



**Newgen Software Technologies Limited**

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**Ref no: DC/2021-22/015372**

**March 26, 2022**

**Mr. Sivasubramani  
28, Aana Kuli Medu,  
Arasampalayam (Po), Sivanmalai,  
Tirupur,  
Tamil Nadu - 641604**

**Sub: - Offer Letter For Training**

**Dear Mr. Sivasubramani,**

**Congratulations!** We are pleased to inform you that you are one of the chosen few who have proven their worth in 'NEW...GENESIS' - our Campus Engagement Program.

We have accelerated our ambitions to achieve leadership position as a formidable player in the established and in the emerging verticals across the globe. We stand at the threshold of a new era of business opportunity that will completely alter the course of the destiny of Newgen and Newgenites. You will have the opportunity to be part of the growth engine which will fuel the zeal to deliver world class productized software solutions in the business domains of today and tomorrow.

With this, we are pleased to offer you **three (3) months** training with us. During the training period you will be designated as **Application Engineer (T)** and will be paid a stipend of **₹ 18000/- per month**. By the end of the successful completion of your training based on your performance during and at the end of training period, and on getting awarded with degree from your respective university, you will be appointed as **Application Engineer** in **June 2022** and detailed employment letter will be issued to you.

You are required to report for your internship on **March 28, 2022** at **Plot No-13, D 17, SIPCOT IT Park, Siruseri, Navalur, Chennai-603103**.

During this period, you are required to abide by the terms & conditions annexed here to.

We wish you a long and rewarding career with us.

**For Newgen Software Technologies Limited**

**Surender Jeet Raj  
Senior Vice President-HRD**



**\*\*This is a system generated offer letter, hence does not require signature.**



**TERMS AND CONDITIONS OF TRAINING OFFERED TO**  
**MR. SIVASUBRAMANI**

1. Your appointment or continuance in the training is subject to:
  - i. The satisfactory verification of your character, antecedents and testimonials.
  - ii. The authenticity & accuracy of the details provided by you to the company would enable us to judge your suitability for employment. It is assumed that the details you have provided are true to the best of your knowledge and belief. Should it be found afterwards at any stage that you have given wrong information/misrepresented the facts, your services are liable to be summarily terminated.
  - iii. You are being found medically fit and continuing to remain medically fit. Before joining your duty, you are required to produce a medical fitness certificate issued by a Medical officer of a recognized Govt. hospital in a defined Performa.
2. You can be transferred/posted/deputed from time to time, as & when necessary keeping in mind the nature of work assigned to you at the sole discretion of the Company, anywhere in or outside India, to any of company's department(s) or location(s) or regional office(s) or to the department(s) or location(s) or branch (es) or rolls of any of its subsidiaries or associates, presently existing or which may be setup in the future.
3. You understand that you will be bound by relevant provisions of Newgen Work From Home Policy, and during work from Home scenario you shall seek prior permission from your Reporting Manager if leaving work location city and would be ready to return to work location within 2 days from the date of intimation by Reporting Manager. In case of verbal communication due to any emergency, you shall intimate in writing at the earliest but not later than 5 days from such change of location.
4. You may be required to work in shifts, if and when fixed by the company from time to time as per business requirements and the applicable rules will apply in that regard.
5. You will be required to implement and act in accordance with the Company's Information Security Management System (ISMS), and protect assets from unauthorized access, disclosure, modification, destruction or interference.
6. You will be bound by the Code of Conduct and other rules, regulations, policies and orders issued by the company from time to time in relation to your conduct, discipline and service conditions etc. as if these conduct rules, regulations, policies et al, were part of this contract of appointment. Company reserves the right to alter/rescind the terms & conditions of service at its discretion.
7. In case of you being found violating or not bidding by the Code of Conduct and other rules, systems, regulations policies and orders issued by the company, you will be liable for disciplinary action under the Disciplinary Action Policy of the Company.
8. You understand and agree that you will be bound by the service agreement during the period of your training and one year after completion of your training period. In case of breach of any of the terms as stipulated in the service agreement, Newgen will be entitled to take action as deemed fit.
9. On the day of your joining the Company, you will be required to sign the Non-Disclosure Agreement, which covers Company's right to protect the inventions, discoveries, ideas, proprietary & confidential information & any similar or related rights and maintaining its secrecy during and after your employment.
10. Kindly carry original copies and one attested photocopy of the documents listed in Annexure B. If you accept this offer, kindly notify your acceptance by signing the attached copy of this letter and return it to us.

I confirm that I have read and understood the above terms & conditions as applicable during my training period and accept my obligations and liability pertaining to them.