

**DEPARTMENT OF COMPUTER SCIENCE AND ENGINEERING
KONGU ENGINEERING COLLEGE**

(Autonomous)

PERUNDURAI ERODE – 638060

MAY 2022

BONAFIDE CERTIFICATE

This is to certify that the Project report entitled **SOFTWARE AG – WEBMETHODS.IO INTEGRATION** is the bonafide record of project work done by **RIMA P (Register No: 18CSR160)** in partial fulfilment of the requirements for the award of the Degree of Bachelor of Engineering in Computer Science and Engineering of Anna university Chennai during the year 2020 - 2021.


SUPERVISOR


HEAD OF THE DEPARTMENT
(Signature with seal)

Date: 31.05.2022

Software AG Chennai Development Center India Pvt Ltd

28 September 2021

Ms. Rima Prabakaran
33, 3rd Street, CHB Colony, Velur Road,
Tiruchengode, Namakkal DT,
Tamil Nadu - 637211

Offer of Employment

Dear Rima,

Further to our internship dated 30th March 2021 and your interest shown in being associated with "Software AG" and subsequent discussions we had with you, we are pleased to offer you the position of **Software Engineer - I** with Software AG Chennai Development Center India Pvt Ltd ("Software AG, Chennai"), a subsidiary of Software AG, Germany.

Before onboarding you as **Software Engineer - I** you will continue to be on Internship from 7th April 2021 to 31st March 2022 and this offer of regular employment as **Software Engineer - I** is contingent upon satisfactory completion of your Internship. We reserve the right to withdraw our offer of employment in case of non-satisfactory performance during internship and/or if personal references, background check information are not provided, or the results are deemed unsatisfactory.

Position

Once absorbed as **Software Engineer - I** in our organization, your responsibilities will include a combination of various R & D activities and might range from being involved in the development of new products to enhancing and maintaining existing components of Software AG products. As part of your role, you might be responsible for the complete lifecycle of a variety of feature enhancements and customer support issues and in this role.

Starting Date & Location

On successful completion of your current Internship on 31st March 2022 your employment with **Software AG Chennai Development Center India Private Limited** as **Software Engineer - I** will commence on **Monday, 16th May, 2022**.

Your base location would be **Chennai**. However, company reserves the right to send you on transfer/deputation/training/secondment/assignments to any of its offices, work sites / client location, or associated or affiliated companies in country or outside country, on the terms and conditions as applicable to you at the time of such movement.

Stipend and Remuneration Package

During your **internship** you will be paid a stipend of **INR 35000/-** per month to assist you with your living expenses. Accommodation and travel will be your own responsibility.

During regular employment as **Software Engineer - I** your expected On Target Earnings (OTE) will be **INR 1000000** per annum (**INR Ten Lakhs Only**). Please refer to Annexure - A for detailed break-up of compensation.

- c) The participation does not impair productivity and full-time nature of the employees' employment at Software AG.
- d) Software AG would not claim the intellectual proprietorship on the contribution made to the Open Source Project by the Employee and also will not be liable to the use of the Open Source Project.
- e) Software AG may withdraw the permission granted to participate in the Open Source Project in the event the said project becomes competitive with Software AG and if the Company feels that it is causing damage in any manner to the reputation of the Company or the nature of the contribution would negatively impact the employees' performance.

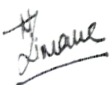
Your Response

We look forward to welcoming you into Software AG, Chennai shortly. If you wish to accept this offer, please sign where indicated below and return a copy of the complete letter to us no later than 3 days from the date of offer. By signing this letter, you specifically acknowledge that you received no inducement or representation other than those set forth in the letter, which caused you to accept the offer of employment.

The terms of this letter, including the terms of employment offered to you and the expiration date of this offer letter, can only be modified or extended in a written document signed by an authorized representative of Software AG, Chennai. This offer will expire and have no further effect if you do not accept it without change and return a signed copy of this letter by the stipulated date. This letter contains all of the terms of your offer of employment and supersedes any prior communications relating to your employment.

It is important that all aspects of this offer remain strictly confidential.

We are excited to have you join us and look forward to your participation in the continuing success and growth of Software AG.



Monarch Limaye
Senior Director - HR, India

I accept the terms and conditions of this letter of offer with Fixed (Fixed / Variable) pay structure mentioned in Annexure A and will join Software AG on 16th May 2022



Rima Prabakaran

Date: 29/09/2021

Enclosures
Annexure A - Compensation Structure
Annexure B - Joining Formalities