in companies not competing with the business of the Company, and shall continue memberships and accept memberships of associations, with the prior written consent of the Company. Until termination of his/her employment and for a period of 12 months commencing on the date of termination, the Employee, directly or indirectly, in association with or as a stockholder, director, officer, consultant, employee, partner, joint-venture, member or otherwise of or through any person, firm, corporation, partnership, association or other entity, shall not

b) **Non-Solicit:** endeavor to solicit, poach, influence or attempt to influence any client, customer or other person directly or indirectly to direct his or its purchase of the Employer's product and/or services to himself or any person, firm, or other entity in competition with the business of the Employer; The Employee covenants that he shall not during the term of his employment and thereafter for a period of 1 year solicit or attempt to influence any person employed or engaged by the Employer to terminate his employment or otherwise cease his engagement with the Employer or become the employee of or directly or indirectly offer services in any form to himself or any person or entity which is a competitor of the Employer; Therefore, the Employee is aware and acknowledges that, in case of violating this Confidentiality Agreement, the Company holds all the rights to claim for the damages up to the cost of business.

**Other Terms & Conditions:** Our offer of employment to you as "**Software Trainee**" is conditional upon your having fully completed your graduation/post-graduation. You will also have completed all studies, course requirements and examinations required for the educational qualifications recorded by you in your application for employment with the Company. You will produce copies of all education documents and other relevant experience documents on the date of joining. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

**BGV:** Your employment will be subject to a background check in line with tringapps background check policy. A specially appointed agency will conduct external background checks which in general would be completed within one month of joining. If the background check reveals unfavorable results, you will be liable to disciplinary action including termination of service without notice.



### Compensation and Benefits:

CTC: INR. 337,602 (Three Lakhs Thirty Seven Thousand Six Hundred and Two Per Annum)

|                   |             |
|-------------------|-------------|
| Basic             | 129,000     |
| HRA               | 64,500      |
| Conveyance        | 19,200      |
| Medical           | 15,000      |
| LTA               | 6,450       |
| Uniform           | 6,450       |
| Special Allowance | 17,400      |
| <br>Gross Pay     | <br>258,000 |
| <br>Variable Pay  | <br>50,000  |
| Gratuity          | 6,202       |
| Employer PF       | 23,400      |

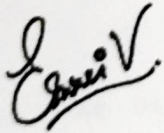
- Employee is eligible for Gratuity as per law
- Income tax deduction if applicable will depend on the declaration and receipts produced by the employee.
- P.F & P.T deductions may vary based on guidelines by the local government.
- Employees and their immediate family are covered under the company's health insurance policy at No Additional Cost.

For, tringapps research labs Pvt. Ltd.

Name: Eswari Velayutham

Designation: Director - HR

E-mail ID: eswari.v@tringapps.com



### Employee:

Employee Name: Swathi T

Designation: Software Trainee

Contact Number: 9747872033



**CREDITMANTRI™**  
Credit Healthy to Credit Wealthy

Dear Karthik,

I'd like to take this opportunity to welcome you to CreditMantri family.

As discussed, we are happy to offer you the summer training program with CreditMantri Finserve Pvt Ltd in our **Engineering Team** for a period of 6 months effective from 13th December 2021, Monday.

You are expected to be **available at office and login at 9.30am every day** and be available for 9hrs of work on a daily basis.

Your stipend for the **1<sup>st</sup> three months** period shall be Rs. 10,000/month and Rs. 15,000/month for the next three months.

On successful completion of the training period your status of employment shall be made permanent based on your performance.

Please reach out to Afreen - 9080068242 in the HR team for any queries if any.

We very much look forward to working with you.

*Thanks & Regards,*

Hilda .A | Lead – Human Resources

CreditMantri Finserve Private Limited

2nd Floor, Workeasy space Solutions, RK Swamy Centre, Hansa Building,  
Door No.3, Block B, No.147, Pathari road, Thousand Lights, Chennai 600006

[www.creditmantri.com](http://www.creditmantri.com)