



MOHAMED SATHAK A J COLLEGE OF ENGINEERING

Sponsored by Mohamed Sathak Trust

(Approved by AICTE, New Delhi and Affiliated to Anna University, Chennai)

Siruseri IT Park, Egattur, Chennai 603 103

5.2.1 Placements of out going students during the last five years

Academic Year 2018 - 2019



MOHAMED SATHAK AJ COLLEGE OF ENGINEERING

(Approved by AICTE, New Delhi and affiliated to Anna University, Chennai)

Siruseri IT Park, Egattur, Chennai - 603 103

ACADEMIC YEAR – 2018-2019

S.NO	Name of student placed	Program graduated from	Name of the employer	Pay package at appointment (INR per annum in Lac)
1	SHAHID HUSAIN M	BE-Civil Engineering	PIN CLICK	5.50
2	ADIL AHMED MAGRAY	BE-Civil Engineering	PIN CLICK	5.50
3	JAYAPRAKASH P M	BE-Civil Engineering	PROMPT PERSONNEL	1.70
4	KATHIRAVAN.K	BE-Civil Engineering	KVM FOUNDATION	2.25
5	MOHAMMEDH MUNTAZAR A S	BE-Civil Engineering	ELCAMINO SOFTWARE	2.30
6	MEERAN SHA ABDUL.A.R	BE-Computer Science Engineering	ZOHO TECHNOLOGIES	4.80
7	A.S.SWAROOP	BE-Computer Science Engineering	GOFRUGAL	4.20
8	PRADEEPA	BE-Computer Science Engineering	SUTHERNLAND	2.30
9	K R HIDHAYATHUN NASEERA	BE-Computer Science Engineering	SUTHERNLAND	2.30
10	MONORAJA	BE-Computer Science Engineering	CODILAR	1.66
11	R.SANTHOSH KUMAR	BE-Electrical and Electronics Engineering	ELCAMINO SOLUTIONS	2.29
12	JAMELA RUKSHANA	BE-Electrical and Electronics Engineering	CODILAR	1.25
13	AMIRA THASNEEM K M	BE-Electronics and Communication Engineering	TCS	3.40


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MOHAMED SATHAK A.J. COLLEGE OF ENGINEERING

Siruseri IT Park, Egattur, Chennai - 603 103

Phone: 603 103



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Siruseri IT Park, Egattur, Chennai - 603 103

14	HAARIS AHAMED	BE-Electronics and Communication Engineering	UBM CARE	1.75
15	JAYAKANTH K	BE-Electronics and Communication Engineering	TECHNOLOGICS GLOBAL PVT LTD	2.30
16	ALTHOF	BE-Electronics and Communication Engineering	ELCAMINO SOFTWARE	2.30
17	JEEVA S	BE-Electronics and Communication Engineering	ELCAMINO SOFTWARE	2.30
18	MOHAMED KHAN	BE-Electronics and Communication Engineering	INCUBE8 PVT LTD	5.60
19	NISAR AHAMED S	BE-Electronics and Communication Engineering	ELCOMPO ELECTRONIC INDUSTRIES PVT LTD	2.50
20	SHREENIDHI A	BE-Material Science Engineering	TECHNOLOGICS GLOBAL PVT LTD	2.30
21	MOHAMED MUBASHIR	BE-Mechanical Engineering	CUSTOMER SUPPORT	3.20
22	SHAIK MUSSAMIL BASHA	BE-Mechanical Engineering	ELCAMINO SOFTWARE PVT LTD, BANGALORE.	2.30

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ndhi Road (OMR), Siruseri, IT Park

Chennai-603 103.

2018-2019



22nd March, 2019

Sub: Offer of employment by Pin Click

Dear Shahid Hussain, /civil

Congratulations and we are very pleased to extend an offer to you to join Pin Click as "Property Advisor", with effect from 5th June, 2019.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A.
2. Your initial posting as Pin Click employee will be at our **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all of its potential employees. Your job offer, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
4. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.

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34, Rajiv Gandhi Road (OMR), Siruseri, IT Park
Chennai-603 103.

The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name	Shahid Hussain	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	05-June -2019	
C & B CATEGORY		INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(3-4 Meeting Per day)	6000	72,000
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance *	*Fixed salary includes Rs.4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after probation).		
<p>Note: * Performance Enhanced Incentives Is Target Based. * The Offer/ Salary Is Subjective To Completion Of Training *Fixed Salary during the probation period will be Rs. 31,000/- per month. Total CTC=3,72,000 INR. *Post Probation will be entitled to fixed CTC of Rs.4,22,000/- PA, and incentives based on your performance. *TOTAL EXPECTED CTC - 6, 02, 000 INR Per Annum (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount) *Post Probation.</p> <ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary, Professional tax and Employee contribution towards PF, ESIC as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click.

For Pin Click Property Management Pvt. Ltd.

Authorized Signatory

Offer of Employment Accepted:

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to conform to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

Name: _____
Date: _____

Signature: _____
Anticipated Start Date: _____

(Handwritten Signature)
PRINCIPAL
MOHAMED BATHAK A.J. COLLEGE OF ENGINEERING
 34 Rajahmundry Road

2018-2019

22nd March, 2019

Sub: Offer of employment by Pin Click

Dear Adil Magray, /aivil

Congratulations and we are very pleased to extend an offer to you to join Pin Click as "Property Advisor", with effect from 5th June, 2019.

The terms of our offer are as follows:

1. The details of your annual earnings are attached herewith as Annexure A.
2. Your initial posting as Pin Click employee will be at our **Bangalore** office. Pin Click, however, reserves the choice to post/transfer you at any of their offices in India and outside. In which case, all transfer facilities applicable by company policies will be made available to you.
3. The Company reserves the right to conduct background investigations and/or reference checks on all of its potential employees. Your job offer, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.
4. You will be in probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. During the probation period, your services can be terminated without any notice or salary thereof on either side.
5. While we look forward to a long and profitable relationship, the employment relationship can be terminated by either of us for reasonable cause, at any time with 15 days notice period or 15 day's salary in lieu thereof. The Company will, however, decide on the treatment and can waive the notice period or accept/pay payment in lieu of notice period or mandate 15 days notice at its sole discretion based on project deliverables, forecasting and appropriate knowledge transfer. Under any circumstance if you are unable to serve the notice period, Company can decide to agree or refuse to provide the releasing letter of employment. Any statements or representations to the contrary (and, indeed, any statements contradicting any provision in this letter) should be regarded by you as ineffective.
6. You will be governed at all times by the policies, procedures and rules of Pin Click related to the salary, allowances, benefits and perquisites which are specified in this Agreement and its Annexure. Pin Click may modify or change such allowances, benefits and perquisites from time to time in accordance with its policies.
7. During your employment with Pin Click, you will, under no circumstances work for any other firm or person, directly or indirectly, in a paid or honorary position, without an explicit permission from Pin Click.
8. You will not engage in any unethical practice, which might affect Pin Click and its employees, client and partners.



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34, Rajiv Gandhi Road, OMR, Siruseri, IT Park
Chennai-600 095.

The details of your annual earnings are as Annexure A.

ANNEXURE – A

COMPENSATION & BENEFITS STATEMENT – PIN CLICK			
Employee Details	Name	Adil Ahmad Magray	
	Designation	Property Advisor	
	Department	Sales	
	Date of Joining	05-June -2019	
	C & B CATEGORY	INR - Monthly	INR – Annual
A	Fixed Compensation		
	Basic Salary	7,500	90,000
	House Rent Allowance	6,250	75,000
	Conveyance Allowance	800	9,600
	Medical Reimbursement	1,250	15,000
	LTC	2,400	28,800
	Children Edu Allowance	2,000	24,000
	Special Allowance	3,540	42,480
	Sub-Total I / Gross Pay	23,740	2,84,880
Benefits			
B	PF Employer	900	10,800
	ESIC	-	-
	Gratuity	360	4,320
C	Sub Total II	1,260	15,120
D	Allowance(3-4 Meeting Per day)	6000	72,000
E	Performance Enhanced Incentives	15,000*	1,80,000*
Total A + C+ D +E	Cost to the Company	46,000	5,52,000
Allowance *	*Fixed salary includes Rs.4000-6000* per month. *Minimum 50-75 meetings per month. Leads are provided by the company. (Applicable for during and after-probation).		
<p>Note: * Performance Enhanced Incentives Is Target Based. * The Offer/ Salary Is Subjective To Completion Of Training *Fixed Salary during the probation period will be Rs. 31,000/- per month. Total CTC=3,72,000 INR. *Post Probation will be entitled to fixed CTC of Rs.4,22,000/- PA, and incentives based on your performance. *TOTAL EXPECTED CTC - 6, 02, 000 INR Per Annum (i.e.: 4, 22, 000 Fixed amount + 1, 80, 000 variable amount) *Post Probation.</p> <ul style="list-style-type: none"> Gross Pay is prior to tax being deducted at Source from the salary. Professional tax and Employee contribution towards PF, ESIC as applicable. 			

To accept this offer, sign the copy and return the duplicate/scan copy to the sender. Kindly ensure that the copy of acceptance reaches us as prescribed.

We look forward to the opportunity of working with you at Pin Click.

For Pin Click Property Management Pvt. Ltd.

Authorized Signatory



Offer of Employment Accepted:

I have read the terms and conditions set out above and completely understand the same. In accepting employment with Pin Click I undertake to conform to the terms and conditions set out above as well as other policies, procedures, instructions, etc, as may be communicated to me from time to time.

PRINCIPAL
MOHAMED SATHAK ALI COLLEGE OF ENGINEERING
 34, Rajiv Gandhi Road (OMR), Siruseri, IT Park
 Chennai-603 103.

Name: _____

Signature: _____

Date: _____

Anticipated Start Date: _____

Branch Office:

Golden rays business centre, Old no. 29 A, New no 53 A,
Lake view road, West Mambalam, Chennai 600 033.

2019-20



Date: 07-Sep-2021

To,

Jayaparakash Dhayalan Dhayalan, *civil*

Appointment Letter

Tamil Nadu.

Dear Jayaparakash Dhayalan,



PRINCIPAL
MOHAMED SATHAK A.J. COLLEGE OF ENGINEERING
KANCHIPIRAM, CHENNAI - 600 063

With reference to your application and the subsequent interview you had with us, we have pleasure in appointing you as **Associate CS** effective from 06-Sep-2021 till 05-Mar-2022 the company however, reserves the right to change your designation and duties at any time at its discretion.

The appointment shall be subject to following terms and conditions: --

a) Your Salary Structure shall be as per Annexure (A).

You will be placed at our client "Sutherland Global Services". Your employment is Co-Terminus to our contract with "Sutherland Global Services - Block A1, Shriram the Gateway, No:16, G S T Road, Perungalathur, Chennai - 600 063, India." The detailed job description shall be provided to you at the time of Joining.

b) Your employment shall continue with "Sutherland Global Services" as long as our contract with "Sutherland Global Services" continues. In other words your appointment shall come to an end once our contract with "Sutherland Global Services" is terminated. Your probation period is for 3 months from your date of joining. Your employment may be terminated by the company either during the period of your probation or the extended period of probation by giving 15 days of written notice or salary in lieu of notice without assigning any reason whatsoever. Similarly you may also terminate the service by giving 15 days written notice or by depositing or adjusting your 15 days salary in lieu of notice. Also leaves will not be adjusted against the Notice recovery at the time of separation.

c) In the event of your services being terminated for any reasons whatsoever or you're leaving the services of the company, you will be obliged to account in and return the property of the company such as, instruments, tools, books, and cash etc., held in your possession, custody or charge. Failure to do this will result in the company, with-holding your salary and deducting the value of such property there from and taking such other action, as may be deemed fit.

d) During the period of your employment, you shall not take up the services or be employed elsewhere or do any work either on your own account or otherwise, other than of the company.

- e) During the period of your employment you will not be absent from duties without sufficient reason and without prior permission. Your absence for a continuous period of 8 days (including absence when leave though applied for but not granted) or overstay for a period of 8 days would make you to lose your lien on the job and your service shall automatically come to an end without any notice or intimation to you by us. It will be presumed that you have abandoned the employment of your own accord and you shall be liable to give us one month's salary in lieu of notice for abandoning the service in such manner.
- f) During the tenure of your service you will not resort to any action, which would hamper work, nor would you resort to any action or activity, which according to our Management is detrimental to its interests. Management will be within its rights to terminate your services forthwith if you are found to have committed the breach of this clause. Your further promotion and increments, if any, shall be at our sole discretion and shall depend on performance of your duties, your eligibility, punctuality, efficiency and other factors and on the recommendations of your superior's etc.
- g) During the period of your employment if any dispute needs to be sorted out, that has to be done through Prompt Personnel Pvt. Ltd. No direct interaction to be done for any dispute with Sutherland Global Services. Similarly in case of any clarifications required, the same needs to be get it through Prompt Personnel Pvt. Ltd. and not from Sutherland Global Services.
- h) In case service is terminated on grounds of Integrity / Fraud or un informed absenteeism the notice period clause will not be applicable

As a token of your acceptance of the above terms and conditions of the employment, kindly sign the duplicate copy of this letter and return to us. We are happy to welcome you to our organization and wish you every success in your assignments.

For Prompt Personnel Pvt. Ltd.



(Authorized Signatory)

I **Jayaparakash Dhayalan Dhayalan** have read the above terms and conditions and accept the same unconditionally and accept this appointment order.

Date:



(Signature)

**PRINCIPAL
MOHAMED SATHAK A.J. COLLEGE OF ENGINEERING
EGATTUR-603103,
KANCHIPURAM DT.**

ANNEXURE "A"

STATEMENT OF GROSS WAGES

Name : Jayaparakash Dhayalan Dhayalan

Designation : Associate CS

	Salary Heads	Monthly	Annually
A	Basic + DA	6500	78000
B	HRA	2600	31200
C	Other Allowances	542	6498
A+B+C = D	Fixed Pay	9642	115698
E	Variable Pay	3558	42697
D+E = F	Gross	13200	158395
G	PF (Emp. Cont.)	845	10140
H	ESI (Emp. Cont.)	99	1188
I	PT	208	2500
G+H+I = J	Total Deduction	1152	13828
F-J	Net Take Home	12047	144567
K	P.F. (Empr. Cont.)	915	10985
L	ESI (Empr. Cont.)	429	5148
K + L = M	Total (Empr. Cont.)	1344	16133
F+M = N	CTC	14544	174528





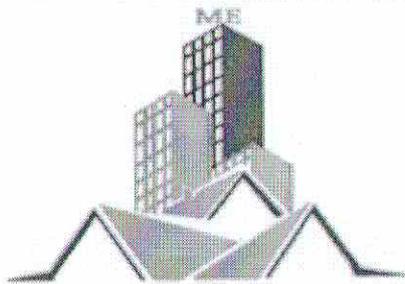
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**KVM
FOUNDATION'S**

**REGD OFF.
14/31, AMMAN KOIL STREET,
SRINIVASA NAGAR,
NEW PERUNGALATHUR
CHENNAI : 600 063**

mail us @

proprietor@kvmfoundations.com

Ushini
PRINCIPAL
MOHAMED SATHAK A.J.COLLEGE OF ENGINEERING
34, Rajiv Gandhi Road (OMR), Siruseri IT Park,
Chennai-603 105.

LETTER OF INTENT

2018-2019

Dear Mr. : Mohammedh Muntazar A S / *Civil*

Place & Date of Interview Held : Mohamed Sathak College, Chennai | 23rd February 2019

We are pleased to inform you that, you have been selected for the post of **Customer Support Executive**. Please through the following details and carry the photocopies of all the certificates & two recent passport size photo for verification and interaction at the office after your final exams.

Please carry the signed copy of this document to the office.

Salary Components	Elcamino Software Pvt Ltd (ECS)	
	ECS Per Month	ECS Per Year
Basic	13450	161,400
HRA	1,550	18600
Conveyance Allowance		
Special Allowance		
NFH Average Per Month	833	10,000
Fixed Incentives		
Total Salary (Above Items)	15,833	190,000
PF Employee Deduction	-1,614	-19,368
ESI Employee Deduction	-277	-3,324
Total in Hand	13,942	167,308
Total PF Amount	3,228	38,736
Bonus	585	7000
Total in Hand+Total PF	17,755	213,044
Other Costs to Company		
ESI	713	8,550
Welfare Fund	20	240
Gratuity	647	7,760
Total CTC	19,134	229,594
Incentives	Up to Rs 2500	Up to Rs.30,000
Yearly Package	ECS Monthly package Rs. 19,000 to Rs,21,500	ECS Yearly Package-Rs 2,30,000 to Rs 2,60,000

Please contact us at the below address:



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MOHAMED SATHAK A.J. COLLEGE OF ENGINEERING
 34, Rajiv Gandhi Road (OMR), Siruseri, IT Park
 Chennai-603 103.

Elcamino Software Pvt Ltd.

#63, 1st block BEL Layout, 1st floor, Matangi Enclave, Vidyanarayapura, Bangalore - 560097

Contact Name : Dheeraj Sahani

Contact Number : 9845667522



HR

Elcamino Software Pvt Ltd.

Candidate Signature



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34, Rajiv Gandhi Road (OMR), Siruseri, IT Park
Chennai-603 103.



Zoho Corporation Private Limited

Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.
Ph: +91 - 44 - 6744 7070
www.zohocorp.com

SEZ Unit

Date: 21-Sep-2021

To

Mr. MEERAAN SHA ABDUL A.R.,
2/39, SCHOOL 2ND STREET,
ECR, PALAVAKKAM,
CHENNAI-600041, TAMILNADU.

Dear Mr. MEERAAN SHA ABDUL A.R.,

OFFER OF EMPLOYMENT

We are pleased to offer you employment for the position **PRESALES ENGINEER** with **ZOHO CORPORATION PRIVATE LIMITED**.

REMUNERATION

Your annual Cost to Company will be **Rs.480000/- (RUPEES FOUR LAKH EIGHTY THOUSAND ONLY)**. The break-up of your gross salary and information specific to bonus and gratuity are set out in Annexure A. Salary will be paid by the last day of each month. All additional benefits that Zoho currently provides employees are set out in Annexure B.

DATE OF JOINING

Your date of appointment is effective from your date of joining .

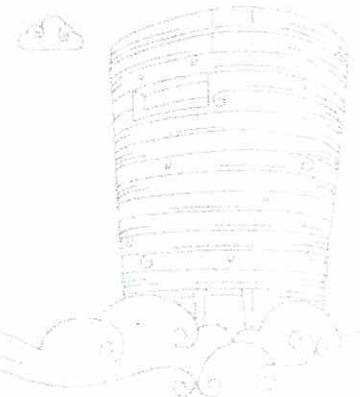
PROBATION

You will be on probation, at a minimum, until completion of the performance review cycle that immediately follows completion of six months from your date of joining, provided that your performance is determined to be satisfactory. If your performance is not satisfactory, your probation may be extended until your performance is determined to be satisfactory. Upon completion of the probation period you will be confirmed on the rolls of the company.

SALARY REVISION

Revision to your compensation will be after one year from the date of joining, subject to satisfactory completion of the probation by you. Zoho operates a Pay-for-performance Policy and any salary revision will take your performance into account.

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EGATTUR-603 103.
KANCHIPURAM DT.





ADHERENCE TO POLICIES

During your employment with the Company you shall adhere to all policies of the Company including IT Services Acceptable Use Policy, Acceptable Encryption Policy, Email Policy, Extranet Policy, Information Sensitivity Policy, Password Policy, Remote Access Policy, Virtual Private Network Policy and such policies as may be decided by the Company from time to time. The Company may amend these policies from time to time and you agree to be bound by such subsequent versions of the policies. The Company will communicate important information about its policies by way of electronic mail notification and/or the Company's intranet. The policies are incorporated into the terms and conditions of employment by this reference.

CONFIDENTIALITY

Information you have access to during the course of your employment are confidential and proprietary information of the Company, its Affiliated Companies and customers. "Affiliated Companies" means Zoho Corporation Private Limited and any entity in which the management of Zoho or the company has substantial interest. You agree not to disclose such information other than on a need-to-know basis. In this regard, you agree to observe in good faith your obligations under the Agreement Regarding Confidential Information and Proprietary Developments, a copy of which is included with this Letter of Offer of Employment for your reference and which will be executed separately by you upon joining the Company. The matters related to your compensation are strictly confidential between you and the Company and should be treated as such.

TRANSFERABILITY

You may be required to work in shifts (including night shifts) at any time, during the term of your employment with the company. You may be asked to work in any department or section of the Company in any capacity by either the management or the head of the department or section, and you agree to work accordingly. You may also be required to work on transfer or deputation in any other concern in which the management has any interest or any of the other branches or regional offices, anywhere in India or abroad, now existing or to be set up in future and you shall be bound to work in such concerns or at such locations.

ASSIGNMENT OF RIGHTS IN WORK

You agree that all works performed and things developed, including inventions, designs, improvements, writings, and discoveries made, during your employment and pertaining to the business conducted by the Company shall remain the exclusive property of the Company. You shall assist the Company in obtaining patents and copyrights on all such inventions, designs, improvements, writings and discoveries deemed suitable for patent and copyright by the Company, and shall execute all documents and perform all necessary actions to obtain the patents and copyrights, for the purpose of vesting the Company with full and exclusive title thereto, and protecting the Company against infringement of the patents and copyright by others.

CONCURRENT EDUCATION

You shall not, during the term of your employment with the Company, pursue any full time or part time courses in any institution/universities in India or any other foreign country, without the express approval by the company.

CONCURRENT EMPLOYMENT OR BUSINESS

You shall not engage yourself directly or indirectly in any other trade, business or occupation without obtaining the management's prior permission in writing. You shall not carry on any activity and/or commit any act prejudicial to the interests of the Company.



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EGATTUR-803 103.
KANCHIPURAM DT





NON-COMPETE

You shall not, during the term of your employment with the Company and for a period of 1 (one) year after termination of employment, either directly or indirectly own, invest in, direct, aid or work, in any capacity, including as full/part time employee, consultant or advisor for any Competitor or SI Partner of the Company.

A "Competitor" is a concern engaged in developing Computer Programs similar to the Software products or services developed and marketed by the Company or any of its Affiliated Companies. An "SI Partner" is a concern which the Company or its Affiliated Companies has appointed as a partner for providing services to Customers based on products or technology owned by the Company or Affiliated Companies.

TERMINATION

Termination at will: This employment agreement is terminable at will by either party.

Termination for misconduct: You agree that the Company may terminate this Contract without notice and without payment in lieu of notice in any of the following events:

1. If any declaration/document given or furnished by you to the Company proves to be false; or if you are found to have wilfully suppressed any material information;
2. If you are found guilty of misconduct, disobedience or of conduct that tends to bring disrespect to the company;
3. If you are found to be in breach of any of your obligations under the terms and conditions of employment;
4. If you are found to have disclosed any confidential information of the Company, its Affiliated Companies or customers of the Company and Affiliated Companies;
5. If you have violated the Company's policies;
6. If the result of any reference or background check is unsatisfactory;
7. If you are found to be under the influence/possession of alcohol/drugs inside the office premises;
8. Your access cards are not transferable. If it is found to be mishandled for any proxy attendance;

Termination for any of the reasons stated above may be notified to the person(s) whose reference was submitted by you and the Company will not be liable to give you any prior notice nor pay any compensation in lieu of a notice period.

NON-SOLICITATION

You agree that for a period of six months after termination or expiration of your employment with the Company, regardless of the reason for termination or expiration, you shall not directly or indirectly, solicit for employment, or advise or recommend to any other person that they employ or solicit for employment, any person employed at that time by the Company, or by any Affiliated Company.

AMENDMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

The Company may amend the terms and conditions set forth herein from time to time and you agree to be bound by such amended terms and conditions of employment .

GOVERNING LAW AND JURISDICTION

The terms and conditions of this Letter of Offer of Employment are governed by the laws of India. All disputes arising out of your employment with the Company or involving the terms and conditions of this Agreement will be subject to the exclusive jurisdiction of the courts in Chennai, India.

PRINCIPAL
MOHAMED SATHAK A.J. COLLEGE OF ENGINEERING
EGATTUR-603 103.
KANCHIPURAM DT.





VALIDITY

This offer of employment is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **28-Sep-2021**. Your signature indicates your acceptance of the terms and conditions of this employment.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation e-mail from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With best wishes,

Yours sincerely,
For ZOHO CORPORATION PRIVATE LIMITED

Mohammed Sohail
Manager - HR

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature: _____ Date of Offer acceptance: 21 Sep 2021
Name : MEERAAN SHA ABDUL A.R Place : Chennai, Tamil Nadu

**PRINCIPAL
MOHAMED SATHAK A.J. COLLEGE OF ENGINEERING
EGATTUR-603 103.
KANCHIPURAM DT.**





CSE HOD <csehod@msajce-edu.in>

Placement and Department Contribution- Swaroop

1 message

Swaroop A S <swaroopanand325@gmail.com>
To: "Gori Mohamed J, HOD - CSE" <csehod@msajce-edu.in>

Sun, Mar 6, 2022 at 7:03 PM

Dear Sir,

The details are as follows, since you have joined new, i want to introduce myself to you

My Name: **Swaroop A S**
<https://www.linkedin.com/in/swaroop-as>

2018-19

Passed out year: **2019 - 7.98 CGPA**

Placed in two companies while passing out

1. Atos Syntel
2. Gofrugal Technologies

Joined **Gofrugal Technology** as **Member Technical Staff** (internship converted to full time offer)
Package: **4.2 LPA**

Then joined company called **Craftveda Technologies**
as Frontend Developer and promoted to **Tech lead** frontend
Package: **10.5 LPA**

Currently i am working with **Infosys Limited** as **Associate Consultant**
Package: **11.5 LPA**

Recognition and awards

Awarded as the best outgoing student 2015-2019 by ISTE

Awarded as best creator award 2015-2019 by MSAJCE

President of Mobile App Club - 2k19 MSAJCE

Was running a startup called SCADAPPS while studying in MSAJCE - 2k17-2k19

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34, Rajiv Gandhi Road (OMR), Siruseri, IT Park
Chennai-603 103.

Contributions to the Department of CSE

Won **Third prize** in hackathon conducted by Anand Institute of Higher Technology HACKFEST -2k18

Won **Second prize** in hackathon conducted by KCG NHACK -2k18

Won **Most feasible product award** in St.Joseph college of engineering HACKHOLICS -2k18

Won **Best feature award** in hackathon conducted by SVCE ASCENDAS YAH -2k18

Won **First prize** in SSN invente hackathon
AI4GOOD - 2k18

Won 2nd prize in Ametros conducted in Anand Institute of Higher Technology (paper presentaion) -2k17

won 2nd prize in Inspirus conducted in KCG college (paper presentation) -2k17

won 1nd prize in Technokratz conducted in Anand Institute of Higher Technology (paper presentation) -2k17

won 1nd prize in Ametros conducted in Anand Institute of Higher Technology (paper presentation) -2k18



SUTHERLAND

PROVISIONAL OFFER LETTER

2018-19

Campus Name : Mohammed Sathak A.J college of Engineering Date :
4/22/2019

Dear Pradeepa Bnagarajan - B.E,CSE (Non Voice)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10 Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland

Authorized Signatory

PRINCIPAL
MOHAMED SATHAK A.J.COLLEGE OF ENGINEERING
Rajiv Gandhi Road (QMR), Sittiseri, Thiruvallur
Chennai-603 105.

Candidate Acceptance

Sutherland Global Services Pvt. Ltd.,
The Gateway Office Part, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91.44.4288.7884
CIN:U72200TN2000PTC045578



SUTHERLAND

PROVISIONAL OFFER LETTER

19/20

Campus Name Mohammed Sathak A.J college of Engineering Date :
4/22/2019

Dear K.R.Hidayathun Naseera - B.E.CSE (Non Voice)

Congratulations!!!

Welcome to the Sutherland Family.....

With reference to the Interview you had with us, we are pleased to inform that you have been short listed as a "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted at our Perungalathur facility (No.16, GST Road, Gateway Office Park A-1 Block, Ground Floor, Perungalathur, Chennai - 600 063). The offer letter can be collected from the same venue.

We at Sutherland are privileged to have you with us and we look forward to launching your successful career with us.

You may have to furnish the following documents on clearing further rounds of interview for completing the joining formalities

- 10.Passport size photographs
- 10th & 12th and UG/PG education certificates
- Address & ID Proof(Ration card, Driving license/Passport, PAN Card, Voter ID Etc)
- 2 reference letters
- Medical Fitness Certificate- saying you are fit enough to work in night shifts
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates)

Note: Please produce this letter at the reception.

Yours sincerely,

Sutherland



PRINCIPAL
MOHAMMED SATHAK A.J. COLLEGE OF ENGINEERING
EGATTUR 603 103.
KANCHIPURAM DT.

PRINCIPAL
MOHAMMED SATHAK A.J. COLLEGE OF ENGINEERING
34, Rajiv Gandhi Road (OMR), Siruseri, IT Park
Chennai-603 103.

Sutherland Global Services Pvt. Ltd.
Gateway Office Park, IT/ITES SEZ, Block - A1, 6th Floor,
No. 16, GST Road, Perungalathur,
Chennai, Tamil Nadu, PIN 600063

Tel No. : +91.44.4288.7884
CIN:U72200TN2000PTC045578



codilar

To
G MANO RAJA, / *CSE*

Date: 17-04-2019

APPOINTMENT ORDER

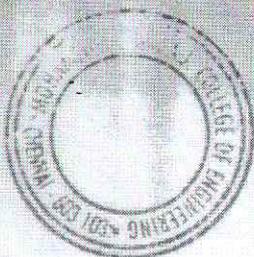
We are glad to offer you an appointment as "Associate Software Engineer" in our organization with effective from tentatively first week of July, your monthly salary will be INR 10000/- PM in probation period. After probation, your salary will be revised to INR 16694/- PM for 9 months, and minimum 30% hike will be effective from 13th month of your joining date. Statutory dues will be deducted as per rules. The salary structure is enclosed. Your employment with us shall be governed by the terms and conditions specified in the Employment Agreement annexed hereto as Annexure A, and by the other policies of the Company which shall be made available for your perusal and reference from time to time.

1. This offer of employment is based on the information/details furnished by you while considering your candidature. If at any time it comes to the knowledge of the Management that, the information furnished by you are incorrect or if you have suppressed any material facts which you should have disclosed, your services are liable for termination without any notice.

a. You shall furnish your address and change of address if any, during the course of your employment. It shall be notified to the Management and it shall be your duty to intimate the same in writing within 3 days from the date of any such change and shall also get the change so affected recorded in the register of addresses maintained for the purpose by the Management. All communication sent to you by the Management at your last given address shall be deemed to have been delivered to you at the correct address.

b. You will be on whole time employment in the Organization and shall not engage yourself in any work or business or profession either honorary or otherwise without permission of the Management.

2. Initially you shall be on probation for a period of **THREE** months w.e.f and the said period of probation shall be liable to be extended further or dispensed with earlier at the discretion of the Management. During or at the expiry of your said probationary period or the extended period of probation, the Management will have the right to terminate your services without any notice or without assigning any reasons thereof. Unless confirmed in writing, you will continue to be on probation.



[Signature]
PRINCIPAL
MOHAMED SATHAK & A. COLLEGE OF ENGINEERING
EC-11UR 603103,
KANCHIPURAM DT.

[Signature]

notice or surrendering or paying two month's salary in lieu of the notice. This is applicable only after the completion of two years of agreement.

Apart from above conditions, you will be governed by the rules and regulations of the Company from time to time.

In case the above terms and conditions are acceptable to you, please return the copy of this offer of appointment after affixing your signature in token of your having accepted the same.

For Codilar
AUTHORIZED SIGNATORY

PRINCIPAL

MOHAMED SATHAK A.J. COLLEGE OF ENGINEERING
EGATTUR-603 103.
KANCHI PURAM, DT



I have read and understood the above terms and conditions of the employment and agree to them and further undertake to abide by them.

DATE: 17-04-2019

SIGNATURE OF THE EMPLOYEE

PRINCIPAL
MOHAMED SATHAK A.J. COLLEGE OF ENGINEERING
34, Rajiv Gandhi Road (OMR), Siruseri, IT Park
Chennai-603 103.

LETTER OF INTENT

Dear Mr. **R. SANTHOSH KUMAR**

Mobile No. **8012404646**

Place & Date of Interview Held : **MOHAMED SATHAK A.J. COLLEGE OF ENGINEERING CHENNAI (23/02/2019)**

We are pleased to inform you that, you have been selected for the post of **Customer Support Executive**. Please go through the following details and carry the photocopies of all the certificates & two recent passport size photos for verification and interaction at the office after your final exams.

Please carry the signed copy of this document to the office.

Salary Components	Elcamino Software Pvt Ltd (ECS)	
	ECS Per Month	ECS Per Year
Basic	13450	161,400
HRA	1,550	18,600
Conveyance Allowance		
Special Allowance		
NPH Average Per Month	833	10,000
Fixed Incentives		
Total Salary (Above Items)	15,833	190,000
PF Employee Deduction	-1,614	-19,368
ESI Employee Deduction	-277	-3,324
Total in Hand	13,942	167,308
Total PF Amount	3,228	38,736
Bonus	585	7,000
Total in Hand + Total PF	17,755	213,044
Other Costs to Company		
ESI	713	8,550
Welfare Fund	20	240
Gratuity	647	7,760
Total CTC	19,134	229,594
Incentives	Up to Rs.2500	Up to Rs.30,000
Yearly Package	ECS Monthly package Rs. 19,000 to Rs.21,500	ECS Yearly Package Rs 2,30,000 to Rs.2,00,000

Please contact us at the below address:

Elcamino Software Pvt Ltd.

#63, 1st block BEL Layout, 1st floor, Matangi Enclave, Vidyanarayapura, Bangalore - 560097

Contact Name : Dheeraj Sahani

Contact Number : 9845667522



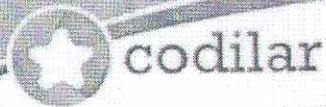
(Handwritten Signature)

**PRINCIPAL
MOHAMED SATHAK A.J. COLLEGE OF ENGINEERING
EGATTUR-603 103.
SANCHIPURAM DT.**

HR

Elcamino Software Pvt Ltd.

Candidate Signal



To
JAMELA RUKSHANA A,

Date: 17-04-2019

APPOINTMENT ORDER

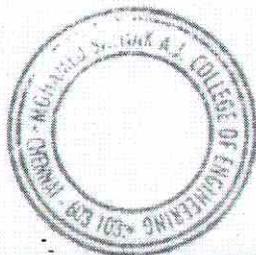
We are glad to offer you an appointment as "Associate Software Engineer" in our organization with effective from tentatively first week of July, your monthly salary will be INR 10000/- PM in probation period. After probation, your salary will be revised to INR 16694/- PM for 9 months, and minimum 30% hike will be effective from 13th month of your joining date. Statutory dues will be deducted as per rules. The salary structure is enclosed. Your employment with us shall be governed by the terms and conditions specified in the Employment Agreement annexed hereto as Annexure A, and by the other policies of the Company which shall be made available for your perusal and reference from time to time.

1. This offer of employment is based on the information/details furnished by you while considering your candidature. If at any time it comes to the knowledge of the Management that, the information furnished by you are incorrect or if you have suppressed any material facts which you should have disclosed, your services are liable for termination without any notice.

a. You shall furnish your address and change of address if any, during the course of your employment. It shall be notified to the Management and it shall be your duty to intimate the same in writing within 3 days from the date of any such change and shall also get the change so affected recorded in the register of addresses maintained for the purpose by the Management. All communication sent to you by the Management at your last given address shall be deemed to have been delivered to you at the correct address.

b. You will be on whole time employment in the Organization and shall not engage yourself in any work or business or profession either honorary or otherwise without permission of the Management.

2. Initially you shall be on probation for a period of THREE months w.e.f and the said period of probation shall be liable to be extended further or dispensed with earlier at the discretion of the Management. During or at the expiry of your said probationary period or the extended period of probation, the Management will have the right to terminate your services without any notice or without assigning any reasons thereof. Unless confirmed in writing, you will continue to be on probation.



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EG-1103-603 103.
KANCHIPURAM DT.

PRINCIPAL

MOHAMED SATHAK A.J. COLLEGE OF ENGINEERING
34, Rajiv Gandhi Road (OMR), Siruseri, IT Park
Chennai-603 103.



codilar

3. You shall not utilize, disclose or divulge to any person, any trade secrets or know-how of the Management of affairs, administrations technology, research and development carried out in the organization.

4. You shall sign and deliver a Copyright Assignment Agreement which is attached as Annexure 2 to the Employment Agreement and a Non-Disclosure Agreement which is attached as Annexure 3 to the Employment Agreement, on reporting to duty in this regard.

5. You shall be under training for the initial 3 months of contract employment. The training period is subject to change depending on your performance or company requirements. To compensate for the training costs, you are required to serve the company for a minimum of 24 months including the training period. In case you wish to terminate, you shall be bound to pay the training costs to company which is fixed at INR 125,000 (One lakh Twenty-Five Thousand Only).

6. Every employee shall be under probation for 3 months, during which the employee shall refrain from terminating the employment. In case of termination by the employee, the employee shall pay 1-month salary in lieu of notice in case of termination of your employment.

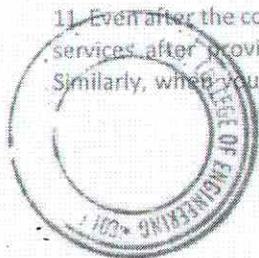
7. You shall not receive any presents, commissions, loans, advances or any sort of gratification or benefit in cash or in kind from any person, party or agency, with which the company has business dealings. It is strictly forbidden.

8. If you are using your personal you are an employee using your own devices such as laptop, mobile phone or any other electronic devices for work purposes, you shall not misuse such devices during work hours. The Company is not liable for any malpractice, downloading any pirated or explicit content or any such practices that are illegal. In case of any act, omission, constituting misconduct you may be placed under suspension. An enquiry or disciplinary action may be initiated against you.

9. Your services will be liable to be transferred from one place to another and /or from one post to another either in the same unit or any sister concerns of the establishment anywhere in India either existing or that may be set up in future.

10. You will be responsible for the safe custody of the resources (tangible and intangible) entrusted to you or comes to your possession and in case of any damage or loss, the management shall have the right to make good of the same from your salary besides taking any other disciplinary actions as may be deemed fit and proper. You shall perform the services and work according to directions/instructions given to you from time to time by your superiors.

11. Even after the confirmation of your services, the Management reserves the right to terminate your services after providing one month's notice or payment of one month's salary in lieu of notice. Similarly, when you opt to leave the services of the company, you may do so by giving two months'



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KANCHIPURAM DT

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34, Rajiv Gandhi Road (OMR), Siruseri, Chennai-603 103.

notice or surrendering or paying two month's salary in lieu of the notice. This is applicable only after the completion of two years of agreement.

Apart from above conditions, you will be governed by the rules and regulations of the Company from time to time.

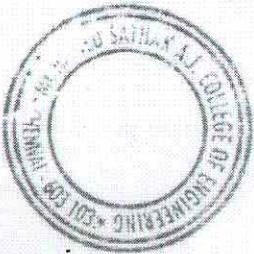
In case the above terms and conditions are acceptable to you, please return the copy of this offer of appointment after affixing your signature in token of your having accepted the same.

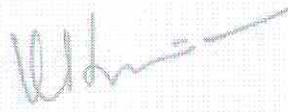
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AUTHORIZED SIGNATORY

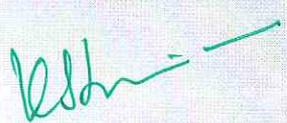
I have read and understood the above terms and conditions of the employment and agree to them and further undertake to abide by them.

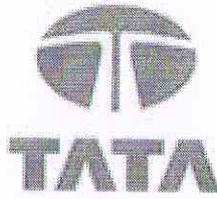
PLACE: Bangalore
DATE: 17-04-2019

SIGNATURE OF THE EMPLOYEE




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MOHAMED SATHAK A.J. COLLEGE OF ENGINEERING
EGATTUR-603103.
KANCHIPURAM DT.


PRINCIPAL
MOHAMED SATHAK A.J. COLLEGE OF ENG
34, Rajiv Gandhi Road (OMR), Siruseri, Chennai-603103.



(2018-2019)

TCS-Offer Letter
Sathak
9/10/18

Offer: Computer Consultancy
Ref: TCSL/DT20184597908/Chennai
Date: 09/10/2018

Ms. Amira Thasneem K M ✓
Asma Manzil 4/24, Swaminathan Nagar 9th Street, 2nd Cross Street, Kottivakkam,
Kottivakkam,
Chennai-600041,
Tamilnadu.
Tel# 91-9841049295

Dear Amira Thasneem K M,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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


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34, Rajiv Gandhi Road (OMR), Siruseri, IT Park
Chennai-603 103.

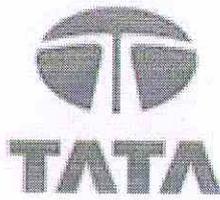
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TCSL/DT20184597908

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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3A Rajiv Gandhi Road (OMR), Siruseri, IT Park

Chennai-603 103.

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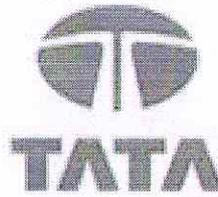
TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nival Building, 9th Floor, Nariman Point, Mumbai 400 021



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL,

PRINCIPAL

MOORE PATTINJAI COLLEGE OF ENGINEERING
10, Rajiv Gandhi Road (OMR), Siruseri, IT Park
Chennai-605 009

UBM Care Company Offer Letter

Date 01.11.2018

Mr. B. Haaris Ahmed
 No. 49,3rd main road, Gandhi Nagar, Adyar
 Chennai - 600020

Dear Mr Haaris Ahmed:

I am pleased to offer you a full-time position with our company as 'Web Developer'. Please report to office on 03.12.2018 at 09:00 for your first day of work and company orientation. Paychecks will be distributed on alternate Fridays, beginning the second Friday after your start date.

While I hope that we both find our professional relationship mutually beneficial, this is an at-will position. You have the right to terminate your employment at any time, as does the company.

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

Regards,
 UBM Care.

Warm Regards,
 Mr.Tam Umer,
 No.7, C.V.Raman Road,
 Alwarpet, Chennai - 600018,
 Phone +91 44 48556575
 Email ubmcare@gmail.com

I accept your offer of employment and acknowledge receiving a copy of your current employee handbook. No oral commitments have been made concerning my employment.

Signature_____

Print Name _____

Date_____

PRINCIPAL
 MOHAMED SATHAK A.J.COLLEGE OF ENGINEERING
 34, Rajiv Gandhi Road (OMR), Siruseri, II Floor
 Chennai-603 103.

Offer Letter

2018 - 2019

20-03-2019

Jayakanth K / ECE
Md Sathak A J College Of Engineering
Egattur Chennai

Dear Jayakanth:

We would like to congratulate you on being selected as **Trainee Engineer** position with **Technologies Global Pvt. Ltd**, effective **01-08-2019**. The whole team of Technologies Global Pvt. Ltd. is excited about your on-boarding !!

Your major internship program will include **Hardware Design & Development, Embedded C Programming, Communication Protocol and Interfacing Modules..** Duration of the internship approximately will be 2-3 months.

As discussed during the selection process, this is an unpaid academic internship during which you will be expected to:

1. Increase the technical knowledge and real time industrial exposure.
2. Maximize employability skill.
3. To cover the gap between college education and the fundamental requirements of industry.
4. Placement assistance will be provided on fulfilment of following terms & Condition mentioned in this document.

Terms and conditions:

1. Intern will maintain a regular internship schedule and attendance determined by the supervisor.
2. Intern will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.
3. Intern will obey the policies, rules and regulations of the company site and comply with the company's business practices and procedures.
4. Intern will furnish his/her supervisor with all necessary information pertaining to his/her unpaid internship, including related assignments and reports.
5. Under no circumstances will Intern leave the internship without first conferring with intern's supervisor.
6. Company is not liable for injury sustained or health conditions that may arise for the intern during the course of the internship.
7. Company may at any time terminate the intern on breaking the cardinal rules (like involvement of any sexual harassment or any activity which hamper the wellbeing of organisation social atmosphere) without notice or cause.

PRINCIPAL
MOHAMED SATHAK A.J.COLLEGE OF ENGINEERING
34, Rajiv Gandhi Road (OMR) Siruseri
Chennai-603 703



TECHNOLOGICS
Global Pvt Ltd.

Offer Letter

8. Your internship will include learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge.
9. Just qualifying to be part of Internship program will not guarantee the employment unless the participants clear the post internship industry oriented assessment & following mandatory performance parameters
 - a. Internship attendance : 100%
 - b. Assignment rating : 80%+ (A+). If not candidates need to re-attempt and submit.
 - c. Soft skill attendance: 100% and Soft-skill assessment rating 80% +
 - d. Candidates should be flexible with technical and other personnel of TECHNOLOGICS in guiding principles of quality improvement with proactive feedback and support.
 - e. Good code of conduct.
10. Based on the post assessment result Technologies Global will either hire for internal requirement or for our client companies.
11. During the time of posting candidates should take the responsibility of negotiating all service level agreements effectively with employers.

Congratulations and we look forward you to take this opportunity as turning point of your career.
Please review, sign and mail to confirm acceptance.

Intern

For Company

Date

Title


PRINCIPAL
MOHAMED SATHAK A.J. COLLEGE OF ENGINEERING
34, Rajiv Gandhi Road (OMR), Siruseri, IT Park
Chennai-603 103.



TECHNOLOGICS
Global Pvt. Ltd

LETTER OF INTENT.

2018 - 2019

Dear Mr. : Althof *PECE*

Place & Date of Interview Held : Mohamed Sathak College, Chennai | 23rd February 2019

We are pleased to inform you that, you have been selected for the post of **Customer Support Executive**. Please go through the following details and carry the photocopies of all the certificates & two recent passport size photos for verification and interaction at the office after your final exams.

Please carry the signed copy of this document to the office.

Elcamino Software Pvt Ltd (ECS)		
Salary Components	ECS Per Month	ECS Per Year
Basic	13450	161,400
HRA	1,550	18600
Conveyance Allowance		
Special Allowance		
NFH Average Per Month	833	10,000
Fixed Incentives		
Total Salary (Above Items)	15,833	190,000
PF Employee Deduction	-1,614	-19,368
ESI Employee Deduction	-277	-3,324
Total in Hand	13,942	167,308
Total PF Amount	3,228	38,736
Bonus	585	7000
Total in Hand+Total PF	17,755	213,044
Other Costs to Company		
ESI	713	8,550
Welfare Fund	20	240
Gratuity	647	7,760
Total CTC	19,134	229,594
Incentives	Up to Rs.2500	Up to Rs.30,000
Yearly Package	ECS Monthly package Rs. 19,000 to Rs,21,500	ECS Yearly Package-Rs 2,30,000 to Rs.2,60,000

Please contact us at the below address:



PRINCIPAL
MOHAMED SATHAK A.J.COLLEGE OF ENGINEERING
 34, Rajiv Gandhi Road (OMR), Siruseri, IT Park
 Chennai-603 103.

Elcamino Software Pvt Ltd.

#63, 1st block BEL Layout, 1st floor, Matangi Enclave, Vidyanarayapura, Bangalore - 560097

Contact Name : Dheeraj Sahani

Contact Number : **9845667522**



HR

Elcamino Software Pvt Ltd.

Candidate Signature



PRINCIPAL
MOHAMED SATHAK A.J.COLLEGE OF ENGINEERING
34, Rajiv Gandhi Road (OMR), Siruseri, IT Park
Chennai-603 103.

LETTER OF INTENT

2018-19

Dear Mr. : Jeevas S /ECE

Place & Date of Interview Held : Mohamed Sathak College, Chennai | 23rd February 2019

We are pleased to inform you that, you have been selected for the post of **Customer Support Executive**. Please go through the following details and carry the photocopies of all the certificates & two recent passport size photos for verification and interaction at the office after your final exams.

Please carry the signed copy of this document to the office.

Elcamino Software Pvt Ltd (ECS)		
Salary Components	ECS Per Month	ECS Per Year
Basic	13450	161,400
HRA	1,550	18600
Conveyance Allowance		
Special Allowance		
NFH Average Per Month	833	10,000
Fixed Incentives		
Total Salary (Above Items)	15,833	190,000
PF Employee Deduction	-1,614	-19,368
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Gratuity	647	7,760
Total CTC	19,134	229,594
Incentives	Up to Rs.2500	Up to Rs.30,000
Yearly Package	ECS Monthly package Rs. 19,000 to Rs.21,500	ECS Yearly Package-Rs 2,30,000 to Rs.2,60,000

Please contact us at the below address:


PRINCIPAL
MOHAMED SATHAK A.J.COLLEGE OF ENGINEERING
 34, Rajiv Gandhi Road (OMR), Siruseri, IT Park
 Chennai-603 103.

Elcamino Software Pvt Ltd.

#63, 1st block BEL Layout, 1st floor, Matangi Enclave, Vidyanarayapura, Bangalore - 560097

Contact Name : Dheeraj Sahani

Contact Number : **9845667522**



HR

Elcamino Software Pvt Ltd.

Candidate Signature



PRINCIPAL
MOHAMED SATHAK A.J.COLLEGE OF ENGINEERING
34, Rajiv Gandhi Road (OMR), Siruseri, Chennai
Chennai-603 103.



Incube8 Pte Ltd
59 Jalan Pemimpin, #02-07
Singapore 577218

5 September, 2019

Mohamed Khan
129/110, Kader mydeen pallivasal street, pettai
Kadayanallur -627751
Tamilnadu india.

2018-2019

Dear Mohamed Khan,

It is my pleasure to offer you employment as UI Engineer with Incube8 Pte Ltd upon the following terms and conditions.

Appointment

You shall be employed with effect from 30 September, 2019. (tentative)

Salary

Your monthly salary is SGD 4500.

Bonus Program

You are eligible to participate in the bonus program, based on achievement of company and individual performance goals.

Leave

Upon confirmation, you are entitled to 12 days paid leave per year, + 1 day with each additional year of service up to 20 days. You are also entitled to 11 days of public holidays and 14 days of medical leave per year.

Medical Benefits

Subject to the rules and procedures established by the Company from time to time, all employees shall be entitled to outpatient and hospitalisation benefits in accordance with the Company benefits policy currently in effect.

Probationary Period and Confirmation

The first 3 months of employment represent a probationary period. The notice period upon acceptance of this letter and during probation is 1 week. The notice period after confirmation is 1 month.

Resignation within 18 months

In the event you voluntarily terminate your employment for any reason, before or within 18 months of your date of commencement, you will be required to reimburse an amount equal to one month's salary, towards


PRINCIPAL
MOHAMED SATHAK A.J.COLLEGE OF ENGINEERING
34, Rajiv Gandhi Road (OMR), Siruseri, IT Park
Chennai-603 103.

repayment of the expense and effort incurred during the onboarding process.

Please confirm your acceptance of this offer by signing and returning this letter to me by 6 September, 2019.
Please don't hesitate to let me know if you have any questions.

Welcome to Incube8!

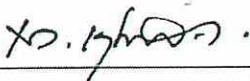
Sincerely,



Wey Ting
Managing Director
Incube8 Pte Ltd

Acceptance

I, MOHAMED KHAN Passport/NRIC No. R3071968, hereby confirm acceptance of all the above terms and conditions.

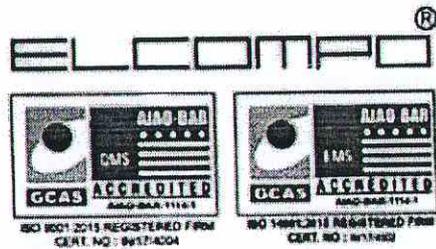


Name: MOHAMED KHAN
Date: 5-9-2019



PRINCIPAL
MOHAMED SATHAK A.J. COLLEGE OF ENGINEERING
34, Rajiv Gandhi Road (OMR), Siruseri, IT Park
Chennai-603 103.

Our Ref.:



REGISTRATION NO : U32108TN1973PTC006318

Letter of Appointment

Date :

03-05-2019

Dear Mr.S. NISAR AHMED,

Welcome to ELCOMPO ELECTRONIC INDUSTRIES PVT LTD.,

I am pleased to offer you employment in the position of TRAINEE with ELCOMPO ELECTRONIC INDUSTRIES PVT LTD.,

I am eager to have you as part of our team. I foresee your potential skills as a valuable contribution to our company and clients. Your appointment as TRAINEE will commence you soon

As TRAINEE you will be entitled to a monthly starting Stipend of Rs 18000/- (Rupees Eighteen Thousand only) which indicates cost to company. You will be on a probation period of one year. Regular performance review will be conducted to assess your performance and suitability. Your continued employment at ELCOMPO ELECTRONIC INDUSTRIES PVT LTD is dependent on your successful completion of the probationary period. Your salary will be reviewed after a period of one year.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining ELCOMPO ELECTRONIC INDUSTRIES PVT LTD on the given date. I am looking forward to working with you.

Sincerely,


B. YUVARAJ
HR-MANAGER
ELCOMPO ELECTRONIC INDUSTRIES PVT LTD.



PRINCIPAL
MOHAMED SATHAK A.J. COLLEGE OF ENGINEERING
EGATTUR-603 103.
KANCHIPURAM DT.



ELCOMPO ELECTRONIC INDUSTRIES PRIVATE LTD.,
Reg.Off & Factory : Plot No. 31,32, & 33, Functional Industrial Estate, Perungudi, Chennai - 600 096. INDIA
Phone : 24961471 - 24962693
Email : elcompo@gmail.com
Website : www.elcompo.com

Offer Letter

20-03-2019

2018-19

Shree Nidhi A / *MSE*
Md Sathak A J College Of Engineering
Egattur Chennai.

Dear Shree Nidhi,

We would like to congratulate you on being selected as **Trainee Engineer** position with **Technologies Global Pvt. Ltd**, effective **01-08-2019**. The whole team of Technologies Global Pvt. Ltd. is excited about your on-boarding !!

Your Major Training program will include **CAD, CAM, and CAE**. Duration is approximately will be 2-3 months.

As discussed during the selection process, this is an unpaid Academic Trainee during which you will be expected to:

1. Increase the technical knowledge and real time industrial exposure.
2. Maximize employability skill.
3. To cover the gap between college education and the fundamental requirements of industry.
4. Placement will be provided on fulfillment of following terms & Condition mentioned in this document.

Terms and conditions:

1. Trainee will maintain a regular schedule and attendance determined by the supervisor.
2. Trainee will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress and a willingness to learn.
3. Trainee will obey the policies, rules and regulations of the company site and comply with the company's business practices and procedures.
4. Trainee will furnish his/her supervisor with all necessary information pertaining to his/her unpaid Trainee, including related assignments and reports.
5. Under no circumstances will Trainee leave the Organization without first conferring with Trainee's supervisor.
6. Company is not liable for injury sustained or health conditions that may arise for the Trainee during the Training.
7. Company may at any time terminate the Trainee on breaking the cardinal rules (like involvement of any sexual harassment or any activity which hamper the wellbeing of organisation social atmosphere) without notice or cause.



[Handwritten Signature]
PRINCIPAL
MOHAMED SATHAK A.J.COLLEGE OF ENGINEERING
34, Rajiv Gandhi Road (OMR), Siruseri

Offer Letter

8. Your Training will include learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge.
9. Just qualifying to be part of training program will not guarantee the employment unless the participants clear the post industry oriented assessment & following mandatory performance parameters.
 - a. Traineeship attendance : 100%
 - b. Assignment rating : 80%+ (A+). If not candidates need to re - attempt and submit.
 - c. Soft skill attendance: 100% and Soft-skill assessment rating 80% +
 - d. Candidates should be flexible with technical and other personnel of TECHNOLOGICS in guiding principles of quality improvement with proactive feedback and support.
 - e. Good code of conduct.
10. Based on the post assessment result Technologies Global will either hire for Internal requirement or for our client companies.
11. During the time of posting candidates should take the responsibility of negotiating all service level agreements effectively with employers.

Congratulations and we look forward you to take this opportunity as turning point of your career.

Please review, sign and mail to confirm acceptance.

Trainee

For Company

Date

Title


PRINCIPAL
MOHAMED SATHAK A.J. COLLEGE OF ENGINEERING
34, Rajiv Gandhi Road (OMR), Siruseri
Chennai-603 103.

STRICTLY CONFIDENTIAL

Date: September 24, 2021
Name: Mr. Mohammed Mubashir
Location: Chennai

Sub: Letter of intent

Dear Mohammed Mubashir,

We are pleased to offer you the position of Sr. Customer Support Executive. You shall report for a comprehensive training program on October 1, 2021 at 10.00 A.M.

Your annual CTC will be 321720/- for which the break up is attached as annexure.

The offer is subject to:

1. A satisfactory reference from the list of referees furnished by you at the time of joining
2. A satisfactory medical opinion, if required, from a registered medical practitioner (RMP) nominated by the company
3. Submission of satisfactory proofs regarding information declared by you, i.e. your age, educational qualification, previous work experience, etc.

You will be under training which will vary for a period from 2 to 8 weeks depending on the performance and the project that you would be assigned. Your continuity in the organization is subject to successful clearance of training evaluation.

We are looking forward to you building a successful career with ALLSEC.

Best Wishes,

For Allsec Technologies Limited,

Authorized Signatory
Human Resources Department



PRINCIPAL
MOHAMED SAIFAK A.J. COLLEGE OF ENGINEERING
EGATTUR-603 103,
KANCHIPURAM DT.

LETTER OF INTENT.

Dear Mr.	: ,SHAIK MUSSAMIL BASHA
Mobile No.	: 9494254253
Place & Date of Interview Held	: MOHAMED SATHAK A.J.COLLEGE OF ENGINEERING CHENNAI (23/02/2019)

We are pleased to inform you that, you have been selected for the post of **Customer Support Executive**. Please go through the following details and carry the photocopies of all the certificates & two recent passport size photos for verification and interaction at the office after your final exams.

Please carry the signed copy of this document to the office.

Salary Components	Elcamino Software Pvt Ltd (ECS)	
	ECS Per Month	ECS Per Year
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Incentives	Up to Rs.2500	Up to Rs.30,000
Yearly Package	ECS Monthly package Rs. 19,000 to Rs.21,500	ECS Yearly Package-Rs 2,30,000 to Rs.2,00,000

Please contact us at the below address:

Elcamino Software Pvt Ltd. #63, 1 st block BEL Layout, 1 st floor, Matangi Enclave, Vidyanayapura, Bangalore - 560097 Contact Name : Dheeraj Sahani Contact Number : 9845667522
--

HR

Elcamino Software Pvt Ltd.



PRINCIPAL
MOHAMED SATHAK A.J. COLLEGE OF ENGINEERING
EGATTUR-603103.
KANCHIPURAM DT.

Candidate Signature

Final Placement – Offer Acceptance Form Offer Details

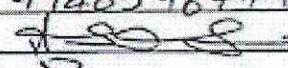
Performance Level	Gross CTC Per annum	Member Technical Staff Gross CTC Breakup(Per Annum)	
		Gross CTC Components	Amount
Assisted Performer: Assisted Performer, is having moderate knowledge and skill set on the areas which he/she opts for. Which means the Assisted performer requires supervision, mentoring, and training in the role	4,20,000	Fixed Compensation	3,36,000
		Monthly KPI linked variable compensation	42,000
		ARP linked variable compensation	42,000

Variable Compensation : Variable Compensation (KPI and ARP) earned by an individual will be in the range of 0-120% depending on the performance of the individual and the performance of the team

Variable Component	Description
Monthly KPI (Key Performance Indicator) linked variable compensation	(1) This is linked to the agility in terms of adopting best practices, adherence to the best practices and to achieving the daily / weekly / monthly goals with regard to the best practices (2) You will recommend the percentage of KPI linked variable compensation to be paid every month to you as part of the payroll, based on your self awareness on your aligning with the hygiene, professional behaviour and performance metrics. Your reporting manager can either approve or modify the same. Based on this, HR will process your payroll.
ARP (Annual Retention and Performance) linked variable compensation	(1) This is linked to completion of a year and to the performance during the year. This will be paid annually (2) Your reporting manager will recommend the percentage of ARP linked variable compensation to be paid each year on completion of the year and based on manager recommendation, HR will process the payment
Other Benefits	GROUP MEDICLAIM POLICY: Company will bear the full premium of covering you under the Group Mediclaim policy for a sum insured of Rs.300000/- (Rupees Three Lakh only). This is a floater policy where five of your dependents will also be covered along with you. Please note this insurance scheme is subject to change based on yearly renewals. GROUP PERSONAL ACCIDENT POLICY: The Company will bear the premium of covering you under the Group Personal Accident Insurance Scheme as per the company norms. Please note this insurance scheme is subject to change based on yearly renewals

Student consent

I hereby accept the offer of employment as per the details mentioned above

Student Name	A. S. SWAROOP
College Name	MOHAMED SATHAK A.J. COLLEGE OF ENGINEERING
Tentative DOJ	03/12/2018
Roll Number	311815104038
Email Id	swarooparond325@gmail.com
Mobile Number	9940596779
Student Signature	
Placement Office	S. Prasad 17/11/18

PRINCIPAL
 MOHAMED SATHAK A.J. COLLEGE OF ENGINEERING
 34, Rajiv Gandhi Road (OMR), Siruseri, IT Park
 Chennai-603 103.

S. PRASATH
 Placement Officer
 M.S.A.J.C.E
 Chennai - 103