



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 2020 - 2021



MOHAMED SATHAK A.J COLLEGE OF ENGINEERING

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

Siruseri IT Park, Egattur, Chennai - 603 103

ACADEMIC YEAR – 2020 - 2021

S.NO	Name of student placed	Program graduated from	Name of the employer	Pay package at appointment (In INR per annum in Lac)
1	KISHORE KUMAR.R	B.E-Civil Engineering	VEGAN CREATIVE	1.44
2	SURENDAR.M	B.E-Civil Engineering	VEGAN CREATIVE	1.44
3	MOHAMED UMAR.M	B.E-Civil Engineering	VEGAN CREATIVE	1.44
4	MOHAMED SAMEEM MOHAIDEEN	B.E-Civil Engineering	VEGAN CREATIVE	1.44
5	AMSHA AFRIDEEN A	B.E-Civil Engineering	VEGAN CREATIVE	1.44
6	ARUN MATHIYALAGAN	B.E-Civil Engineering	PINNACLE FACADE DESIGN TECH	1.40
7	ANTONY DARSHAN A	B.E-Civil Engineering	SUTHERLAND	2.25
8	MOHAMMAD MOHSIN	BE-Computer Science Engineering	INFOSYS	3.90
9	SWETHA	BE-Computer Science Engineering	DATANETIIX SOLUTIONS INDIA PVT LTD	0.90
10	SYED SALMAAN ASRAF	BE-Computer Science Engineering	GENPACT	2.00
11	ASIF FAYAZ S	BE-Computer Science Engineering	WORKSBOT APPLICATIONS PVT LTD, CHENNAI	2.80
12	AAYISHA M	BE-Computer Science Engineering	WORKSBOT APPLICATIONS PVT LTD, CHENNAI	2.80

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MOHAMED SATHAK AJ COLLEGE OF ENGINEERING

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

Siruseri IT Park, Egattur, Chennai - 603 103

13	JASIR HUSSAIN	BE-Computer Science Engineering	WORKSBOT APPLICATIONS PVT LTD, CHENNAI	2.80
14	MOHAMED RIYAZ M A	BE-Computer Science Engineering	WORKSBOT APPLICATIONS PVT LTD, CHENNAI	2.80
15	MOHAMED NAZEER A	BE-Computer Science Engineering	WORKSBOT APPLICATIONS PVT LTD, CHENNAI	2.80
16	NAVEEN KUMAR S	BE-Computer Science Engineering	WORKSBOT APPLICATIONS PVT LTD, CHENNAI	2.80
17	SYED SAHIR AHMED	BE-Computer Science Engineering	SUTHERLAND	2.25
18	JOTHIKA M	BE-Computer Science Engineering	WORKSBOT APPLICATIONS PVT LTD, CHENNAI	2.80
19	FAHIMA S	BE-Computer Science Engineering	SUTHERLAND	2.25
20	U.R.HAMEED ZIYATH	BE-Electronics and Communication Engineering	AVA SOFTWARE PVT LTD	3.50
21	SUBASH.G	BE-Mechanical Engineering	SERTEL, CHENNAI	1.20
22	OWAIZ ATHEEQ MOHAMED	BE-Mechanical Engineering	SUTHERLAND	2.40
23	JAMALUL ASHRAQ	BE-Mechanical Engineering	SUTHERLAND	2.40
24	KAMAL AMIRTHARAJ.S	BE-Mechanical Engineering	HCL TECHNOLOGY LIMITED	2.50
25	MUTHU SAMY	BE-Mechanical Engineering	SUPREME	2.30
26	MOHAMED FAHIM	BE-Mechanical Engineering	TOYOTO	2.27

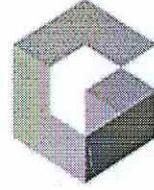
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PRINCIPAL

MOHAMED SATHAK A.J.COLLEGE OF ENGINEERING

34, Siruseri IT Park Road (OMR), Siruseri, IT Park

603 103.



genpact

Transformation
Happens Here

Dear Syed Salmaan Ashraf,

Welcome to Genpact!

This letter is in furtherance to your Offer Letter / LOI / Appointment Letter dated January 19, 2022

In order to make your on-boarding to Genpact seamless and compliant with the various laws related to Provident Fund (PF) and Employees' State Insurance (ESIC), **it is mandatory for you to submit the below mentioned documents and details before/on your joining date:**

- Copy of recently downloaded E-Aadhaar Card
- Copy of confirmation screenshot of KYC verification on Aadhaar from the member portal*
- Copy of self-attested cancelled cheque (**if you are eligible for ESIC enrolment as per government norms)
- Copy of E-Aadhaar card for dependents and nominees for ESIC
- Insured Person number (**IP number) of any existing ESIC account where you are enrolled, in case you were eligible for ESIC benefit in your previous organization.
- Active Mobile number

* SOPs to facilitate e-KYC confirmation from the member portal have been attached with this communication.

**The ESI section are applicable only for the employees whose CTC is not exceeding beyond 2.6 lakhs which does not include overtime, bonus, leave encashment are liable to avail this scheme. if your CTC is more than 2.6 lakhs. you may ignore the same.

The above documents/details are required and shall be obtained, stored and processed by Genpact strictly on a need to know basis as required for statutory requirements pertaining to compensation and benefits. Your records and information will be kept secure and handled strictly in accordance with the Genpact Data Privacy Policy.

We would encourage you to refer to the Standard Operating Procedure (SOP) attached here with, for help and guidance in procuring the above documents/details. [Click Here](#)

Wishing you all the best!

Note: Failure to furnish the above-mentioned documents and details at the time of joining might lead to delay in your joining date

Please sign and return a copy of this letter to confirm your understanding and agreement to the requirements of your onboarding as stated above, which are in addition to those as may be provided in your Offer Letter / LOI / Appointment Letter and other communications from time to time.

Regards,
Genpact Hiring Team

Accepted and Agreed

PRINCIPAL

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

Regd. Off.: 12A (Ground Floor) Prakash Deep Building 7,
Tolstoy Marg, New Delhi-110001

Syed Salmaan Ashraf
Genpact India Private Limited
CIN: U73100DL2005PTC307363

Offer Letter

Name : Asif Fayaz S

Date: 12th March, 2021

College : Mohamed Sathak A.J. College of Engineering.

Dear Asif Fayaz S,

Congratulations!

We are pleased to Offer you employment at Worksbot Applications Pvt Ltd. We feel that your skills and background will be valuable assets to our team. Further to our discussion and the subsequent Interviews, you have been selected as "Software Engineer".

After successful completion of performance evaluation of the project at the end of your internship your Annual Total Compensation will be INR 2,80,000PA (Two Lakhs Eighty Thousand only) at your probation period. After successful completion of your probation period, you will be appointed as permanent employee as per the company norms.

Your services are transferrable and you can be seconded or deputed by the company in any operation /projects or any other establishment in India, at the sole discretion of the management.

If found insubordination during internship and gross negligence of duties for which you are making yourself liable for necessary action or corrective action up to and including discharge.

We will inform you the D.O.J after completing your internship. At the time of joining please submit the photocopy of following documents (Educational documents, 5 Passport size photograph, Address proof and Id proof (Aadhaar Card, PAN Card)).

Kindly sign the duplicate copy of this letter and return it as a token of acceptance.

Regards,


Murali T
Head - Human Resource



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

(044) - 6741 4054

Info@worksbot.com
www.worksbot.com





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

Offer Letter

Name : Aayisha M

Date: 12th March, 2021

College : Mohamed Sathak A.J. College of Engineering.

Dear Aayisha M,

Congratulations!

We are pleased to Offer you employment at Worksbot Applications Pvt Ltd. We feel that your skills and background will be valuable assets to our team. Further to our discussion and the subsequent Interviews, you have been selected as "Software Engineer".

After successful completion of performance evaluation of the project at the end of your internship your Annual Total Compensation will be INR 2,80,000PA (Two Lakhs Eighty Thousand only) at your probation period. After successful completion of your probation period, you will be appointed as permanent employee as per the company norms.

Your services are transferrable and you can be seconded or deputed by the company in any operation /projects or any other establishment in India, at the sole discretion of the management.

Ground insubordination during internship and gross negligence of duties for which you are making yourself liable for necessary action or corrective action up to and including discharge.

We will inform you the D.O.J after completing your internship. At the time of joining please submit the photocopy of following documents (Educational documents, 5 Passport size photograph, Address proof and Id proof (Aadhaar Card, PAN Card)).

Kindly sign the duplicate copy of this letter and return it as a token of acceptance.

Regards,


Murali T
Head - Human Resource



Accepted

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

(044) - 6741 4054

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

Offer Letter

Name : Jasir Hussain

Date: 12th March, 2021

College : Mohamed Sathak A.J. College of Engineering.

Dear Jasir Hussain,

Congratulations!

We are pleased to Offer you employment at **Worksbot Applications Pvt Ltd**. We feel that your skills and background will be valuable assets to our team. Further to our discussion and the subsequent interviews, you have been selected as **"Software Engineer"**.

After successful completion of performance evaluation of the project at the end of your internship your Annual Total Compensation will be **INR 2,80,000PA (Two Lakhs Eighty Thousand only)** at your probation period. After successful completion of your probation period, you will be appointed as permanent employee as per the company norms.

Your services are transferrable and you can be seconded or deputed by the company in any operation /projects or any other establishment in India, at the sole discretion of the management.

If found insubordination during internship and gross negligence of duties for which you are making yourself liable for necessary action or corrective action up to and including discharge.

We will inform you the D.O.J after completing your internship. At the time of joining please submit the photocopy of following documents (Educational documents, 5 Passport size photograph, Address proof and Id proof (Aadhaar Card, PAN Card)).

Kindly sign the duplicate copy of this letter and return it as a token of acceptance.

Regards,

Murali T
Head - Human Resource
WORKSBOT APPLICATIONS PVT. LTD.
603 103
SIPCOT IT PARK
SIRUSERI, OMR
CHENNAI - 603 103
TAMIL NADU, INDIA

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

Accepted

(044) - 6741 4054

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www.worksbot.com



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

Offer Letter

Date: 12th March, 2021

Name : Mohamed Riyaz MA

College : Mohamed Sathak A.J. College of Engineering.

Dear Mohamed Riyaz M A,

Congratulations!

We are pleased to Offer you employment at Worksbot Applications Pvt Ltd. We feel that your skills and background will be valuable assets to our team. Further to our discussion and the subsequent Interviews, you have been selected as "Software Engineer".

After successful completion of performance evaluation of the project at the end of your internship your Annual Total Compensation will be INR 2,80,000PA (Two Lakhs Eighty Thousand only) at your probation period. After successful completion of your probation period, you will be appointed as permanent employee as per the company norms.

Your services are transferrable and you can be seconded or deputed by the company in any operation /projects or any other establishment in India, at the sole discretion of the management.

If found insubordination during internship and gross negligence of duties for which you are making yourself liable for necessary action or corrective action up to and including discharge.

We will inform you the D.O.J after completing your internship. At the time of joining please submit the photocopy of following documents (Educational documents, 5 Passport size photograph, Address proof and Id proof (Aadhaar Card, PAN Card)).

Kindly sign the duplicate copy of this letter and return it as a token of acceptance.

Regards,

Murali T
Head - Human Resource



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

(044) - 6741 4054

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www.worksbot.com



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

Offer Letter

Name : Mohamed Nazeer A

Date: 12th March, 2021

College : Mohamed Sathak A.J. College of Engineering.

Dear Mohamed Nazeer A,

Congratulations!

We are pleased to Offer you employment at **Workspot Applications Pvt Ltd**. We feel that your skills and background will be valuable assets to our team. Further to our discussion and the subsequent Interviews, you have been selected as **"Software Engineer"**.

After successful completion of performance evaluation of the project at the end of your internship your Annual Total Compensation will be **INR 2,80,000PA (Two Lakhs Eighty Thousand only)** at your probation period. After successful completion of your probation period, you will be appointed as permanent employee as per the company norms.

Your services are transferrable and you can be seconded or deputed by the company in any operation/projects or any other establishment in India, at the sole discretion of the management.

If found insubordination during internship and gross negligence of duties for which you are making yourself liable for necessary action or corrective action up to and including discharge.

We will inform you the D.O.J after completing your internship. At the time of joining please submit the photocopy of following documents (Educational documents, 5 Passport size photograph, Address proof and Id proof (Aadhaar Card, PAN Card)).

Kindly sign the duplicate copy of this letter and return it as a token of acceptance.

Regards,


Murali T
Head - Human Resource





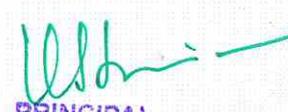
PRINCIPAL
MOHAMED SATHAK A.J. COLLEGE OF ENGINEERING
EGMTHUR-603 103,
KANCHIPURAM DT.

Accepted

(044) - 6741 4054

info@workspot.com
www.workspot.com




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

Offer Letter

Name : Naveen Kumar S

Date: 12th March, 2021

College: Mohamed Sathak A.J. College of Engineering.

Dear Naveen Kumar S,

Congratulations!

We are pleased to Offer you employment at Worksbot Applications Pvt Ltd. We feel that your skills and background will be valuable assets to our team. Further to our discussion and the subsequent Interviews, you have been selected as "Software Engineer".

After successful completion of performance evaluation of the project at the end of your internship, your Annual Total Compensation will be INR 2,80,000PA (Two Lakhs Eighty Thousand only) at your probation period. After successful completion of your probation period, you will be appointed as permanent employee as per the company norms.

Your services are transferrable and you can be seconded or deputed by the company in any operation/projects or any other establishment in India, at the sole discretion of the management.

If found insubordination during internship and gross negligence of duties for which you are making yourself liable for necessary action or corrective action up to and including discharge.

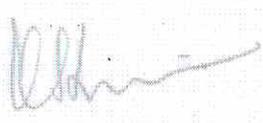
We will inform you the D.O.J after completing your internship. At the time of joining please submit the photocopy of following documents (Educational documents, 5 Passport size photograph, Address proof and Id proof (Aadhaar Card, PAN Card)).

Kindly sign the duplicate copy of this letter and return it as a token of acceptance.

Regards,


Murali T
Head - Human Resource





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

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



2020-21

PROVISIONAL OFFER LETTER

College Name: Mohamed Sathak A.J College Of Engineering
Date: 02-Feb-2021

Dear Antony Darshan (BE CIVIL)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

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

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs.
- 10th,12th and UG/PG education certificates – (whichever completed).
- E-Aadhar card- Mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
- 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).

Yours sincerely,

**Talent Acquisition
Sutherland**

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

This is digitally generated soft copy hence signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

HRD/CONF/2021/09/1087924

September 30, 2021

Mr. Mohammad Mohsin
Emp. No. 1087924
DNACLOUD

20-21

Dear Mohammad,

We firmly believe that the core strength of our Company is its people and that each and every employee has an indispensable role to play in realizing our vision of becoming a globally respected corporation that provides best-of-breed business solutions, leveraging technology, delivered by best-in-class people. We recognize that you have played an important role in our endeavor to achieve our aims and have great pleasure in confirming your services effective **October 01, 2021**. Effective this date, your compensation has been revised as follows:

Total Gross Salary: Rs. 32,578 /- per month

The details of your revised compensation are in the Annexure.

1. Increments & Promotions:

Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are normally given on an annual basis in April.

2. Notice of termination:

As you must be aware, the confirmation of your services results in a change in certain terms of your employment. As a regular employee, you will be required to give three month's notice or salary thereof in case you decide to leave our services subject to the Company's discretion; in the event of you having any incomplete assignment, the Company will have the discretion to relieve you only at the end of the three-month notice period. Similarly, the Company can terminate your services by giving three month's notice or salary thereof.

3. Transferability:

Your services can be transferred to any of our units and departments situated anywhere in India or abroad. At such time compensation applicable to a specific location will be payable to you.

4. Other Terms & Conditions:

You will be required to claim all business related expenses and settle all dues within 30 days of incurring the expenditure. Expense claims, which are received after 30 days from the date of incurring the expenditure, will be deemed to be unauthorized. Also, any unsettled dues post the aforementioned period would be deducted from the salary.

You will also be governed by the rules and regulations of the company as applicable to your category of employees.

MUHAMMAD SATHAK A.J. COLLEGE OF
34, Rajiv Gandhi Road (OMR), Siruseri, Tamil Nadu
Chennai-603 103.

Probation and Confirmation

You will be on probation for a period of six months from the date of joining us. On successful completion of your probation, you will be confirmed as a permanent employee of Infosys Limited. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet at Annexure - III.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of leave annually, during probation. On confirmation, you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Compensation and Benefits

Salary

Your Fixed Gross Salary will be **INR 86,251** per month and Total Gross Salary inclusive of Performance Bonus (at an indicative payment of 100%) will be **INR 95,834** per month. The break-up of your salary has been provided in the Compensation Details sheet at Annexure - I.

Performance Bonus

You will be eligible to participate in the Company's discretionary Bonus Plan. Your maximum Performance Bonus (at a payment of 100%) is **INR 9,583** per month. This payment of your Bonus can vary from 0% to 100% depending on individual, group and Company performance.

Guaranteed Bonus

For the first six (6) months of your employment with Infosys, you will be paid **50%** of your maximum Performance Bonus as Guaranteed Bonus. Performance Bonus is inclusive of, and not in addition to Guaranteed Bonus. The Bonus Plan which has been attached provides all the details. The break-up of your compensation has been provided in the Compensation Details sheet at Annexure - I.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at **20%** of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

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MOHAMED SATHAK A. J. COLLEGE OF ENGINEERING
34, Rajiv Gandhi Road (OMR), Sivasubi, IT-Park
Chennai-600 095



DATANETIIX SOLUTIONS INDIA PVT LTD
A P P R O A C H | A L L E G I A N C E

2020-21

OFFER LETTER

Dear Swetha,

Congratulations! We are pleased with your interview performance, and you have been selected for the Training Process with **Datanetiix Solutions India Private Limited**.

We are glad to offer you as **Trainee – Technical Consultant** with the monthly take home of **Rs. 7,500 (Rupees Seven Thousand and Five Hundred Only)** per month as Stipend.

We would like you to start your training on **21st July 2021 (Wednesday)**

We are confident you will be able to make a significant contribution to the success of our company and look forward to working with you.

Sincerely,

ARAVINTH AACHAN GANESH
HR
DATANETIIX SOLUTIONS INDIA PRIVATE LIMITED

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

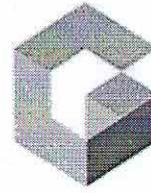
158, Arcot Road, Vadapalani, Chennai 600026 Tamil Nadu India

EMAIL: info@datanetiix.com

WEBSITE: www.datanetiix.com

CIN: U72900TN2018PTC126331

2020-21



genpact

Transformation
Happens Here

HIG008043-4000751

Date: January 19, 2022

Dear: Syed Salmaan Ashraf

Sub: Letter of Intent

Congratulations! You have been selected by Genpact India Pvt. Ltd. ("the Company") as **Process Associate**.

You will be issued a letter of appointment upon meeting the pre requisites as mentioned below. Meanwhile, the Company is pleased to issue the following letter of intent.

Salient terms and conditions of your appointment with the Company are as follows.

1. Your annual Cost to Company (CTC) will be **INR 200,000.00**. Variable component is additional and is paid in addition to your CTC.
2. Applicability of Location specific allowances may vary according to location and/or the Company policy. Company may provide facilities in lieu of these allowances.
3. Your initial place of work will be **India>Hyderabad>Hyderabad Phoenix Hafeezpet IN – Office**. However; the Company may transfer you to any location/process on a need basis.
4. Post consultation with you, the following has been agreed upon:

- Date of Joining: **January 31, 2022**
- Reporting Time: **9:00:00 AM**
- Location: **India>Hyderabad>Hyderabad Phoenix Hafeezpet IN – Office**

Locations	On-boarding reporting time**	Genpact Office Address
NCR	10:30	Stellar 135 Building, Plot No 5 and 6, Sec-135, Noida, 201301, U.P. ,7th Floor, On-boarding Room , Noida
HYD	10:00	Genpact, Security In Gate no 3, 14-45,IDA,opp NGRI, Habsiguda,Uppal,Hyd-500009
JPR	9:30	Genpact India, JLN Marg , Malviya Nagar, Jaipur (NHO Room)
BLR	9:00	Genpact, # 99, Surya Park, Electronic City, Bangalore 560100
KOL	10:00	Genpact India Unitech Hi Tech Structures Ltd. – IT/ITeS SEZ Building C1, 1st Floor Infospace Complex, DH 1, 2, 3 & 3/1, New Town Kolkata

****In order to experience a smooth Onboarding, please reach the venue on time**

5. If at the time of joining, your assigned place of work is different from your current location ("Relocation"), the Company Guest House can be availed by you. The Guest house can be availed for a maximum period of 15 calendar days. The Company shall, in lieu of the accommodation provided, make a monthly deduction of Rs.250 for a period of 24 months. Further, in case of termination of employment by either party, before such amount has been fully recovered by the Company, the Company shall deduct the balance amount from your full and final settlement."

Genpact India Private Limited

CIN: U73100DL2005PTC307363

Regd. Off.: 12A (Ground Floor) Prakash Deep Building 7,
Tolstoy Marg, New Delhi-110001

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



SUTHERLAND®

20-21

PROVISIONAL OFFER LETTER

College Name: Mohamed Sathak A.J College Of Engineering
Date: 02-Feb-2021

Dear Syed Sahir Ahmed (BE C.S.E)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

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

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- 10th,12th and UG/PG education certificates – (whichever completed).
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- 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).

Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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

Offer Letter

Name : Jothika M

Date: 12th March, 2021

College : Mohamed Sathak A.J. College of Engineering.

Dear Jothika M,

Congratulations!

We are pleased to Offer you employment at **Worksbot Applications Pvt Ltd**. We feel that your skills and background will be valuable assets to our team. Further to our discussion and the subsequent Interviews, you have been selected as **"Software Engineer"**.

After successful completion of performance evaluation of the project at the end of your internship your Annual Total Compensation will be **INR 2,80,000PA (Two Lakhs Eighty Thousand only)** at your probation period. After successful completion of your probation period, you will be appointed as permanent employee as per the company norms.

Your services are transferrable and you can be seconded or deputed by the company in any operation /projects or any other establishment in India, at the sole discretion of the management.

If found insubordination during internship and gross negligence of duties for which you are making yourself liable for necessary action or corrective action up to and including discharge.

We will inform you the D.O.J after completing your internship. At the time of joining please submit the photocopy of following documents (Educational documents, 5 Passport size photograph, Address proof and Id proof (Aadhaar Card, PAN Card)).

Kindly sign the duplicate copy of this letter and return it as a token of acceptance.

Regards,


Murali T
Head - Human Resource



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

Accepted

(044) - 6741 4054

Info@worksbot.com
www.worksbot.com





PROVISIONAL OFFER LETTER

College Name: Mohamed Sathak A.J College Of Engineering
Date: 02-Feb-2021

20/21

Dear Fahima S (BE.CSE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

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

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs.
- 10th,12th and UG/PG education certificates – (whichever completed).
- E-Aadhar card- Mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
- 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).

Yours sincerely,

Talent Acquisition
Sutherland

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

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063





2020-21

Jul-21

Mr. U R Hameed Ziyath
Hameetha House,
Chingavanam P.O
Kottayam - 686531

Dear Hameed,

Thank you for your interest in AVA SOFTWARE Pvt. Ltd. Subsequent to our discussion with you, we are delighted to extend you an offer to join AVASOFT. We believe you can play an important role in our rapid growth and success and look forward to welcoming you to the AVASOFT family.

Position

You will be undergoing an internship with AVASOFT for a period of 6 months and you will be designated as Trainee Engineer and will be paid a stipend of Rs.10,000/- per month subject to PF & ESI from the date of joining. After successful completion of your internship you will be designated as Software Engineer and your CTC would be Rs. 3.5/- Lakhs per annum (Rupees Three Lakhs Fifty Thousand only) is inclusive of basic salary, HRA, medical and regular conveyance which is effective from the date of employment.

Probation

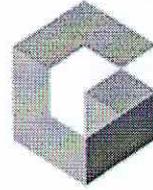
You will be on probation from your date of joining for a period of twelve months as Software Engineer. You will continue to do so until the company confirms your services in writing, based on your conduct and performance during this period meeting the standards of the company.

Compensation

Your total cost to AVASOFT will be Rs. 3.5/- Lakhs per annum (Rupees Three Lakhs and fifty thousand only) subject to Tax deduction. Further details are furnished in Annexure-1

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

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130
Website: <http://www.avasoft.com>



genpact

Transformation
Happens Here

6. You shall be required to provide the Company all documents and information as set forth in Annexure I of this letter of Intent.
7. The Company operates 7 days a week, 24 hours a day. You will be expected to attend office – as assigned to you by your supervisor in compliance with laws in force. As a Fulltime employee, you will be eligible for 2 weekly offs (Any 2 days of the week, depending upon business needs). You may however be required to attend office on your off days if the business needs so demand. In such cases, you will be eligible for compensatory off according to the Company policy.
8. You will be entitled to leaves subject to prior approval of your supervisor/manager at the Company. Your leave entitlement and accumulation / carry-forward of leave and related aspects will be governed as per the existing Company Policy on the subject.
9. Please note you have agreed that you shall provide Genpact the Relieving Letter (if applicable) from our previous employer within 60 days from time of joining the company, failing which your employment with Genpact shall be terminated. Such termination will be without prejudice to the Company's right to proceed against you through legal means to recover any other amounts due from you to the Company.
10. The Company shall, at its discretion, conduct background, reference and medical checks including screens for substance use as per the Company policy and this offer is conditional upon the result of such checks. In the event the results of such background / reference checks or screens for substance use are unsatisfactory on any account, the Company may, in its sole discretion, revoke this offer at any time irrespective of the fact that you may have formally commenced your training/employment with the Company.
11. The appointment letter issued to you, will, inter alia, contain the following terms
 - A six month probation period during which either party may terminate the Agreement by giving 30 day notice or salary in lieu thereof. Your services at the end of probation period shall be treated as confirmed unless specifically extended by the Company in writing.
 - Absence for a continuous period of eight days without prior approval of your supervisors, (including overstay of leave / training), would be treated as abandonment of service and can lead to your services being terminated without notice. In such an eventuality the Company reserves the right to recover from you, all expenses incurred with regard to any training and development, special education, upskilling or on the job training imparted by the Company or damages suffered by Company due to loss of billing.

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civil - 21



GSTIN : 33AATFV6543Q1Z6

VEGAN CREATIVE

Engineering Solutions & Contracting

P. Gangai Vandan M.E., (Stru)
Managing Director

S-1 Venkatavijayam Apts, 260/3668, Ganesh Avenue,
1st Main road, Sakthi Nagar, Porur, Chennai - 600 116.

☎ 93610 44471 , 08387 49850

www.vegancreativeengineering.com

✉ vegancreatlvceengg@gmail.com

Date: 23/07/2021

Kishore Kumar. R,
No. 10/11, Somasundaram 1st Street,
Jawahar Nagar, Agaram,
Chennai - 600082

Letter of Offer

Dear Kishore Kumar. R,

With reference to the interview we had with you in our organization, we are pleased to inform you that you have been appointed for the post of "Site Engineer" and your salary will be CTC 1.44 LPA.

Your appointment with us starts from 02nd August 2021. A detailed appointment letter will be issued to you on the day of joining. If you do not join on the said date, your appointment will be cancelled.

Note- You will be under the probation period of about six months from the day of joining, which could be extended based on your performance.

You are requested to return the duplicate copy of this offer as a token of acceptance.

Wish you the best for a long and successful career with us.

Thanking you,

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

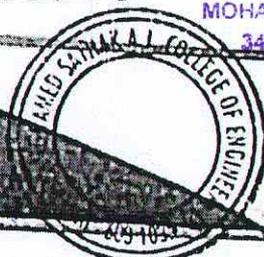
VEGAN CREATIVE ENGINEERING SOLUTIONS & CONTRACTING

P. Gangai Vandan,

PARTNERS

Managing Director

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Villa : 70, Groovy Woodz, Srinivasa Nagar,
OMR Road, Kazhipattur, Chennai - 603 103

Branch Office : G-4, VNS Apprtment,
No.66, South Vaniya Street, Chidambaram -608001.



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Managing Director

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✉ vegancreativeengg@gmail.com

Date: 22/08/2021

Surender. M,
No. 20, Vembuli Amman Koll Street,
West KK Nagar,
Chennai- 600078

Letter of Offer

Dear Surender. M,

With reference to the interview we had with you in our organization, we are pleased to inform you that you have been appointed for the post of "Site Engineer" and your salary will be CTC 1.44 LPA.

Your appointment with us starts from 02nd August 2021. A detailed appointment letter will be issued to you on the day of joining. If you do not join on the said date, your appointment will be cancelled.

Note- You will be under the probation period of about six months from the day of joining, which could be extended based on your performance.

You are requested to return the duplicate copy of this offer as a token of acceptance.

Wish you the best for a long and successful career with us.

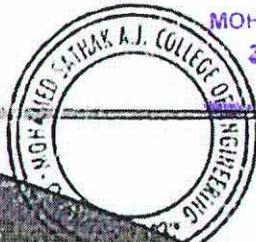
Thanking you,

VEGAN CREATIVE ENGINEERING SOLUTIONS & CONTRACTING
P. Gangai Vendan,


PRINCIPAL
MOHAMED SATHAK A.J. COLLEGE OF ENGINEERING
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KANCHIPURAM DT


for
23/08/21
PARTNERS
Managing Director
PRINCIPAL

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



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No.66, South Vanlya Street, Chidambaram -608001.



GSTIN : 33AATFV6543Q1Z6

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Managing Director

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1st Main road, Sakthi Nagar, Porur, Chennai - 600 116.

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M vegancreativeengg@gmail.com

Date: 22/07/2021

Mohamed Umar. M,
No. 7, Samyappa 3rd Street,
Thiru Nagar Colony,
Erode- 638003.

Letter of Offer

Dear Mohamed Umar. M,

With reference to the interview we had with you in our organization, we are pleased to inform you that you have been appointed for the post of "Site Engineer" and your salary will be CTC 1.44 LPA.

Your appointment with us starts from 02nd August 2021. A detailed appointment letter will be issued to you on the day of joining. If you do not join on the said date, your appointment will be cancelled.

Note- You will be under the probation period of about six months from the day of joining, which could be extended based on your performance.

You are requested to return the duplicate copy of this offer as a token of acceptance.

Wish you the best for a long and successful career with us.

Thanking you,

VEGAN CREATIVE ENGINEERING SOLUTIONS & CONTRACTING

P. Gangai Vendan,

[Signature]
Managing Director
PRINCIPAL

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

[Signature]
PRINCIPAL
MOHAMED SATHAK A.J. COLLEGE OF ENGINEERING
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Managing Director

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1st Main road, Sakthi Nagar, Porur, Chennai - 600 116.

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Date: 23/02/2021

Mohamed Sameem Mohideen,
No. 66, Marakudi Street,
L.N Puram, Eruvadi,
Tirunelveli - 627103

Letter of Offer

Dear Mohamed Sameem Mohideen,

With reference to the interview we had with you in our organization, we are pleased to inform you that you have been appointed for the post of "Site Engineer" and your salary will be CTC 1.44 LPA.

Your appointment with us starts from 02nd August 2021. A detailed appointment letter will be issued to you on the day of joining. If you do not join on the said date, your appointment will be cancelled.

Note- You will be under the probation period of about six months from the day of joining, which could be extended based on your performance.

You are requested to return the duplicate copy of this offer as a token of acceptance.

Wish you the best for a long and successful career with us.

Thanking you,

VEGAN CREATIVE ENGINEERING SOLUTIONS & CONTRACTING

P. Gangai Vandan,

PARTNERS

PRINCIPAL
MOHAMED SATHAK A.J. COLLEGE OF ENGINEERING
EGATTUR-603103
KANCHIPIPET, M.C.

Managing Director
PRINCIPAL

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



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OMR Road, Kazhipattur, Chennai - 603 103

Branch Office : G-4, VNS Apprtment,
No.66, South Vaniya Street, Chidambaram -608001.



GSTIN : 33AATFV6543Q1Z6

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Managing Director

S-1 Venkatavijayam Apts, 260/366B, Ganesh Avenue,
1st Main road, Sakthi Nagar, Porur, Chennai - 600 116.

☎ 93610 44471 , 80387 49850

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✉ vegancreativeengg@gmail.com

Date: 23/02/2021

Amsha Afrideen. A,
No. 1, Azad Nagar,
Aminjikarai,
Chennai- 600029

Letter of Offer

Dear Amsha Afrideen. A,

With reference to the interview we had with you in our organization, we are pleased to inform you that you have been appointed for the post of "Site Engineer" and your salary will be CTC 1.44 LPA.

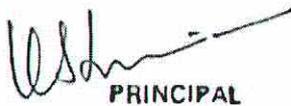
Your appointment with us starts from 02nd August 2021. A detailed appointment letter will be issued to you on the day of joining. If you do not join on the said date, your appointment will be cancelled.

Note- You will be under the probation period of about six months from the day of joining, which could be extended based on your performance.

You are requested to return the duplicate copy of this offer as a token of acceptance.

Wish you the best for a long and successful career with us.

Thanking you,


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



VEGAN CREATIVE ENGINEERING SOLUTIONS & CONTRACTING

P. Gangai Vendan,


PRINCIPAL
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Chennai-603 103.

Managing Director

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OMR Road, Kazhlpattur, Chennai - 603 103

📍 Branch Office : G-4, VNS Apprment,
No.66, South Vaniya Street, Chidambaram -608001.

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PINNACLE FAÇADE DESIGN TECH

Page 1 of 1

Ref: HR/OFFLTR/21-22/PFDY112

Date: 15/11/2021

Arun Mathiyalagan,
#149/279, S/O Mathiyalagan,
Middle Street, Vendakkottai (Post),
Pattukkottai (TK),
Thanjavur (D), 614906,
Tamilnadu.

Letter of Offer

Dear Arun Mathiyalagan,

With reference to the interview held in our organization, we are pleased to inform you that you have been selected for the post of "Junior Designer" and your salary will be CTC 12,000/- pm.

Your appointment starts from 15th November 2021. A detailed appointment letter will be issued to you on the day of joining.

Note-You will be under the probation period for about six months from the day of joining. If you fail to reach up to company's expectation, you will be continued to be under 2 months of probation period until you improve your skills.

Kindly acknowledge the letter of offer as a token of acceptance.

Thanking you,
For PINNACLE FAÇADE DESIGN TECH.

Mahalakshmi
Mahalakshmi K.M.
Head - HR & Admin



PINNACLE FAÇADE DESIGN TECH

Panjoor Plaza, 3rd floor, 1st block, Dr Rajkumar Road, Rajaji nagara, Bangalore-560010

Ush
PRINCIPAL

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

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

12. This letter of intent is valid for February 2, 2022 from the date of issue unless otherwise specified. In case any terms or conditions are not met, this letter of intent will be considered automatically withdrawn without any obligation on part of the Company.

13. To be filled by the hiring team :Is availability of Valid passport is a precondition for employment Yes () No ()**Kindly sign and Initial each page of this letter and return a copy in acceptance. We welcome you and wish you every success in your career with Genpact.**

For Genpact India Pvt. Ltd.

Accepted and Agreed



Syed Salmaan Ashraf

Akhilesh KVD
Senior Vice President-HR

In case of any questions / clarifications regarding your appointment letter/joining/other queries, please contact Amit Khanna between 11 am to 7 pm (Monday to Friday)

Genpact India Private Limited
CIN: U73100DL2005PTC307363
Regd. Off.: 12A (Ground Floor) Prakash Deep Building 7,
Tolstoy Marg, New Delhi-110001



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



Leave Eligibility:

You are entitled to Leave benefits during your employment with the company. Annual Eligibility of Earned Leave will depend on the length of service of the associate. Associates are also entitled to sick leave and any associate shall be entitled to maternity/paternity leave and benefits specific to gender. Detailed terms and conditions relating to leave eligibility is provided as relevant policies on the intranet. All these policies are subject to change and you shall abide by the updated policies.

Health Insurance

The Company will insure you, your spouse and a maximum of 2 Children as dependents for Hospitalization as per the policy for an amount of Rs.2,00,000/-per annum per individual. Details would be made available on joining.

Termination & Recovery

- (i) The Company may terminate this contract and the Employee's employment at any time.
- (ii) Upon termination of employment with the company, the Employee shall forthwith return to the company all the assets and property of the company i.e., documents, files, books paper, memos, or any other property of the company in your possession or under Employee control.
- (iii) The employee shall commit to be in the employment of the company at least for a period of 24 months, considering the substantial expenditure incurred by the Employer Company in India and Overseas towards training/certification on Employee's account. In case if any employee decides to resign any time after the 1st month of internship/training Period without serving the 24 months service with us as a full-term employee after completing 6 months internship, the Employee shall be liable to compensate the Employer a sum of Rs. 1,50,000/- (Rupees One Lakh and Fifty thousand Only) to cover the loss incurred by the Employer in recruiting/training Employee and also for similar expenses to be incurred by the Employer on another person to be inducted as successor in the office and also considering disruption in continuity in the office, failing which will lead to legal action.
- (iv) Employee undertakes that he/she will not take up any other employment while he/she is under the contract and further undertakes to obtain prior consent from the Company before taking up any other employment.

PR

AMED SATHAK A... ENGINEERING

AVA Software Pvt. Ltd., 34, Rajiv Gandhi Rd, Siruseri, IT Park

Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai, Chennai-600 103.

Navalur, Chennai - 600 130

Website: <http://www.avasoft.com>



(v) In case wherein the employee resigns within a period of 24 months from the date of Joining, the entire amount of expenses reimbursed/buy out cost/Joining Bonus/relocation expense/Certification cost paid to him/her will be recovered as part of the full and final settlement.

Non – Competition

(a) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not hire or attempt to hire any current employees of Company.

(b) It is further acknowledged and agreed that following termination of the employee's employment with the Company for any reason the employee shall not solicit business from current clients or clients who have retained the Company in the 2 years period immediately preceding the employee's termination.

Notice Period

The employee may terminate the contract of employment by giving 3 months written notice to the Company. The waiver of notice period fully or partially is at the Company's sole discretion. However, Company will also be entitled to terminate the contract of employment without assigning any reasons thereof.

Pre-Employment Screening:

The employment offer is contingent upon the satisfactory outcome of the pre-employment screening activities(including background checks, reference check of former employment/s or such other checks as may be deemed right by the company). Please be advised that company's policy provides that misrepresentation of an individual's qualifications, credentials etc in securing employment at the company may be grounds of dismissal with immediate effect.

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



Professional Ethics:

As an organisation which believes in professionalism and performance every employee will be expected to uphold professional ethics when dealing with company's money, material, documents and assets, and violation of the Company's code or leakage of the Company's trade/business secrets that is directly or indirectly attributable to the concerned person. If you are found guilty, at any point of time, of moral turpitude or dishonesty in dealing with the Company's money, material or documents or of theft of misappropriation regardless of the value involved, your services would be terminated with immediate effect, notwithstanding other terms and conditions mentioned in this letter. Also you would be liable to pay the damage quantified by the Company for breach of any terms and conditions mentioned in this letter. You shall not divulge, communicate or pass on any information, secrets which you may come to possess as a result of your employment with the company to any outsider or to anyone not employed by the company. Company information on devices, media, social media, e-mail, fax, printout or photos need to be handled with strict confidentiality. You shall not communicate, in any manner, any information regarding your remuneration/terms of employment to any other employee of the company except your immediate superior. Indulgence in such activities or any violation of this norm shall lead to termination of your service immediately and will be taken proper legal actions.


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



Dispute

Any dispute that arises between parties will be referred to the Sole Arbitrator appointed by the Employer and the same is governed by the Arbitration and conciliation Act 1996. Any dispute between us and employee will be handled in Chennai courts only.

Upon joining you will be expected to follow the 'Employment terms and conditions' document with us which will outline the basic expectations from employees.

Kindly attach your signature as a token of your acceptance and return it to the undersigned on or before 1st Aug 2021.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jeyasree Sankaran', written over a horizontal line.

Jeyasree Sankaran
Human Resources

A handwritten signature in green ink, appearing to read 'Mohamed Sathak A.J.', written over a horizontal line.

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



Confidentiality and Non Disclosure

You are expected to maintain utmost secrecy in regard to the affairs of the company and shall keep confidential all information , instruments, documents, etc relating to the company that may come to your professional knowledge during your assignment With the company.

Conflict of interest Guidelines.

You shall diligently adhere to the following guidelines and policy of the company and to conduct its affairs in strict compliance with the letter and spirit of the law and to adhere to the highest principles of business ethics. Accordingly , you must avoid activities, which are in conflict, or give the appearance of being in conflict, with these principles and with the interests of the company

Roles and Responsibilities

The roles, responsibilities and duties appropriate to your designation or your employment, will be specified by Company from time to time. Company may at any time, in its sole discretion, upon notice to you, alter or otherwise modify these roles, responsibilities and duties. Further, at any time, you may be required to provide services, directly or indirectly, to Company and its affiliates and their employees, contractors and clients. In view of the trust and confidence reposed in you, you must effectively perform to ensure results and you will be expected to work extra hours to achieve the set targets, whenever the job so requires.

Working Hours

You are expected to comply with the normal working hours(discussed during the interview) as declared by the Company or project requirements. You may be required to work on a shift basis. Company may, at any time and its sole discretion, change the shift timings upon notice to you.


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



Compensation Break Up		
Name	U R Hameed Ziyath	
Designation	Trainee Engineer	
A – Base Component	Monthly (Rs.)	Annual (Rs.)
Basic	15000	180000
HRA	7500	90000
Total of A	22500	270000
B – Basket of Allowances		
Medical Allowances	1250	15000
LTA	1300	15600
Conveyance	1600	19200
Other Allowance	717	8600
Total of B	4867	58400
C- Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
Total (A+B+C)	29167	350000

For AVA SOFTWARE Pvt. Ltd.,

Jeyasree Sankaran
Human Resources

To AVA SOFTWARE Pvt. Ltd.,

U R Hameed Ziyath
Trainee Engineer

PRINCIPAL
U R HAMEED SATHAKA J. COLLEGE OF ENGINEERING
34, Rajiv Gandhi Road (OMR), Siruseri, Chennai-603 103.

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130
Website: <http://www.avasoft.com>



Sertel Electronics (Pvt.) Limited

TM
SERTEL

Appointment Letter

We are pleased to inform you Mr. SUBASH.G S/o.Gunasekaran.L, that you have accepted employment with SERTEL ELECTRONICS PVT LTD. commencing on 15.07.2021

As you know, you will be employed as PRODUCTION AND TESTING ENGINEER in our PRODUCTION DEPARTMENT. This letter will set out the terms and conditions of your employment.

1. Scope of Work. As described above, your duties and obligations will include

Graduate Engineer

2. Probation Period: 3-6 months depends on your ability.
3. Leave: Casual and Sick leave as per the state labor law, when an employee gets transfer to other countries the leave formalities will be as per the responsive countries. The national holidays and government holidays will be given to you during probation period. Any other special leave due to specific conditions will be purely by the discretion of the management.
4. You will be employed by the employer in a position other than upon the employer notifying you in writing of such assignments. In that event, you will continue to be employed by the employer in the position to which you have been assigned.
5. Changes in terms and conditions of employment: Your terms and conditions of employment may be amended from time to time, as the needs of the employer require. Your performance will be reviewed with you on a quarterly basis, which is the time at which any salary changes will ordinarily be made.
6. Duties: You will duty and diligence perform all the duties assigned to you while in the employ of the employer and truly faithfully account for and deliver to the employer all money, securities and things of value belonging to the employer which you may from time to time receive for, from or on account of the employer.
7. Rules and regulations: You agree to be bound by and faithfully observe and abide by all the rules and regulations of the employer (including, but not limited to, any official procedural manuals and any confidentiality of information policies or procedures) which are in effect from time to time which are brought to our notice or of which you should have had notice. Any breach of any of the rules or regulations of the employer may be cause for discipline up to

[Handwritten Signature]

PRINCIPAL
MOHAMED SATNAK A J COLLEGE OF ENGINEERING
34, Rajiv Gandhi Road (OMR), Siruseri, IT Park
Chennai-605 103

Office & Works : 377, Nehru Nagar, I Cross Street, P.B. No. 5057, Old Mahabalipuram Road, Chennai-600 096.
Tel: 044 - 2345 4060 / 4062, 4359 3348, Fax: 044 - 2345 4061, M : 093810 51811

Visit us at www.serteltelser.com / www.sertelelectronics.com E-mail : info@serteltelser.com / sales@sertelelectronics.com
GSTIN : 33AADCS9842A1ZK PAN Number : AADCS9842A CIN: U17111TN1990PTC019069



and including discharge, you should be aware that protection of the employer's confidential information is extremely important to the success of the employer and, consequentially, any breach of the confidentiality of information policies or procedures which are in effect from time to time will be cause for serve discipline/ or termination of employment for cause.

8. **Non-disclosure:** You acknowledge that during your employment with the employer, confidential information of the employer will be disclosed to you and that any unauthorized disclosure of such information to the third parties or use other than for the employer's purpose could cause extensive harm to the employer, confidential information of the employer includes any and all trade secrets, confidential, private or secret information of the employer including without limitation (i) business and financial information of the employer, (ii) business methods and practices of the employer, (iii) marketing strategies of the employer, and (iv) such information as the employer may from time to time designate as being confidential to the employer. Confidential information will be not including information that is in the public domain, or information that falls in to the public domain, unless such information falls into the public domain by disclosure or other acts by you, or through your fault.
9. You undertake with the employer that you will not during your employment with the employer or at any time thereafter, unless prior written consent is given by the employer, either directly or indirectly, utilize on your own behalf or on behalf of any other person, firm or company ("a" person") or divulge to any other person, except as required by the terms and nature of your employment with the employers, any confidential information of the employer, and you shall use your best endeavors to prevent the unauthorized disclosure or publication of such information. In addition, you agree that you will not copy any confidential information of the employer including any curriculum belonging to the employer nor remove same from the employers premises without the express written permission of the employer, you recognize and acknowledge that a breach of this provision may result in the termination of your employment and/or the institution of legal proceedings against you.
10. **Non solicitation of clients:** You agree that you will not, without the prior consent of the employer, at any time during your employment with the employer or for a period of 2 years terminated by you or the employer and whether with or without cause or in breach of the agreement), either individually or through any company controlled by you and either on your own behalf or on behalf of any person competing or endeavoring to compete with the employer, directly or indirectly solicit, endeavor to solicit or gain the custom of, canvass or interfere with any person who is a client of the employer as at the date of termination of your employment or use your personal knowledge of or influence over any such client to or for your own benefits or that of any other person competing with the employer.

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

- 11. Non solicitation of employees.** If the company identify that you are working against the rules and regulation of the company then employer may terminate this employment agreement and your employment at any time for cause without notice and without payment of any compensation, whither by way of anticipated earnings or damages of any kind.
- 12. Performance:** There will be a performance test for you after one month of joining. In case if you fail in that exam either your probation period will be extended or you will be terminated. In case if your performance is good there will be a periodic increment and incentives which will be intimated to you by the management.
- 13. Notice Period:** You or the employer may terminate this agreement at any time upon giving one written notice to the other party. If you resign before the probation period you must compensate with 2 months' salary to the company or 60 days notice period upon paying to you in total.
- 14. Entire Agreement:** This agreement constitutes the entire agreement between you and the employer with respect to your employment and cancels and supersedes any prior understanding between you and the employer hereto with respect to your employment. There are no representations, warranties, forms, conditions, undertaking or collateral agreements, express, implied, statutory, between you and the employer other than as expressly set forth in this agreement.
- 15. Your salary will be as follow:**
- A Net salary of Rs.12,000/- (BASIC-Rs 8,400/-, HRA-Rs.3,600/-) will be paid during your probation period CONVEYANCE, MOBILE ALLOWANCE and INSURANCE will be provided to you after the successful completion of probation period.
- If you are placed in our overseas office then a different salary structure will be given to you considering the local conditions of that particular country and currency.
- Office timing would be 9.30 AM to 6.30 PM with 30 minutes lunch break. During probation you are not entitled to take any casual leave.

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



16. Copy of agreement:

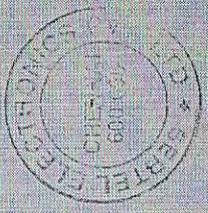
You acknowledge receipt of a copy of this agreement signed by the employer.

If you agree with the above, please sign both copies of this letter in the presence of a witness and return one copy to the employer.

Yours very truly,

I have read, understand and hereby voluntarily accept the Terms of employment outlined above

G. Srinath
Director
(15.07.2021)



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



SUTHERLAND®

PROVISIONAL OFFER LETTER

College Name: Mohamed Sathak A.J College Of Engineering

Date: 02-Feb-2021

Dear Owaiz Atheeq Md. (BE Mech)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

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

You will have to furnish the following documents during the hiring/onboarding process

- 10 Passport size photographs.
- 10th,12th and UG/PG education certificates – (whichever completed).
- E-Aadhar card- Mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
- 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).

Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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



SUTHERLAND®

PROVISIONAL OFFER LETTER

2020-21

College Name: Mohamed Sathak A.J College Of Engineering

Date: 02-Feb-2021

Dear Jamalul Ashraq I (B.E. Mechanical Engineering)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Perungulathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungulathur, Chennai 600063). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

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

You will have to furnish the following documents during the hiring/onboarding process

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- 10th,12th and UG/PG education certificates – (whichever completed).
- E-Aadhar card- Mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
- 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).

Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

PRINCIPAL
MOHAMED SATHAK A.J. COLLEGE OF
34, Rajiv Gandhi Road (OMR), Siruseri, IT Park
Chennai-603 104.

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

Registered Office: 806 Siddharth, 98, Nehru Place, New Delhi-110019, India.

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2020-21

OFFER AND APPOINTMENT LETTER

Offer Release Date: November 18, 2021

Kamal Amirtha Raj S
No.4/195, Main Road,
Ashesham, Mannargudi,, Thiruvarur,
Tamil Nadu, India, 614001

Dear Kamal Amirtha Raj S,

Congratulations! After successful completion of your training program with HCL Training and Staffing Services Pvt. Ltd, we are pleased to inform you that you have been selected for employment with **HCL TECH LTD. - IOMC (herein referred as "HCL" or "Company")** as **Analyst** at band E1.

Your date of joining in HCL will be considered as **November 19, 2021** for all employment related purposes.

You will be on probation for a period of **12 months** from the date of joining the Company. Your compensation would be as outlined in Annexure 1. The compensation will be effective from **November 19, 2021** and the applicable arrears will be paid to you in the payroll subsequent to issuance of this letter.

Annexure I provides details on the various salary components and benefits that we offer you as a part of the HCL family.

The general terms and conditions governing your employment are outlined in **Annexure II**.

On the date of joining, you would be required to furnish photocopies of the original documents and other listed information in **Annexure III**. Please note that the submission of all the documents is mandatory to facilitate joining, background verification / validation and appointment process at HCL.

As confirmation of your acceptance, please sign the duplicate copy of this Offer cum Appointment Letter along with Annexures and bring the same on Induction/Fare Well day.

Welcome to our Organization! We look forward to a mutually fruitful association.

For **HCL Technologies Ltd.**


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

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Amrita Das

Vice President, Head-Global Rewards

I accept the offer and related terms and conditions. I will join by _____

Name: _____ Signature: _____ Date: _____



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

Appointment Letter

Date: 16/03/2021

Mr. MUTHUSAMY T.,
NO:232, NORTH STREET,
ALATHUR POST, PATTUKKOTTAI T.K.,
THANJAVUR DIST-614901..

Dear MUTHUSAMY T.,

With reference to your application for employment and subsequent discussions you have had with us, we are pleased to appoint you as "Staff Grade 1" for our **QUALITY - Department** based at Chennai in our organisation as per the following terms & conditions:-

1. You will be joining the company's services with effect from 16/03/2021.
2. You shall be on probation for six months from the date of joining your duties. If the Management is not satisfied with your work and conduct, of which the employers will be sole judge, your services are liable to be terminated without any notice at any time during the probation period. This period of probation will be liable to such further extension as the management may deem fit in their sole discretion and unless you are specifically confirmed, you shall continue to be on probation. If you have not received the Confirmation letter soon after the six months probation period, you may consider it as that of your confirmation in the service.
3. You shall be paid Basic salary of Rs.6650 /- per month in the Grade S01 of the company, along with following monthly/yearly allowances:

a. House Rent Allowance	: Rs. 2000/- per month.
b. Conveyance	: Rs. 1000/- per month.
c. Medical	: Rs. 750/- per month.
d. LTA	: Rs. 750/- per month.
e. Special Allowance	: Rs. 5191/- per month.
f. Gross	: Rs. 16341/- per month.
g. PF	: Rs. 798/- per month.
h. ESI	: Rs. 531/- per month.
i. Bonus	: Rs. 1330/- per month.

The CTC would be Rs. 19000/-

PF and Bonus would be paid as per government rules.
Employer Contribution for PF 12% and Employee Contribution @ 12%.
ESI Employer Contribution @ 3.25% and Employee Contribution @ 0.75%
Bonus will be at the rate of 20%.
Professional Tax will be deducted as per Government norms.

1 of 3

The Supreme Industries Limited

No. 614 & 15, SIPCOT Industrial Park,
Pondur Village, Sriperumbudur,
Kanchipuram- 602 105, Tamilnadu.

+91 (044) 27169035, 36

+91 (044) 27169034

info@supreme.co.in / sil_chennai@supreme.co.in

PRINCIPAL
SATHAK A.J. COLLEGE OF ENGINEERING
MOHANSAI ROAD (OMR), SIRUSSETTI, CHENNAI - 600 103.
Chennai @ 12%.

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ANNEXURE I

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- ✦ Basic Salary
- ✦ Monthly Allowances
- ✦ Variable Pay
- ✦ Retirals & Insurances Benefit

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.
- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non- alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.
- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.
- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.

VARIABLE PAY

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The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

Performance Bonus (PB):

Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. This component allows employees to participate and take control of delivery excellence in their respective engagements. Pay-out of EPB will be based on EPB guidelines as applicable to the respective engagement.

RETIRALS & INSURANCES BENEFIT

You and your dependents will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

- **Medical Insurance:** Some of the salient features of the Group Health Medical Insurance policy are as follows
 - The policy covers Hospitalization expenses and Maternity expenses.
 - By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
 - The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical Insurance policy' for further details.

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- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948.**

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days' Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to maximum limit of INR 20.00 lakhs.
- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.
- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident: The amount payable by Insurer for a disability shall depend on nature of the disability. The amount mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in

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any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice.

Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.



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



TOYOTA

LANSON TOYOTA

34 Protonalake High Road,
Kovombodu, Chennai - 600 107
Sales & Service: 4000 8000
Fax: 2340 5072

Appointment Letter

Ref No: LT/HR/AL/2021-22/2192

03/11/2021

Mr. Mohamed Fahim J
No. 10, Syed Wadab Hussain Lane,
Muthu Street, Mylapore,
Chennai - 600034.

Dear Mr. Mohamed Fahim J,

We are pleased to offer you employment in our organization, relying on your application dated 14/09/2021.

You are appointed as Trainee Executive - Customer Service - Marketing in the cadre level of C5 - L15 and on a CTC of Rs.2,27,452 / annum.

The management genuinely trusts that you will prove yourself as an asset to the company and part of the management. We assure that you will have career growth in consonance with your advancement in performance.

The terms and conditions of the employment, agreed by you and the management is the annexure to this letter, that may please be signed and return a copy of that to us.

Wish you all the best.

Best Wishes,

for LANSON MOTORS PRIVATE LIMITED.,

PRINCIPAL

MOHAMED SA. HAF. ALI, COLLEGE OF ENGINEERING
EC-1, POOR 603 103,
KANCHIPURAM DT.

M. Mohan
Authorized Signatory

