

August 11, 2020

Dear Menaka Karichiyappakumar,

Congratulations! We are happy to welcome you to Coda. Together we shall build a great technology organization that shall epitomize the great values we stand for.

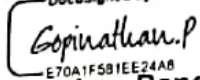
We are pleased to offer you the role of **Cloud Engineer - Trainee** for our India operations. Joining location will be Chennai or Coimbatore and that will be communicated later during onboarding. We offer salary and benefits of **INR 450,200/-** annually with the following break up.

Details	Monthly	Annually
Basic Salary	21,500	258,000
HRA	10,750	129,000
Conveyance	1,600	19,200
PF	1,800	21,600
Flex Allowance	200	2,400
Medical Insurance		20,000
Total(INR)		450,200

Please keep the salary information confidential and discuss only with the Managing Partners of Coda. As a token of acceptance, Please sign a copy of this document and a tentative date of joining to campus@coda.global.

Wishing you all the best and lets "Do Something Great Every day"!

Approved and Authorized

DocuSigned by:

E70A1F5B1EE24A8
Gopinathan Pandurangan
VP-Operations

Coda Software Solutions Pvt. Ltd.

Subsidiary of Coda Global, LLC

Plot 8, Olympia Teknos Park, No. 28, SIDCO Industrial Estate, Guindy, Chennai - 600032.

CIN: U74999TN2015PTC103124 | Tel / Fax: 044 4065 2301 | Email: info.india@coda.globalwww.coda.global



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

Yours Sincerely,

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

Coda Software Solutions Pvt. Ltd.
Level 1, Office Towers Park, No. 28, SIDCO Industrial Estate, Guindy, Chennai - 600032
CIN: U72900TG2015PTC103124 | Tel/Fax: 044 4350 4438 | Email: info.india@codaglobal.com
www.coda.global | www.presidio.com

1/21/2021, 1:49 PM



Appointment Letter

Date: Jan 10, 2021

Mr. Giridharan.M
1/616, RS Road, Mettukadai
Erode, Tamil Nadu 638112
Email : 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

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Appointment Letter

Giridharan.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

Date: Jan 10, 2021





Appointment Letter

Giridharan.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.

Date: Jan 10, 2021

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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 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

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10 Anson Road,
#13-03, International Plaza,
Singapore - 079903
Phone: +65 80081525
Mail: krish@digikriya.com

Appointment Letter

Mr. Santosh M

111/11, Vinayaga Nagar
Gundu Pillaiyar Kovil, Ammapet
Salem -636003
Tamil Nadu

Email : santoshmohanramk1383@gmail.com

Date: Jan 10, 2021

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

Date: Jan 10, 2021

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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

Date: Jan 10, 2021

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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 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

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Permission Letter

15405/2
CT-VG

From

18/02/2021
Perundurai

Vigneshwaran . N (18BCR057),
Final year, BSc - Computer System and Design,
Department of Computer Technology-UG,
Kongu Engineering College,
Perundurai-638060.

To

The Principal,
Kongu Engineering College,
Perundurai-638060.

Respected Sir,

Sub: Internship program - Permission requested-reg

Approved
exam center for
first semester
by
18.2.21

I have been selected for internship in Accent Techno Soft (AST) - #203, Nehru Street, Ram Nagar, Coimbatore-641009. In this regard, I need to join the internship for the period of Three months from February to April 2021. The Internship training will be initiated from 19.02.2021. Due to this, I will not be able to attend my academic classes. So, I request you to permit me to undergo internship for VI semester and also consider my absence as on-duty for the internship period. I also request you to consider my internship work as academic project.

Thank You,

Yours Faithfully,

Vigneshwaran

Signature
Vigneshwaran N
[PERUNDURAI]

Submitted to the Principal

May be permitted.

CP. NRBSM
18/2/21

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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

08.03.2021

To
The Placement Officer,
Kongu Engineering College
Erode.

Respected Mr. Chandramohan,

It is a pleasure to inform that the following students

1. Miss.R.Vintha , D/o G Rajamanikkam - Roll No.17IIR113 - B-Tech IT Final Year
2. Miss. P.P.Rukshana, D/o. Palanisamy - Roll No.17IIR079 - B.Sc & CT Final Year
3. Mr.K.Udhayakumar, Roll No.- 18BSR055 - B.Tech - IT

can start the internship commencing from 16/03/2021. This internship program will ascertain the calibre and dedication of the candidate. Further, the candidate shall bring the 10th and B.E mark sheets. Original mark sheets on 10/03/2021 which will be in possession of our company for One year from the date of commencement of joining with confirmed job after their final semester. The company will hold one-month stipend and start paying from 2nd month onwards. The amount held will be paid (after job confirmation) along with Sixth month salary. Our company will decide on recruiting or terminating the candidate at any point of time based on the individual's performance and discipline.

The details of the project would be given to you at the time of reporting.

- During this period, it is expected that you will abide by the rules and procedures of the Company.
- In addition to your fulfilling the requirements of secrecy and confidentiality, as specified wherein, also during your project with the Company, you shall not engage in any vocation, training, employment, consultancy, business, transaction, or any other activity, which is in conflict with the interests of the Company, in any capacity whatsoever either on your own or in association with any other individual/firm/institute/body corporate etc., whether for any consideration or not.
- The Company shall at all times have the right to access and monitor all e-mails created, sent / received or stored by you using Company facility and on Company's system at any time without giving you any prior notification. All such data and information shall be the property of the Company at all times.
- You shall endeavour to uphold the good image of the Company and your conduct shall not affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever.

Please feel free to call us for any further information and clarification.

Regards,
L.B.Thiyagarajan, Proprietor
ESSDI INFOTECH CORPORATION

Head Office No. 47, Sarath Complex, First Floor, Union Mill Road, Tirupur - 641 601
Telfax: 0421-2233638, Tel: 4327638, Cell No 98946-39015
E-mail essdic@yahoo.co.in, essdic@toughindia.net Website www.essdi.com

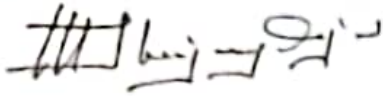
DATE: 30/03/2021

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

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.

Oct 05, 2021

I shall be reporting for duty on _____.

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.

Employment Offer Letter

November 25, 2021

Dear Arthi S,

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. Arthi S** ('Employee'), currently residing at **No: 272 A3, Pullikkal Medu Karthikai Nagar, Tirupur Road Kangeyam, Kangeyam, Tirupur - 638701 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
 Gross Pay	 258,000
 Variable Pay	 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:** Arthi S**Designation:** Software Trainee**Contact Number:** 9361898781



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
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Conveyance	19,200
Medical	15,000
LTA	6,450
Uniform	6,450
Special Allowance	17,400
 Gross Pay	 258,000
 Variable Pay	 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





2B, 523/2, NAVA INDIA, Udayampalayam Rd, KR Puram,
Coimbatore, Tamil Nadu 641028
Email: contact@thirvusoft.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@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.



Signature

(Gokul C)

Date: 15.11.2021

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: **8th November 2021**

Role - **Business Development Executive Trainee**

Location: ERP Roots, 4th 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

Date: 28-01-2022

Whomsoever It May Be Concerned

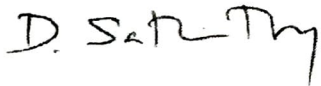
This is to certify that Ms. Jayavarthiniy Kappiniraja from Kongu Engineering College, Erode has successfully completed her internship at ERP Roots from 06 Dec 2021 to 27 Jan 2022.

During her internship, she was exposed to various activities of ERP Roots.

We found her extremely inquisitive and hard working. She was very much interested in learning the functions of our Business Development division and also willing to put her best efforts and get into the depth of the subject to understand it better.

Her association with us was very fruitful and we wish her all the best in her future endeavours.

For **ERP Roots**



Sathiamoorthy Duraisamy

VP-Business Development



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 **1st 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



2B, 523/2, NAVA INDIA, Udayampalayam Rd, KR Puram,
Coimbatore, Tamil Nadu 641028
Email: 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 Chakravarthey S D)

Date: 13/11/2021

Perundurai

Nidhi Bohra(19BCR035),
III BSc Computer Systems and Design,
Department of Computer Technology –UG,
Kongu Engineering college,
Perundurai-638060.

**The Principal,
Kongu Engineering college,
Perundurai-638060.**

Sub: Requesting Permission to go for Internship-reg.

I got selected in Digikriya and the company is now offering internship from 06-Dec-2021.

So, hereby, I humbly request you to permit me to join the internship and I assure that I will Complete all the academic tasks like Continuous Assessment Tests , Project Viva and End Semester Exams.

Yours obediently,

May be permitted

M. Sand
3/12

(M. Santhiya)

iii - CSD Class Advisor

Submitted to HOD

Submitters
may be permitted

~~S. A. M. 03/12/2021~~

~~S. G. 97 NDH 2MHTS~~
[Dr. S. G. 97 NDH 2MHTS
Statement Coord]

Dep. J. 97 N.B.
Dep. Placement Coordinator

may be permitted

for bsm
3/14/21

A. Phelan 03/12/2024

po



2B, 523/2, NAVA INDIA, Udayampalayam Rd, KR Puram,
Coimbatore, Tamil Nadu 641028
Email: 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

Letter of Offer

Ref: QT/HR/202112/O-05

01st December 2021

To,

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)

Ref: QT/HR/202112/O-05

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
CTC	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

Letter of Offer

Ref: QT/HR/202112/O-02

01st December 2021

To,

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	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
CTC	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-02

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



19

2B, 523/2, NAVA INDIA, Udayampalayam Rd, KR Puram,
Coimbatore, Tamil Nadu 641028
Email: contact@thirvusoft.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.

A. Saranesh A.
Signature 13/11/21

(Saranesh A)

Date: 13/11/2021



2B, 523/2, NAVA INDIA, Udayampalayam Rd, KR Puram,
Coimbatore, Tamil Nadu 641028
Email: 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

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 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.

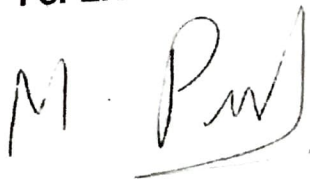
Your joining location would be **Coimbatore**. Work from home (Online training) may be available subject to COVID-19 pandemic.

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



Thirukumar M
Chairman

Trainee Offer Accepted



Abinaya Thangaraj

...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 **15th December 2021.**

If you choose to accept this offer, please sign, scan, and email the letter to 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:



2B, 523/2, NAVA INDIA, Udayampalayam Rd, KR Puram,
Coimbatore, Tamil Nadu 641028
Email: 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.

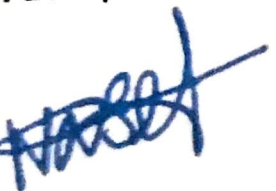
I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to contact me.

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

4

Letter of Offer

Ref: QT/HR/202112/O-06

01st December 2021

To,

Ms. Priyanka K
Peralaikattuvalasu,
Veerasolapuram,
Kangeyam (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
CTC	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)**

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:

K. Priyanka

Date: 03.12.2021

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 **15th December 2021.**

If you choose to accept this offer, please sign, scan, and email the letter to 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
 - Aaadhar 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

12th December 2021

Ms. Srimathi Gnanavel

Internship Offer Letter

Based on our discussions, we are very happy to offer you a **Six (6) months Internship Programme** in GyanMatrix Technologies Pvt Ltd (the "Company"). Your Internship programme shall begin on the 13th December 2021 after accepting the following terms & conditions:

1) LOCATION

You will be working for GyanMatrix Technologies Private Limited, having its registered office at #591, Urban Vault, 3rd Floor 15th Main Road, 22nd Cross Rd, 3rd Sector, HSR Layout, Bengaluru, Karnataka-560102 (hereinafter referred to as the "Company or GyanMatrix").

2) POSITION

During the Internship programme you will be designated as "**Internship Trainee - Data**" and will report to "Senior Software Engineer".

During this Internship, the adherent will be put in prospect to training and reviews with stipend of **Rs. 10,000 per month**.

On completion of Internship and closure of ongoing academic commitments will then be converted to direct Full Time placement/employment for the role '**Associate Software Engineer**' with declared CTC of **Rs. 3,50,000 per annum**. Employment start date will effectively fall in July **2022**.

During this period, trainees will be undergoing 101 training provided by In-house developers and will be put for weekly/bi-weekly review on HR aspects.

3) TERMINATION

Your internship with the Company may be terminated by either you or the Company by providing one week (7) days prior written notice.

The company reserves the right to terminate your internship summarily without notice, if it has reasonable grounds to believe that you are guilty of misconduct or negligence, or have committed any breach of this agreement.

GyanMatrix Technologies PVT LTD

AWFIS, 3rd Floor, Sahukar's Building,
#721 CMH Rd, Indiranagar 1st Stage,
Opp. M.K. Retail Bengaluru - 560038

#591, 22nd Cross Rd, 15th Main
Rd, 3rd Sector, HSR Layout,
Bengaluru - 560102

CIN - U72300KA2015PTC084767

+ 91 91393 93333

we@gyanmatrix.com

www.gyanmatrix.com





4) ACCEPTANCE OF OUR OFFER

Please confirm your acceptance of our offer by signing and returning the duplicate copy of this letter to my attention on the above said date of this letter, failing which this offer will be deemed to expire absolutely, in which case nothing contained in this letter, should thereafter be considered as a representation, commitment or responsibility of the company

5) CONFIDENTIAL

You represent that your performance of all the terms of this Offer Letter and as an employee of the Company does not and will not breach any agreement to keep in confidence proprietary information, knowledge or data acquired by you in confidence or in trust prior to your employment by the Company, and you will not disclose to the Company or induce the Company to use any confidential or proprietary information or material belonging to any previous employers or others. You further agree to confirm to the rules and regulations of the company.

We warmly welcome you to GyanMatrix and wish you a long lasting and rewarding association with us.

For GyanMatrix Technologies Pvt. Ltd.

Yours sincerely,

Rajan Parasuraman
Founder & Managing Director

Letter of Offer

Ref: QT/HR/202112/O-03

01st 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)



20, 523/2, NAVA INDIA, Tidayampalayam Rd, KR Puram,
Coimbatore, Tamil Nadu 641028
Email: contact@thirvusoft.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.

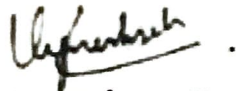
Your internship is expected to continue until the end of the final academic term. However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice.

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.

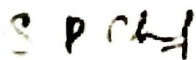


Very truly yours,

HR,

THIRVUSOFT PVT LTD.

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



Signature

(Chandana S P)

Date: 25.11.2021



2B, 523/2, NAVA INDIA, Udayampalayam Rd, KR Puram,
Coimbatore, Tamil Nadu 641028
Email: contact@thirvusoft.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

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



13

2B, 523/2, NAVA INDIA, Udayampalayam Rd, KR Puram,
Coimbatore, Tamil Nadu 641028
Email: contact@thirvsoft.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.


Signature

(Navin S R)

Date: 25.11.21

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

Coimbatore, Tamil Nadu 641028

Email: 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

Signature

(Sibi Kumar K)

Date: 12.11.2021



Letter of Offer

Ref: QT/HR/202112/O-04

01st 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



Senthil Palanisamy

(Director)



2B, 523/2, NAVA INDIA, Udayampalayam Rd, KR Puram,
Coimbatore, Tamil Nadu 641028

DATE : 17/02/2022

Ref : Internship Offer

Dear Sivasankar,

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 25 Feb 2022, and will be expected to work 6 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

(Sivasankar)

Date:



February 2, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Dhanushmita B,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

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

Yours sincerely,
For Wipro Limited,

A handwritten signature in black ink, appearing to read "Aparna Shailen", is written over a horizontal line.

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of



February 1, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Ishwa P,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

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

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

2. DURATION:

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic



March 1, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme
Wipro Limited, Dodda Kannelli
Sarjapur Road, Bengaluru - 560 035.
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Saran Kumaresh J,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

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

Yours sincerely,
For **Wipro Limited**,

Aparna Shailen
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

1. PROFILE:

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ('PRP') that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of

Permission letter

From,

Perundurai,
11.04.2022

Sanjitha R (MBERD44)
Kottai Srinivas L. (19BIR025)
Krishna Kumar G. (19BIR027)
Saranan E. (19BIR041)
3rd BSc (Computer System and design), (Information Systems)
Kongu Engineering College,
Perundurai - 638 060

TO ,

The Principal,
Kongu Engineering College,
Perundurai - 638 060.

Respected sir,

SUB: Requesting permission to go on Internship from

We have been selected for the position of trainee developer in ITASTA and training starts from April 12, 2022. We would like to join the internship. We will balance the academic and will attend continuous Assessment test and also continue the 6th Semester project and we will attend all the project review or End semester Examination as per the schedule during the Internship period. Henceby, we request you to permit me for the following:


1. To join the Internship from April 12, 2022
2. To submit the as per the rules and regulations of the college for 6th Semester.

The copy of the offer letter and on boarding joining forms are enclosed for reference.

Thank you,

P. Nishan
11/4/22
(19BIR044)

Yours obediently
R. Sanjitha
Co-ordinator
Ordnal.


P. Nishan
11/4/22
(19BIR044)





April 11, 2022

Ms. Sanjitha Rathinasamy,
Address: 4/32,Nizhall,Nizhall(PO), Kangayam(VIA), Tiruppur(DT),
Tamilnadu-638660. INDIA;

Dear Sanjitha Rathinasamy,

Sub: Appointment Letter

Based on your recent interviews with us, we take pleasure in inviting you to join FirstQA Systems K.K. as Trainee Analyst Developer. Considering current pandemic situation and to ensure safety of our employees, you will Work from Home in India. On completion of one year from the date of joining and based on your performance during the first year, you will be promoted to Analyst Developer. We believe that you will be a valuable addition to the team and wish you all the success.

You will be a full-time employee of FirstQA Systems K.K. and based out of India on local salary. Our retirement age is 60 years as per the policy. On an annual basis, your performance will be reviewed. Either party can terminate the employment during the term by giving a two (2) months' notice period, with or without any reason.

Compensation and Benefits: For performing duties in India, your CTC (Cost To Company) shall be INR 330,000 (Indian Rupees three hundred and thirty thousand) gross per annum. You are eligible for Medical Insurance for coverage up to INR 200,000, an insurance premium amount with policy in your name not exceeding INR 16,000 will be reimbursed by FirstQA Systems K.K on an annual basis once you submit the medical insurance premium receipt of a reputed Insurance company in India. Annual Performance Bonus amount as stated in Annexure II will be equally divided by twelve and paid on a monthly basis as part of the salary. Additionally, you shall be entitled to 10 working days' vacation after completion of six months and has attended at least 80% or more of the working days after completion of six months and has attended at least 80% or more of the working days.

All the special leaves need prior approval of your Supervisor/ HR Manager. Compensation will be paid on the fifteenth (15th) day of each month for your services during the prior month. You will need to file your Indian Income tax filing separately as it will not be deducted from your salary.

Date of reporting: You are required to report to work on April 12, 2022. You will work out of home in India due to current pandemic situation. The terms of this offer (including the terms contained in the Annexures) are strictly confidential between you and FirstQA Systems K.K.

Corporate Office: 2F, Nittochi Yamashitacho Bldg., 23 Yamashitacho, Naka-Ku, Yokohama 231-0023, Japan



Remission letter

²²Udorn,

Roundwra',
11.04.2022

11.04.2022

Sanjitha R (19B12044)
Kottai Srinivas L. (19B12025)
Krishna Kumar G. (19B12027)
Saranan E. (19B12041)
3rd BSc (Computer system and design), (Information systems)
Kongu Engineering College,
Perundurai - 638 060

TD

The Principal,
Kongu Engineering College,
Downdurai - 638 060.

Respected sir,

Sub: Requesting permission to go on Internship from

We have been selected for the position of Trainee developer in JFSTAN and training starts from April 12, 2022. We would like to join the internship. We will balance the academic and will attend continuous Assessment test and also continue the 6th Semester project and we will attend all the project review or End semester examination as per the schedule during the internship period. Hereby, we request you to permit me for the following:

1. To join the Internship From April 12, 2022
2. To submit the as per the Rules and Regulations of the college For 6th Semester.

The copy of the offer letter and on boarding joining forms are enclosed for reference.

Thank you,

P. Nehem
11/4/22
(1000) (CIVIL)

Yours obediently
R. Sanchez
Sr. Inphan.
C. Ruiz



April 11, 2022

Mr. Kottai Dinaraj Chinnaiya,
Address:
33, Kothukaran Nalla Street;
Erode-638001

Dear Kottai Dinaraj Chinnaiya,

Sub: Appointment Letter

Based on your recent interviews with us, we take pleasure in inviting you to join FirstQA Systems K.K. as Trainee Analyst Developer. Considering current pandemic situation and to ensure safety of our employees, you will Work from Home in India. On completion of one year from the date of joining and based on your performance during the first year, you will be promoted to Analyst Developer. We believe that you will be a valuable addition to the team and wish you all the success.

You will be a full-time employee of FirstQA Systems K.K. and based out of India on local salary. Our retirement age is 60 years as per the policy. On an annual basis, your performance will be reviewed. Either party can terminate the employment during the term by giving a two (2) months' notice period, with or without any reason.

Compensation and Benefits: For performing duties in India, your CTC (Cost To Company) shall be **INR 330,000 (Indian Rupees three hundred and thirty thousand) gross per annum**. You are eligible for Medical Insurance for coverage up to INR 200,000, an insurance premium amount with policy in your name not exceeding INR 16,000 will be reimbursed by FirstQA Systems K.K on an annual basis once you submit the medical Insurance premium receipt of a reputed Insurance company in India. Annual Performance Bonus amount as stated in Annexure II will be equally divided by twelve and paid on a monthly basis as part of the salary. Additionally, you shall be entitled to 10 working days' vacation after completion of six months and has attended at least 80% or more of the working days after completion of six months and has attended at least 80% or more of the working days.

All the special leaves need prior approval of your Supervisor/ HR Manager. Compensation will be paid on the fifteenth (15th) day of each month for your services during the prior month. You will need to file your Indian Income tax filing separately as it will not be deducted from your salary.

Date of reporting: You are required to report to work on **April 12, 2022**. You will work out of home in India due to current pandemic situation. The terms of this offer (including the terms contained in the Annexures) are strictly confidential between you and FirstQA Systems K.K.

Corporate Office: 2F, Nittochi Yamashitacho Bldg., 23 Yamashitacho, Naka-Ku, Yokohama 231-0023, Japan



Permission letter

From,

Perundurai,
11.04.2022

Sanjitha R (MBCRD44)
Kottai Srinivas L. (19B1R025)
Krishna Kumar G. (19B1R027)
Saranan E. (19B1R041)
3rd BSc (Computer System and design), (Information Systems)
Kongu Engineering College,
Perundurai - 638 060

TO ,

The Principal,
Kongu Engineering College,
Perundurai - 638 060.

Respected sir,

SUB: Requesting permission to go on Internship from

We have been selected for the position of trainee developer in ITASTA and training starts from April 12, 2022. We would like to join the internship. We will balance the academic and will attend continuous Assessment test and also continue the 6th Semester project and we will attend all the project review or End semester Examination as per the schedule during the Internship period. Henceby, we request you to permit me for the following:


1. To join the Internship from April 12, 2022
2. To submit the as per the rules and regulations of the college for 6th Semester.

The copy of the offer letter and on boarding joining forms are enclosed for reference.

Thank you,

P. Nishan
11/4/22
(19B1R044)

Yours obediently
R. Sanjitha
Co-ordinator
Ordnance


P. Nishan
11/4/22
(19B1R044)
Head to HOD
P. Nishan
(19B1R044)
class advisor
10-03-22



April 11, 2022

Mr. Krishna Kumar Gopalakrishnan,
Address:
39, Kuttakattuvalasu, Elumathur (post), Modakurichi (via)
Erode District PIN : 638104
Mobile number : 96989 66600;

Dear Krishna Kumar Gopalakrishnan,

Sub: Appointment Letter

Based on your recent interviews with us, we take pleasure in inviting you to join FirstQA Systems K.K. as Trainee Analyst Developer. Considering current pandemic situation and to ensure safety of our employees, you will Work from Home in India. On completion of one year from the date of joining and based on your performance during the first year, you will be promoted to Analyst Developer. We believe that you will be a valuable addition to the team and wish you all the success.

You will be a full-time employee of FirstQA Systems K.K. and based out of India on local salary. Our retirement age is 60 years as per the policy. On an annual basis, your performance will be reviewed. Either party can terminate the employment during the term by giving a two (2) months' notice period, with or without any reason.

Compensation and Benefits: For performing duties in India, your CTC (Cost To Company) shall be **INR 330,000 (Indian Rupees three hundred and thirty thousand) gross per annum**. You are eligible for Medical Insurance for coverage up to INR 200,000, an insurance premium amount with policy in your name not exceeding INR 16,000 will be reimbursed by FirstQA Systems K.K on an annual basis once you submit the medical insurance premium receipt of a reputed Insurance company in India. Annual Performance Bonus amount as stated in Annexure II will be equally divided by twelve and paid on a monthly basis as part of the salary. Additionally, you shall be entitled to 10 working days' vacation after completion of six months and has attended at least 80% or more of the working days after completion of six months and has attended at least 80% or more of the working days.

All the special leaves need prior approval of your Supervisor/ HR Manager. Compensation will be paid on the fifteenth (15th) day of each month for your services during the prior month. You will need to file your Indian Income tax filing separately as it will not be deducted from your salary.

Date of reporting: You are required to report to work on **April 12, 2022**. You will work out of home in India due to current pandemic situation. The terms of this offer (including the terms contained in the Annexures) are strictly confidential between you and FirstQA Systems K.K.

Corporate Office: 2F, Nittochi Yamashitacho Bldg., 23 Yamashitacho, Naka-Ku, Yokohama 231-0023, Japan



Permission letter

From,

Perundurai,
11.04.2022

Sanjitha R (MBCRD44)
Kottai Srinivas L. (19B1R025)
Krishna Kumar G. (19B1R027)
Saranan E. (19B1R041)
3rd BSc (Computer System and design), (Information Systems)
Kongu Engineering College,
Perundurai - 638 060

To,

The Principal,
Kongu Engineering College,
Perundurai - 638 060.

Respected sir,

SUB: Requesting permission to go on Internship from

We have been selected for the position of Trainee developer in Amazon and training starts from April 12, 2022. We would like to join the internship. We will balance the academic and will attend continuous Assessment test and also continue the 6th Semester project and we will attend all the project review or End semester Examination as per the schedule during the Internship period. Hereby, we request you to permit me for the following:


1. To join the Internship from April 12, 2022
2. To submit the as per the rules and regulations of the college for 6th Semester.

The copy of the offer letter and on boarding joining forms are enclosed for reference.

Thank you,

P. Nishan
11/4/22
(19B1R044)

Yours obediently
R. Sanjitha
Co-ordinator
Amazon


P. Nishan
11/4/22
(19B1R044)





April 11, 2022

Mr. Saravanan Govindasamy,
Address: 9/9 Moula Devana Gounden Valsu, Keeranur (po),
Kangayam, Tiruppur, 638701;

Dear Saravanan Govindasamy,

Sub: Appointment Letter

Based on your recent interviews with us, we take pleasure in inviting you to join FirstQA Systems K.K. as Trainee Analyst Developer. Considering current pandemic situation and to ensure safety of our employees, you will Work from Home in India. On completion of one year from the date of joining and based on your performance during the first year, you will be promoted to Analyst Developer. We believe that you will be a valuable addition to the team and wish you all the success.

You will be a full-time employee of FirstQA Systems K.K. and based out of India on local salary. Our retirement age is 60 years as per the policy. On an annual basis, your performance will be reviewed. Either party can terminate the employment during the term by giving a two (2) months' notice period, with or without any reason.

Compensation and Benefits: For performing duties in India, your CTC (Cost To Company) shall be **INR 330,000 (Indian Rupees three hundred and thirty thousand) gross per annum**. You are eligible for Medical Insurance for coverage up to INR 200,000, an insurance premium amount with policy in your name not exceeding INR 16,000 will be reimbursed by FirstQA Systems K.K on an annual basis once you submit the medical insurance premium receipt of a reputed Insurance company in India. Annual Performance Bonus amount as stated in Annexure II will be equally divided by twelve and paid on a monthly basis as part of the salary. Additionally, you shall be entitled to 10 working days' vacation after completion of six months and has attended at least 80% or more of the working days after completion of six months and has attended at least 80% or more of the working days.

All the special leaves need prior approval of your Supervisor/ HR Manager. Compensation will be paid on the fifteenth (15th) day of each month for your services during the prior month. You will need to file your Indian Income tax filing separately as it will not be deducted from your salary.

Date of reporting: You are required to report to work on **April 12, 2022**. You will work out of home in India due to current pandemic situation. The terms of this offer (including the terms contained in the Annexures) are strictly confidential between you and FirstQA Systems K.K.

Corporate Office: 2F, Nittochi Yamashitacho Bldg., 23 Yamashitacho, Naka-Ku, Yokohama 231-0023, Japan



08.04.2022.

From

R.S. Yashika (19BSR060), S. Sha Surya (19BCR053),
3rd B.Sc (Software Systems), (Computer System and design)
Department of Computer Technology - UG,
Kongu Engineering College,
Perundurai - 638060.

TO

The Principal,
Kongu Engineering College,
Perundurai - 638060.

Respected Sir,

Sub: requesting permission to go on Internship from April-11, 2022 - reg.

We have been selected for the position of scholar Trainee in Wipro Limited and the training starts from April 11, 2022. We would like to join the Internship. We will balance the academics and will attend continuous Assessment Test and we also continue the 6th semester project, and we will attend all the project review and End semester examinations as per the schedule during the Internship period. Hereby, we request you to permit me for the following:

1. To join the internship from April 11, 2022.
2. To submit the project as per the rules and regulations of the college for 6th semester.

The copy of the offer letter and onboarding joining forms are enclosed for your reference.

Thank you,

M. Santhiya

(M. Santhiya)

(iii) CSD - class advisor)

May be permitted

S. Suresh
08/04/22Dr. S. Suresh
Class Advisor / TSSP. R. Suresh
08/04/22X. Suresh
08/04/22

Yours obediently,

(R.S. Yashika)

Yashika

(S. Sha Surya)

S. Sha Surya

30.11.2021
Perundurai

Perundurai
24.03.2022

From

Divya.S (19B1R013), Raji.A (19BSR040)
3rd BSc (Information Systems), (Software Systems)
Department of Computer Technology - UG
Kongu Engineering College
Perundurai - 638060

To

The Principal
Kongu Engineering College
Perundurai - 638060

Respected Sir,

Sub: Requesting permission to go on Internship from March
29, 2022 - Reg.

I have been selected for the position of Software
Test Engineer in cloud Assent company and the internship
starts from March 29, 2022. I would like to join the Internship.
I will balance the academics and would attend continuous
Assessment test and I also continue the 6th semester project,
and I will attend all the project review and End semester
Examination as per the schedule during the Internship period.
Hereby, I requesting you to permit me for the following:

1. To join the internship from March 29, 2022
2. To submit the project as per the rules and
regulations of the college for 6th semester.

The copies of the offer letter are enclosed for your
reference.

Thank you,

Yours obediently,

filed to HOD

Subdy
24/3/22
[MAUNITTY.S]
Class Advisor
IT-IT

Submitted to HOD

May be permitted

S. Gurusamy
24/03/22
Dr. S. Gurusamy
Dept. Placement Coordinator
Class Advisor / IT SS

may be permitted

J. N. B. G. M.
24/3/22

(S. Divya)

S. Divya

(A. Raji)

A. Raji

X. J. N. B. G. M.
24/3/22
PO

Placement Coordinator





From Raji Amuthan • rrajiamuthan@gmail.com
To Sinija J Nair • sinijajn@cloudassert.com
Cc Ranjithkumar D S • ranjithds@cloudassert.com
Date 24 Mar 2022, 12:48 pm
See security details

I accept the offer.

On Wed, 23 Mar, 2022, 5:06 pm Sinija J Nair,
<sinijajn@cloudassert.com> wrote:

Dear All,

Greetings from Cloud Assert !!

Our heartiest congratulations on being selected to be the newest member of the growing Cloud Assert team and we are pleased to offer you an internship with Full-time employment. Your joining date would be March 29, 2022.

As a part of the onboarding process please share the below documents :

- Aadhar Copy(Immediately)
- Bonafide Letter (Bonafide letter needs to be filled with your details and sent back to us on the College letterhead and signed by the principal)

From

Sunitha H (19BCE055),
Jawahar L (19BCE019),
Sakshi C (19BCE045),
3rd BSC (Computer Systems and Design, Software Systems),
Department of Computer Technology - UG,
Kongu Engineering College,
Perundurai - 638060.

To

The Principal,
Kongu Engineering College,
Perundurai - 638060.

Respected Sir,

Sub: Requesting permission to go on internship from March 14, 2022
We have been selected for the position of developer in Evalca Technologies, Coimbatore and the internship starts from March 14, 2022
We would like to join the internship. We will balance the academic and would attend (Continuous assessment tests and End semester examination as per the schedule during the internship period). Hence, we are requesting you to permit us for the following.

1. To join the internship from March 14, 2022.
2. To submit the project as per the rules and regulations of the college for the 6th semester.

Thank you

Yours obediently

M. Santhiya
(M. Santhiya)
(iii) CSD Class Advisor

May be permitted
S. V. V.
19/03/22

Dr. S. Grandharamani
Department Coordinator
Class Advisor / III SS

P. N. Ram
19/3/22

HOD / C.T.U

M. Sunitha

With Lf

L. Jawahar

J. Phani
19/03/22
PO

30.11.2021

Perinduroi

Perundurai

10.03.2022

From

Nagendran R (19BSR033),

3RD B.Sc (Software system),

Department of Computer Technology - UG,

Kongu Engineering College,

Perumudurai - 638060.

TO

The principal,

Kongu Engineering College,

Perundurai - 638060.

Respected Sir,

Sub: Requesting permission to go on Intership from March 11, 2022.

I have been selected for the position of Sales and Marketing in Arun Excello, Chennai and the internship starts from March 11, 2022. I would like to join the internship. I will balance the academics and would attend Continuous Assessment tests and End Semester examination as per the schedule during the internship period. Herby, I requesting you to permit me for the following.

1. TO join the Internship from March 11, 2022.
2. TO submit the project as per the rules and regulations of the College for 6TH semester.

The Copies of the offer letter are enclosed for your reference.

Thank you,

Submitted to HAD
May be permitted

~~8.00~~
10/03/22

Dr. S. GANDHIMATHI
Dept. Placement Coordinator - IT-UG
Class Advisor - III SS }

91RB5M
W312

X. Zhu ~~10/03/22~~

Yours Obediently,

Nagendran. P

Perundurai,

10/03/2022

From

Dharani P [19BCR010], Haritha R [19BCR020],
III-BSc Computer Systems and Design,
Department of Computer Technology-UG,
Kongu Engineering College,
Perundurai 638060.

To

The Principal,
Kongu Engineering College,
Perundurai 638060.

Respected Sir,

Sub: Requesting permission to go on internship from March 14, 2022.

I have been selected for the position of Customer Relationship Officer in Arun Excella, Chennai and the internship starts from March 14, 2022. I would like to join the internship starts from March 14, 2022. I would like to join the internship. I will balance the academics and would attend continuous Assessment test and End semester Examination as per the schedule during the internship period. Herely, I requesting you to permit us for the following.

1. To join the internship from March 14, 2022
2. To submit the project as per the rules and regulations of the college for the 6th semester.

The copies of the offer letter are enclosed for your reference.

Thank You,

1. P. Dharani

2. R. Haritha

Yours Obediently

Dharani

Haritha

1. Santhosh
10/3/22

1. CSD - class advisor

Submitted to HOD

may be permitted

S. Santhosh
10/03/22

Dr. S. Anandharaman

Dept. Placement

10/03/2022/CT-UG

P. N. S. S. S.
10/3/22

X. S. S. S.
10/03/22
PO

Forwarding the mail for your reference.

Stephen

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

From: HR Recruitment <hr_recruitment@frqbro.com>

Date: Sat, 5 Mar 2022 at 15:08

Subject: Re: OPPO Campus Recruitment 2022 || Campus Proposal

To: Placement - Kongu Engg College <placement@kongu.edu>

Dear Sir,

Joining Confirmation Letter for your reference.

Candidate Joining Intimation	
Name	Sugavembarasan
Position	OSE
Location	Salem/Namakkal (Candidate Preference)
Reporting Time	09.30 AM
Contact Person	Prem Chandar Regional HR Executive
Contact Person no	8015697007
Address	179-1,1st Floor Surya Plaza,
	Opp Hotel Sarathy,
	Thiruvagoundaoor,
	Salem-636005.

Best Regards,
V.Venkatramana,
Asst.HR Manager,
Oppo STN.

Mobile : +91 97900 08808

Email : hr_recruitment@frqbro.com

FRQ BRO PVT LTD

No. 5 - 9, EPIC PLAZA ,

HEAD POST OFFICE ROAD

COIMBATORE- 641 001 WWW.OPPO.COM

Forwarding the mail for your reference.



OL No: TN1253**5 March 2022**Dear **RANJITH C V**,

We are pleased to offer you a position with **TEACHNOOK** as a **Business Development Trainee**. We believe you will find this position to be challenging and rewarding.

On the day that you begin your employment with **TEACHNOOK** you will be asked to sign an employment agreement. This employment agreement, among other provisions, states that you will keep our business information and our client's business information confidential

The following confirms our arrangements regarding your employment with **TEACHNOOK**:

Training Date: 15 March 2022 to 24 March 2022**OJT Start Date: 25 March 2022****OJT End Date: 24 July 2022****Location of Training: Bangalore****Stipend: INR 15000 Per Month****Incentives : INR 10000****Target: 220000 INR per month.****Pre Placement Offer : 4 to 6 LPA (Based on the performance)**

I have read and understood the terms and conditions and I accept this offer, as set forth above, with Teachnook, and will report on or before **15 March 2022**.

SIGNATURE: C.V. Ranjith
(Candidate's Signature)

DATE: 11 3 2022

Training Policy

- By accepting this offer you agree to perform all responsibilities assigned to you with due care and diligence and in compliance with the management norms.
- You will be required to work on 9 hours shift and will be entitled to one day weekly off, which might change from time to time and shall be intimated to you in advance.
- During the training period you will not receive any of the employee benefits that regular employees receive & the company will have all the rights to terminate your services without offering any reason.
- At any time if you wish to discontinue the training due to personal reasons, you will have to pay a compensation equal to 1 month stipend or 1 month notice period.
- All the information acquired during the course shall be strictly confidential and you shall refrain from using it for your own purpose or from disclosing it to anyone outside of the Company.
- Upon conclusion of your tenure, you will immediately return to the Company all of its property, equipment and documents including electronically stored information.
- You will follow all policies and practices of our business.
- The Stipend you will receive will completely depend on your performance and your contribution to the company for the particular month.
- Post successful completion of the Training tenure, the candidate will be prone to performance based pre-placement offers by the company.

Please indicate your acceptance of this offer by signing below.

We at Teachnook extend a warm welcome to you and look forward to a mutually beneficial experience.

SIGNATURE: C.V. Rana
(Candidate's Signature)

DATE: 11.3.2022



ANNEXURE

As a part of the joining process, you are requested to bring the following documents on the day of joining.

Photocopies of

- SSLC (X Std) Marks Card / 12th Marks Card.
- Degree / Diploma/ Highest qualification certificate along with marks card (any semester).
- 2 passport size photographs.
- PAN Card, Voter ID or Driving Licence Scanned Copy.
- Bank Account Details: Bank Name, Your Name as per Bank records, Account Number, IFSC Code.
- Negative RT-PCR Report is mandatory. It should not be older than 48 hours (Even if you are fully vaccinated).

Please bring the original documents either education certificates / mark sheets (10th or 12th) or Government issued ID Card (Driving License/ PAN Card)

NOTE:

{The document ID Card will remain with us for your entire training employment period. Anytime you would wish to collect the submitted document back for any reason, you must replace it with another specified document.}

SIGNATURE: C.V. Ravi
(Candidate's Signature)

DATE: 11.5.2022