



Non-Disclosure Agreement

This mutual Non-disclosure Agreement (the "Agreement") is made on the date of signature hereof,

BETWEEN:

J.Jaishree daughter of S.Jaganathan

residing at

48/271 palaniandavar kovil street,bhavani.

Whose Aadhar no is : 6876 0026 1314

Hereinafter "The Trainee"

&

iGen Services & Solutions Pvt. Ltd., India

Hereinafter "The Company"

Together as "Parties"

WHEREAS:

The parties wish to protect and preserve the confidential and/or proprietary nature of certain information and training materials that may be disclosed and/or made available to "the Trainee" in connection with the Temenos T24 Training (the "Training") intended to give Virtually.

1. T24 is a Proprietary product and IP (Intellectual Property) of Temenos, hence the Trainee shall hold all Proprietary Information like Training material, if any given, in strict confidence **and shall not disclose** those to any third party whether in writing, or in oral, graphic, electronic or any other form, that is marked or described as, identified in writing as, or provided under circumstances indicating it is, confidential or proprietary.
2. Proprietary Information includes, without limitation, (a) all materials, trade secrets, know-how, ideas, inventions, methodologies, processes, techniques, algorithms, programs (whether in source code or object code form), hardware, devices, concepts, designs, schematics, drawings, formulas, data, plans, strategies, network configurations, system architecture, flow charts, drawings, and forecasts of Discloser and its employees, consultants, investors, and affiliates, (b) technical, engineering, manufacturing, product, marketing, servicing, business, financial, operational, personnel and other information, plans and materials of Discloser and its employees, consultants, investors, and affiliates, and (c) development plans and information, product plans and/or specifications, product and business strategies, customer and potential customer information, pricing and financial matters, employee information and other business information concerning the business plans, operations and prospects of Discloser.

As Trainee, I understand the seriousness and willfully interested in taking up the training for my own betterment and career progression. Also, hereby declare the Company that:

- 1) *I will do my level best with 100% attendance, to get trained in T24 with my fullest energy, complete focus & deep dedication to score high ratings in all the evaluations during the training.*
- 2) *I will not drop-off/quit during the training, if need to drop shall pay Rs.40,000 as compensation.*
- 3) *Upon selection for job, will accept the "JOB Offer". For some reasons, if rejecting the offer, will be compensating the Company with Rs.40,000 towards training fee.*

Signature of trainee
Date: 30 Nov 2021.

for iGen Services & Solutions



Non-Disclosure Agreement

This mutual Non-disclosure Agreement (the "Agreement") is made on the date of signature hereof,

BETWEEN:

E.Viswaa son of P.Elangovan

residing at

Door.no: 65/54 D3, Poosaripalaiyam,
Kolakattupudur(Post), P.velur(TK),
Namakkal(DT) – 637208.

Whose Aadhar no is : 9014 2510 4294

Hereinafter "The Trainee"

&

iGen Services & Solutions Pvt. Ltd., India

Hereinafter "The Company"

Together as "Parties"

WHEREAS:

The parties wish to protect and preserve the confidential and/or proprietary nature of certain information and training materials that may be disclosed and/or made available to "the Trainee" in connection with the Temenos T24 Training (the "Training") intended to give Virtually.

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2. Proprietary Information includes, without limitation, (a) all materials, trade secrets, know-how, ideas, inventions, methodologies, processes, techniques, algorithms, programs (whether in source code or object code form), hardware, devices, concepts, designs, schematics, drawings, formulas, data, plans, strategies, network configurations, system architecture, flow charts, drawings, and forecasts of Discloser and its employees, consultants, investors, and affiliates, (b) technical, engineering, manufacturing, product, marketing, servicing, business, financial, operational, personnel and other information, plans and materials of Discloser and its employees, consultants, investors, and affiliates, and (c) development plans and information, product plans and/or specifications, product and business strategies, customer and potential customer information, pricing and financial matters, employee information and other business information concerning the business plans, operations and prospects of Discloser.

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- 3) *Upon selection for job, will accept the "JOB Offer". For some reasons, if rejecting the offer, will be compensating the Company with Rs.40,000 towards training fee.*

Viswaa E.

Signature of trainee

Date: 30 Nov 2021.

for iGen Services & Solutions



Non-Disclosure Agreement

This mutual Non-disclosure Agreement (the "Agreement") is made on the date of signature here of,
BETWEEN:

M. Naveen Kumar son of K. Murugan
residing at

2/416A, Dhanalakshi Nagar, andipalayam, TIRUPUR-641687

Whose Aadhar no is: **840000805626**

Here in after "The Trainee"

&

iGen Services & Solutions Pvt. Ltd., India

Here in after "The Company"

Together as "Parties"

WHEREAS:

The parties wish to protect and preserve the confidential and/or proprietary nature of certain information and training materials that may be disclosed and/or made available to "the Trainee" in connection with the Temenos T24 Training (the "Training") intended to give Virtually.

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- 2) *I will not drop-off/quit during the training, if need to drop shall pay Rs.40,000 as compensation.*
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M. Naveen Kumar

Signature of trainee

Date: 30 Nov 2021.

for iGen Services & Solutions



Non-Disclosure Agreement

This mutual Non-disclosure Agreement (the "Agreement") is made on the date of signature here of,
BETWEEN:

S. Mohan Prabhu son of **S. Somasundaram**
residing at

12/221, Kutta Kadu, Uppilpalayam, Kg Valusu (Po), chennamalai-638051

Whose Aadhar no is: **760518906596**

Here in after "**The Trainee**"

&

iGen Services & Solutions Pvt. Ltd., India

Here in after "**The Company**"

Together as "**Parties**"

WHEREAS:

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As Trainee, I understand the seriousness and willfully interested in taking up the training for my own betterment and career progression. Also, hereby declare the Company that:

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Signature of trainee

Date: 30 Nov 2021.

for iGen Services & Solutions



Non-Disclosure Agreement

This mutual Non-disclosure Agreement (the "Agreement") is made on the date of signature hereof,

BETWEEN:

M.Dineshkumar son of **G.Manickam**
residing at

4/79 , Karagapatti , Bandarahalli, Karimangalam, Dharmapuri
Tamil Nadu , 635123

Whose Aadhar no is : 5226 4707 5511

Hereinafter "The Trainee"

&

iGen Services & Solutions Pvt. Ltd., India

Hereinafter "The Company"

Together as "Parties"

WHEREAS:

The parties wish to protect and preserve the confidential and/or proprietary nature of certain information and training materials that may be disclosed and/or made available to "the Trainee" in connection with the Temenos T24 Training (the "Training") intended to give Virtually.

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As Trainee, I understand the seriousness and willfully interested in taking up the training for my own betterment and career progression. Also, hereby declare the Company that:

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- 2) *I will not drop-off/quit during the training, if need to drop shall pay Rs.40,000 as compensation.*
- 3) *Upon selection for job, will accept the "JOB Offer". For some reasons, if rejecting the offer, will be compensating the Company with Rs.40,000 towards training fee.*

Signature of trainee

Date: 30 Nov 2021.

for iGen Services & Solutions

Dear Monisha Parthiban,

We are pleased to offer you a role as a **"Project Trainee"**. Your tentative date of joining will be **September 01st, 2021**. On the date of joining agreement should be signed by you along with cheque of Rs. 2/- lakhs signed by you under the condition

- That you agree to enter into a retention ship agreement with the company for a period of 2 years, starting from ____
- Proof of successful completion of your under-graduation degree mark sheets as on ____ semester without any standing arrears

As a **"Project Trainee"**, you will be given a stipend of **Rs. 10,000** per month subject to the days of presence at the office.

Please note that a detailed appointment letter shall be issued at the time of joining the company after completion of your academic requirements without any arrears. You will be designated as **'Trainee - Programmer'** after completion of the **"Project Trainee"** activity and successfully completing academic requirements.

As **'Trainee - Programmer'**, you will be offered a CTC between **Rs. 3.5 Lakhs to 4.5 Lakhs Per Annum**, decided based on your performance as part of the Project Trainee Role, inclusive of provident fund and other deductions as per the governing statutory norms.

During this assignment you will work under the supervision of such officers as may be decided by the company from time to time. You shall diligently and faithfully carry out instructions given to you and to the best of your power, skill, ability for the business and interest of the Company.

All confidential information, trade secrets, confidential programming, system development processes, information pertaining to the design, development and manufacturing of licensed product and data of any kind whatsoever coming into existence or acquired or used by the company or by you or by any employee or agent thereof during tenure with the company shall be treated as confidential by you and shall not disclose the same except with the express permission of the Company.

Copyright of all designs, drawings, plans and documentation pertaining to products sold, manufactured or otherwise dealt by the company shall at all times be the property of the Company.

All discoveries, inventions, ideas that you may conceive during your tenure with the company, shall be the sole and exclusive property of the Company.

At the time of joining we would request you to furnish two references and submit two copies of the following documents:

- Photographs (Seven passport size)
- Copies of all the educational certificates (Tenth class onwards) including mark sheets in full
- Proof of ID
- Proof of Address.

You should produce all the original certificates for verification on the date of joining.

Please submit the copy of this letter as an acceptance of the above offer and all the other terms of this Offer Letter. This letter of offer shall be withdrawn and cancelled automatically without any further communication, in this regard, if you fail to join us on the date mentioned above.



The terms of this Letter of Offer are confidential in nature and shall not be divulged by any mode of communication to any other person or organization prior to your date of joining, during your association/employment with the Company or thereafter.

Best wishes,

For Ionixx Technologies Private Limited,

Acceptance

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

MOHAN KUMAR SUBRAMANYAM
CHAIRMAN & MANAGING DIRECTOR

Signature of Candidate with Date

Corp. office : Ionixx Technologies Private Limited, No. L 25, 2nd Floor, Dr. Vikram Sarabhai Instronics Estate,
SRP Tools, Thiruvanmiyur, Chennai 600 041. TN, India. Ph +91 72000 65200 / 73973 85400

Regd. office : No.4, 1st Cross Street, Blue Beach Road, Neelankarai, Chennai - 600 115.
www.Ionixxtech.com | CIN: U72900 TN2008PTC067248 | GST: 33AABC19976K120

Dear Rajathee Dheepika,

We are pleased to offer you a role as a "Project Trainee". Your tentative date of joining will be **September 01st, 2021**. On the date of joining agreement should be signed by you along with cheque of Rs. 2/- lakhs signed by you under the condition

- That you agree to enter into a retention ship agreement with the company for a period of 2 years, starting from ____
- Proof of successful completion of your under-graduation degree mark sheets as on __ semester without any standing arrears

As a "Project Trainee", you will be given a stipend of **Rs. 10,000** per month subject to the days of presence at the office.

Please note that a detailed appointment letter shall be issued at the time of joining the company after completion of your academic requirements without any arrears. You will be designated as "Trainee - Programmer" after completion of the "Project Trainee" activity and successfully completing academic requirements.

As 'Trainee - Programmer', you will be offered a CTC between **Rs. 3.5 Lakhs to 4.5 Lakhs Per Annum**, decided based on your performance as part of the Project Trainee Role, inclusive of provident fund and other deductions as per the governing statutory norms.

During this assignment you will work under the supervision of such officers as may be decided by the company from time to time. You shall diligently and faithfully carry out instructions given to you and to the best of your power, skill, ability for the business and interest of the Company.

All confidential information, trade secrets, confidential programming, system development processes, information pertaining to the design, development and manufacturing of licensed product and data of any kind whatsoever coming into existence or acquired or used by the company or by you or by any employee or agent thereof during tenure with the company shall be treated as confidential by you and shall not disclose the same except with the express permission of the Company.

Copyright of all designs, drawings, plans and documentation pertaining to products sold, manufactured or otherwise dealt by the company shall at all times be the property of the Company.

All discoveries, inventions, ideas that you may conceive during your tenure with the company, shall be the sole and exclusive property of the Company.

At the time of joining we would request you to furnish two references and submit two copies of the following documents:

- Photographs (Seven passport size)
- Copies of all the educational certificates (Tenth class onwards) including mark sheets in full
- Proof of ID
- Proof of Address.

You should produce all the original certificates for verification on the date of joining.

Please submit the copy of this letter as an acceptance of the above offer and all the other terms of this Offer Letter. This letter of offer shall be withdrawn and cancelled automatically without any further communication, in this regard, if you fail to join us on the date mentioned above.

Corp. office : Ionixx Technologies Private Limited, No. L 25, 2nd Floor, Dr. Vikram Sarabhai Intronics Estate, SRP Tools, Thiruvanniyur, Chennai 600 041, TN, India. Ph +91 72000 65200 / 73973 85400

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Best wishes.

For Ionixx Technologies Private Limited,

Acceptance

MOHAN KUMAR SUBRAMANYAM
CHAIRMAN & MANAGING DIRECTOR

Signature of Candidate with Date

Corp. office : Ionixx Technologies Private Limited, No. 1, 25, 2nd Floor, Dr. Vikram Sarabhai Instronics Estate,
SRP Tools, Thiruvanniyur, Chennai 600 041, TN, India. Ph +91 72000 65200 / 73973 85400

Regd. office : No.4, 1st Cross Street, Blue Beach Road, Neelankarai, Chennai - 600 115.
www.Ionixxtech.com | CIN: U72900 TN2008PTC067248 | GST: 33AABC19976K120

August 20th, 2021

Dear Brajagopal Mukerjee,

We are pleased to offer you a role as a "Project Trainee". Your tentative date of joining will be September 01st, 2021. On the date of joining agreement should be signed by you along with cheque of Rs. 2/- lakhs signed by you under the condition

- That you agree to enter into a retention ship agreement with the company for a period of 2 years, starting from ____
- Proof of successful completion of your under-graduation degree mark sheets as on __ semester without any standing arrears

As a "Project Trainee", you will be given a stipend of Rs. 10,000 per month subject to the days of presence at the office.

Please note that a detailed appointment letter shall be issued at the time of joining the company after completion of your academic requirements without any arrears. You will be designated as 'Trainee - Programmer' after completion of the "Project Trainee" activity and successfully completing academic requirements.

As 'Trainee - Programmer', you will be offered a CTC between Rs. 3.5 Lakhs to 4.5 Lakhs Per Annum, decided based on your performance as part of the Project Trainee Role, inclusive of provident fund and other deductions as per the governing statutory norms.

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All discoveries, inventions, ideas that you may conceive during your tenure with the company, shall be the sole and exclusive property of the Company.

At the time of joining we would request you to furnish two references and submit two copies of the following documents:

- Photographs (Seven passport size)
- Copies of all the educational certificates (Tenth class onwards) including mark sheets in full
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You should produce all the original certificates for verification on the date of joining.

Please submit the copy of this letter as an acceptance of the above offer and all the other terms of this Offer Letter. This letter of offer shall be withdrawn and cancelled automatically without any further communication, in this regard, if you fail to join us on the date mentioned above.

Corp. office : Ionixx Technologies Private Limited, No. L 25, 2nd Floor, Dr. Vikram Sarabhai Instronics Estate, SRP Tools, Thiruvanniyur, Chennai 600 041. TN, India. Ph +91 72000 65200 / 73973 85400

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Best wishes,

For Ionixx Technologies Private Limited,



MOHAN KUMAR SUBRAMANYAM
CHAIRMAN & MANAGING DIRECTOR

Acceptance

Signature of Candidate with Date

virtusa

January 10, 2022

January 17, 2022/Intern/IN HYD Campus

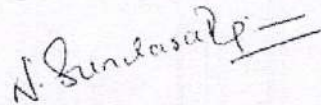
Mr. KAVIN K
12,sadaiyathal kovil street, chinna semur, periya semur(post)
Erode
Tamil nadu
India

Dear KAVIN,

On behalf of Virtusa Consulting Services Private Limited ("Virtusa"), I am pleased to confirm your **internship** with us. You will be undergoing the internship at Virtusa for a period of **3 months** starting from **January 17, 2022** at our Hyderabad. As an Intern, you will be eligible to a consolidated stipend of **6,500.00 (Six Thousand Five Hundred) per month** during the term of your internship with Virtusa.

Please note that the internship does not create any employer - employee relationship between you and Virtusa. Virtusa may terminate your internship at any time upon notice in its sole discretion.

Sincerely,



Sundararajan Narayanan

Chief People Officer & Global Head Of Human Resources

Virtusa Consulting Services Pvt Ltd, India

Offer electronically accepted by: K, KAVIN

Offer electronically accepted on: Jan 16, 2022 9:21 PM

Offer electronically accepted from: 103.59.135.37

virtusa

January 10, 2022

January 17, 2022/Intern/IN HYD Campus

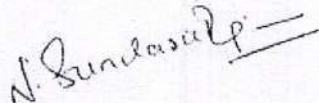
Ms. MONA C
70/2,Rajaji street-2, surampatti valasu.
Erode
Tamil Nadu
India

Dear MONA,

On behalf of Virtusa Consulting Services Private Limited ("Virtusa"), I am pleased to confirm your **Internship** with us. You will be undergoing the internship at Virtusa for a period of **3 months** starting from **January 17, 2022** at our Hyderabad. As an Intern, you will be eligible to a consolidated stipend of **6,500.00 (Six Thousand Five Hundred) per month** during the term of your internship with Virtusa.

Please note that the internship does not create any employer - employee relationship between you and Virtusa. Virtusa may terminate your internship at any time upon notice in its sole discretion.

Sincerely,



Sundararajan Narayanan

Chief People Officer & Global Head Of Human Resources

Virtusa Consulting Services Pvt Ltd, India

Offer electronically accepted by: C, MONA
Offer electronically accepted on: Jan 11, 2022 8:21 PM
Offer electronically accepted from: 1.38.63.78



January 8, 2022

January 17, 2022/Intern/IN CHE DLF

Mr. Pradeep Kumar Madheswaran
KAMARAJAR NAGAR 1ST STREET, BHAVANI.
Erode
Tamil Nadu
India

Dear Pradeep Kumar,

On behalf of Virtusa Consulting Services Private Limited ("Virtusa"), I am pleased to confirm your **Internship** with us. You will be undergoing the internship at Virtusa for a period of **3 Months** starting from **January 17, 2022** at our Chennai. As an Intern, you will be eligible to a consolidated stipend of **6,500.00 (INR Six Thousand Five Hundred) per month** during the term of your internship with Virtusa.

Please note that the internship does not create any employer - employee relationship between you and Virtusa. Virtusa may terminate your internship at any time upon notice in its sole discretion.

Sincerely,

Sundararajan Narayanan

Chief People Officer & Global Head Of Human Resources

Virtusa Consulting Services Pvt Ltd, India

Offer electronically accepted by: Madheswaran, Pradeepkumar
Offer electronically accepted on: Jan 10, 2022 7:15 PM
Offer electronically accepted from: 157.49.228.13

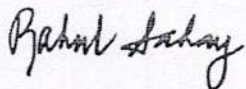
EXPERIENCE & SERVICE CERTIFICATE**May 03, 2022****Dear Naveen Prasanth Anguraj,**

Please find your Internship Record and Relieving date with Virtusa Consulting Services Private Limited as per the details below.

Name	Naveen Prasanth Anguraj
Employee Code	8119656
Designation on Relieving	Intern
Date of Joining	17-JAN-2022
Date of Relieving	18-APR-2022

We wish you all the best for your future endeavors.

For Virtusa Consulting Services Private Limited,



Rahul Sahay
Senior Vice President (Level II)-HR



virtusa

January 8, 2022

January 17, 2022/Intern/IN CHE DLF

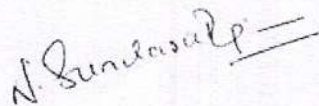
Mr. Srivathsun Ma
109
Periyar Street
Erode
Tamil Nadu
India

Dear Srivathsun,

On behalf of Virtusa Consulting Services Private Limited ("Virtusa"), I am pleased to confirm your **Internship** with us. You will be undergoing the internship at Virtusa for a period of **3 Months** starting from **January 17, 2022** at our Chennai. As an Intern, you will be eligible to a consolidated stipend of **6,500.00 (INR Six Thousand Five Hundred) per month** during the term of your internship with Virtusa.

Please note that the internship does not create any employer - employee relationship between you and Virtusa. Virtusa may terminate your internship at any time upon notice in its sole discretion.

Sincerely,



Sundararajan Narayanan

Chief People Officer & Global Head Of Human Resources

Virtusa Consulting Services Pvt Ltd, India

Offer electronically accepted by: Ma, Srivathsun
Offer electronically accepted on: Jan 11, 2022 10:05 PM
Offer electronically accepted from: 42.106.186.250

virtusa

January 8, 2022

January 17, 2022/Intern/IN CHE DLF

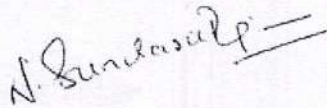
Mr. Vikram Sakthivel
13/304, Sakthivinayagapuram
Koduvai
Tiruppur
Tamil Nadu
India

Dear Vikram,

On behalf of Virtusa Consulting Services Private Limited ("Virtusa"), I am pleased to confirm your **Internship** with us. You will be undergoing the internship at Virtusa for a period of **3 Months** starting from **January 17, 2022** at our Chennai. As an Intern, you will be eligible to a consolidated stipend of **6,500.00 (INR Six Thousand Five Hundred) per month** during the term of your internship with Virtusa.

Please note that the internship does not create any employer - employee relationship between you and Virtusa. Virtusa may terminate your internship at any time upon notice in its sole discretion.

Sincerely,



Sundararajan Narayanan

Chief People Officer & Global Head Of Human Resources

Virtusa Consulting Services Pvt Ltd, India

Offer electronically accepted by: Sakthivel, Vikram
Offer electronically accepted on: Jan 12, 2022 8:38 PM
Offer electronically accepted from: 157.49.178.125

Internship Offer Letter

Mr.Subash Chandhra Bose M

S/O Mani,20(1),
Kandhasamy Street,
Ulundurpetai,Villupuram,
Tamilnadu-606107.

Dear Subash ,

Consleague Consulting Private Limited is happy to offer you an internship with us. The start date and the duration of the internship shall be notified to you at the earliest. The compensation for the period of internship will be a monthly allowance of **Rs. 10,000/- only** (Rupees Ten Thousand Only).

The period of **internship** will be treated as a probationary period. Upon successful completion of your internship, you will be joining us as a permanent employee for the role of **Junior Associate** tentatively from **1st July 2022** You will be working from our Bangalore Office.

Consleague Consulting is a globally focused software consulting, development and services Company. In our endeavour to achieve and exceed our goals, we look for professionals like you who would partner your career and professional aspirations in tandem with the organizational goals. We are confident that with your skills, competencies and capabilities you would be an invaluable addition to the team. Please endorse your acceptance by duly signing the duplicate copy of this letter, scan and email it to us at the earliest. Should you need any further information or assistance while making your decision, please feel free to call/email our HR with any questions.

Welcome to the Consleague Consulting Family!

Yours Sincerely,

For Consleague Consulting Pvt. Ltd.



Mohan Elango
Executive Director
1st October 2021



Date: 20th Nov 2021

LETTER OF INTENT

Dear SUDHARSAN. V.A.T,

Further to the discussion you had with us, we are pleased to inform that you have been **selected for an Internship Program at CSS Corp in virtual format**. You would do your "Virtual Internship" with us in **"Full Stack Development Track"** and on successful completion of the same and subject to you fulfilling the following terms and conditions you will be considered for an employment opportunity at CSS Corp.

Broad Terms and Conditions:

1. You will be required to report virtually by logging into the meeting link sent to you on **3rd January 2022** and commence the internship program. The duration of the internship period will be for 3 months. As a part of this internship program, you are required to attend four (4) hours of training every day, excluding CSS Corp Holiday schedule. The schedule of training timings will be communicated to you at least one week before the start of the internship program.
2. You will be provided with free access to CSS Corp's online Cloud Lab. This Cloud Lab can be accessed anytime from anywhere. You are required to register yourself with login credentials, as guided, and complete all the modules as per the learning plan within the prescribed time limit. The internship program, including the training on soft skills and technology, will be spread over a total period of three (3) months scheduled to commence from January 2022 or as CSS Corp may determine.
3. As part of the internship program, you are required to attend "virtual instructor led training on soft skills and technology conducted by trainers virtually. You are expected to make full use of the training and cloud lab to practice all the lab exercises, real time scenarios and case studies available in the cloud lab and improve your technical competency during the internship program.
4. You need to ensure at least 90% attendance. An online/panel assessment will be administered at the end of each, and every element of the internship program and you need to secure 70% marks in all the modules, including final assessment. Post the internship program, weekly review sessions & case study discussions will be planned either on a weekday or weekend but not later than 2 months of your completion of the internship program.
5. CSS Corp will have the absolute right and discretion to offer employment to you on successful completion of the internship program as stated in this LOI, subject to you passing your academic degree

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel: 91 44 66768000, www.csscorp.com



- qualification for employment with CSS Corp and achieving the standards specified by CSS Corp. Further, you agree that CSS Corp offering employment to you will be purely based on business requirements of CSS Corp and based on ranking of your performance during the internship program. Notwithstanding, CSS Corp is not obligated to offer employment based on you completing the internship program.
6. If you are offered an employment in CSS Corp, then you shall be required to sign a separate and a comprehensive offer and joining letter.
 7. Please be aware that this letter of intent does not constitute a guarantee or contract of employment.
 8. You will be **eligible for a stipend of Rs.10,000/- per month** (Rupees Ten Thousand only) during the internship period that will be paid by CSS Corp as per its policies and other terms and conditions.
 9. You are required to provide full attention and complete your internship program successfully.
 10. Please note that CSS Corp does not charge any fee at any stage of the internship program or recruitment process. CSS Corp has not authorized any agency / partner to collect any fee either for internship program or recruitment.
 11. Once you commence your internship program, you would be expected to complete the same successfully and join us as a full-time employee post completion of the internship program. Please note that if you wish to leave the internship program during the internship period or after completion of your internship, **you will be liable to pay CSS Corp all the stipends that is paid as of date.** You must be aware that CSS Corp cares for your overall development and success and hence provides world class training to all its trainees and employees. To improve your technical and soft skills competency, CSS Corp invests in providing you a high-end training by its trainers & Cloud lab access provided to you during the internship period. Hence, CSS Corp encourages you take your internship program seriously and complete it successfully and commence your career with CSS Corp.
 12. Refer to the Annexure on the curriculum outline & the cloud lab access provided to you as part of the Internship program.
 13. CSS Corp reserves the right to withdraw the admission at any stage, in case you do-not meet the requisite Performance Evaluation criteria during internship and/ or upon completion of your internship program.

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel:91 44 66768000, www.csscorp.com



14. It is hereby made clear that besides the stipulations mentioned hereinabove, the terms and conditions contained in the Declaration Form hereunder would be applicable and binding and must be read as an integral part of the present offer.

15. CSS Corp may defer, alter, withdraw or terminate the internship program at any time and at its sole discretion without assigning any reasons and without any liability.

As a token of acceptance please sign the duplicate copy of this letter and return to us.

Welcome to CSS Corp Private Limited

For CSS Corp Private Limited

A handwritten signature in black ink, appearing to read "P R Manikantan".

P R Manikantan

Senior Director, Campus and Institutional Alliances

CSS Corp Private Limited

CIN: U72900TN2000PTC115034

Regd Address: Plot No-32 A&B, 6th, 9th & 10th Floor, Ambit IT Park, Industrial Estate,
Ambattur, Chennai Tel:91 44 66768000, www.csscorp.com



Zoho Corporation Private Limited

Registered Office: Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.

Ph: +91 - 44 - 6744 7070

www.zohocorp.com

DTA UNIT

Date: 08-Feb-2022

To

Mr.SIVAPPRIYAN N,
4/89, SAGAYAPURAM, KOMARAPALAYAM POST,
NATHAKADAIYUR VIA, KONGUDAYAMPALAYAM,
ERODE-638108, TAMIL NADU.

Dear Mr.SIVAPPRIYAN N,

OFFER OF EMPLOYMENT

We are pleased to offer you employment for the position MEMBER TECHNICAL STAFF with ZOHOCORPORATION PRIVATE LIMITED.

INTERNSHIP AND STIPEND

You are expected to do the final semester project of your curriculum in our organization. We expect you to work on the project on a full time basis for a period of 5-6 months. During this period you will be paid a monthly stipend of Rs.15000/- (RUPEES FIFTEEN THOUSAND ONLY). The following offer is valid, subject to successful completion of your project.

(Note: The above may not apply to you if your college does not permit internships)

REMUNERATION

Your annual Cost to Company will be Rs.600000/- (RUPEES SIX LAKH 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 after successful completion of your curriculum.

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.



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 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.



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.





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 **10-Mar-2022**. 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: 09 Feb 2022

Name : N. Srinivasan

Place : Erode



Internship Offer Letter

Ref: TCSL/AIP 2021-22/Winter/CT20213730098

Date: 08-Mar-2022

Sri P
Nandha Engineering College, Erode
sneka6677@gmail.com

Dear Sri P,

Sub: Internship Offer

We are pleased to offer you internship in Tata Consultancy Services (TCS) with the following terms and conditions:

1. The tentative start date is 14-Mar-2022 and end date is 06-Jun-2022. These dates can be changed in discussion with the Project Guide
2. You will be assigned a Project Guide under whose supervision you will work on the project assigned to you.
3. You shall complete your project in accordance with the requirements and guidance of the TCS Project Guide, and maintain qualitative standards as required. You will maintain the discipline, dignity, honor and goodwill of TCS.
4. The arrangement is not that of an employer and an employee and as such you shall not be eligible to any allowances or other benefits as may be available to the employees of TCS.
5. You will observe the rules & regulations and discipline of TCS, and also maintain complete confidentiality and secrecy of the matters pertaining to TCS and/or any data that has been provided to you in the course of your project work. The detailed terms of Confidentiality, Data and Intellectual Property Protection are enclosed as Annexure A. You will be permitted to attend any classes in the college / university at the discretion of the Project Guide if so called for during the period of your project assignment.
6. On completion of your internship you will be required to submit a copy of your project report, which will be the sole property of TCS.
7. You shall not undertake any internship in parallel with this internship
8. In the event of any misconduct or breach of terms of this internship on the part of the Intern during the internship period, TCS reserves the right to terminate internship without any notice.
9. This offer of Internship will be governed as per the Laws of India.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane (West) 400 601 India
Tel +91 22 6778 2000/2222 Fax +91 40 6778 2190 website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021



You are required to sign and return a copy of this Internship Offer letter and the Annexure towards your acceptance of the terms and conditions stated therein.

For Tata Consultancy Services

Chandra Koduru

Chandra Koduru

Head, Academic Interface Programme

Accepted,

Name of the Intern: Sri P

Date:

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane (West) 400 601 India
Tel +91 22 6778 2000/2222 Fax +91 40 6778 2190 website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021



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

DATE : 28/10/2021

Nandhini Devi

Ref : Internship Offer

Dear Nandhini Devi:

On behalf of Thirvu Soft, I am pleased to extend to you this offer of temporary employment as an Intern, reporting to Vignesh S, VP- Engineering. If you accept this offer, you will begin your internship with the Company on 15 Nov 2021, and will be expected to work 5 days per week.

You will be paid per month, less all applicable taxes and withholdings, payable ₹8,100 (7,200 + perks).

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or participation in the Company's employee benefit plan plan.

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

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

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

Very truly yours,
HR,
THIRVUSOFT PVT LTD.,

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

Signature
(Nandhini Devi)

Date:



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

DATE : 29/10/2021

Vimalraj R

Ref : Internship Offer

Dear Vimalraj R:

On behalf of Thirvu Soft, I am pleased to extend to you this offer of temporary employment as an Intern, reporting to Vignesh S, VP-Engineering. If you accept this offer, you will begin your internship with the Company on 15 Nov 2021, and will be expected to work 5 days per week.

You will be paid per month, less all applicable taxes and withholdings, payable ₹8,100 (7,200 + perks).

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or participation in the Company's employee benefit plan plan.

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

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

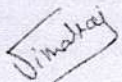
I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to contact me.

Very truly yours,

HR,

THIRVUSOFT PVT LTD.,

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



Signature

(Vimalraj R)

Date: 29/10/2021

virtusa

January 9, 2022

January 17, 2022/Intern/IN CHE DLF

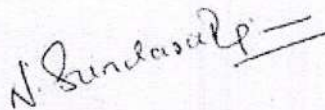
Ms. Sathiyasree Subramaniam
"KOLAPPALUR, GOBI(TK)."
ERODE
Tamil Nadu
India

Dear Sathiyasree,

On behalf of Virtusa Consulting Services Private Limited ("Virtusa"), I am pleased to confirm your **internship** with us. You will be undergoing the internship at Virtusa for a period of **3 months** starting from **January 17, 2022** at our Chennai. As an Intern, you will be eligible to a consolidated stipend of **6,500.00 (Six thousand five hundred) per month** during the term of your internship with Virtusa.

Please note that the internship does not create any employer - employee relationship between you and Virtusa. Virtusa may terminate your internship at any time upon notice in its sole discretion.

Sincerely,



Sundararajan Narayanan

Chief People Officer & Global Head Of Human Resources

Virtusa Consulting Services Pvt Ltd, India

Offer electronically accepted by: Subramaniam, Sathiyasree
Offer electronically accepted on: Jan 10, 2022 7:15 PM
Offer electronically accepted from: 106.197.82.134

virtusa

January 10, 2022

January 17, 2022/Intern/IN HYD Campus

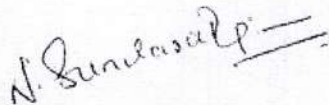
Mr. Anand.S
Oothukuli
Tiruppur
Tamil nadu
India

Dear ANAND,

On behalf of Virtusa Consulting Services Private Limited ("Virtusa"), I am pleased to confirm your **Internship** with us. You will be undergoing the internship at Virtusa for a period of **3 months** starting from **January 17, 2022** at our Hyderabad. As an Intern, you will be eligible to a consolidated stipend of **6,500.00 (Six Thousand Five Hundred) per month** during the term of your internship with Virtusa.

Please note that the internship does not create any employer - employee relationship between you and Virtusa. Virtusa may terminate your internship at any time upon notice in its sole discretion.

Sincerely,



Sundararajan Narayanan

Chief People Officer & Global Head Of Human Resources

Virtusa Consulting Services Pvt Ltd, India

Offer electronically accepted by: K, KAVIN
Offer electronically accepted on: Jan 16, 2022 9:21 PM
Offer electronically accepted from: 103.59.135.37

virtusa

January 10, 2022

January 17, 2022/Intern/IN HYD Campus

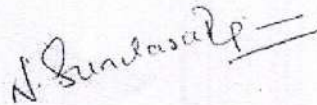
Ms. KOWSALYA S P
Bhavani.
Erode
Tamil Nadu
India

Dear KOWSALYA,

On behalf of Virtusa Consulting Services Private Limited ("Virtusa"), I am pleased to confirm your **Internship** with us. You will be undergoing the internship at Virtusa for a period of 3 months starting from January 17, 2022 at our Hyderabad. As an Intern, you will be eligible to a consolidated stipend of 6,500.00 (Six Thousand Five Hundred) per month during the term of your internship with Virtusa.

Please note that the internship does not create any employer - employee relationship between you and Virtusa. Virtusa may terminate your internship at any time upon notice in its sole discretion.

Sincerely,



Sundararajan Narayanan

Chief People Officer & Global Head Of Human Resources

Virtusa Consulting Services Pvt Ltd, India

Offer electronically accepted by: C, MONA
Offer electronically accepted on: jan 11, 2022 8:21 PM
Offer electronically accepted from: 1.38.63.78



January 9, 2022

January 17, 2022/Intern/IN CHE DLF

Mr. Gokulakannan R
156, Sathy Main Road, V.Chathiram(po), Kaniravothar Kulam, Erode-4.
Erode
Tamil Nadu
India

Dear Gokulakannan,

On behalf of Virtusa Consulting Services Private Limited ("Virtusa"), I am pleased to confirm your **Internship** with us. You will be undergoing the internship at Virtusa for a period of **3 months** starting from **January 17, 2022** at our Chennai. As an Intern, you will be eligible to a consolidated stipend of **6,500.00 (Six thousand five hundred) per month** during the term of your internship with Virtusa.

Please note that the internship does not create any employer - employee relationship between you and Virtusa. Virtusa may terminate your internship at any time upon notice in its sole discretion.

Sincerely,

Sundararajan Narayanan

Chief People Officer & Global Head Of Human Resources

Virtusa Consulting Services Pvt Ltd, India

Offer electronically accepted by: R, Gokulakannan
Offer electronically accepted on: Jan 12, 2022 10:35 PM
Offer electronically accepted from: 202.21.42.18

virtusa

January 9, 2022

January 17, 2022/Intern/IN HYD Campus

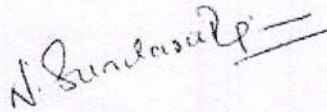
Mr. KARTHIK KUMAR
Sakthi nagar,Poyambalayam,pooluvapatti post
Tiruppur
Tamil nadu
India

Dear KARTHIK,

On behalf of Virtusa Consulting Services Private Limited ("Virtusa"), I am pleased to confirm your **Internship** with us. You will be undergoing the internship at Virtusa for a period of **3 months** starting from **January 17, 2022** at our Hyderabad. As an Intern, you will be eligible to a consolidated stipend of **6,500.00 (Six Thousand Five Hundred) per month** during the term of your internship with Virtusa.

Please note that the internship does not create any employer - employee relationship between you and Virtusa. Virtusa may terminate your internship at any time upon notice in its sole discretion.

Sincerely,



Sundararajan Narayanan

Chief People Officer & Global Head Of Human Resources

Virtusa Consulting Services Pvt Ltd, India

Offer electronically accepted by: KUMAR, KARTHIK
Offer electronically accepted on: Jan 11, 2022 9:16 PM
Offer electronically accepted from: 106.197.77.92

virtusa

January 13, 2022

January 17, 2022/Intern/IN HYD Campus

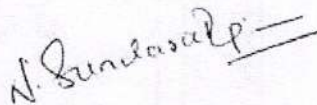
Mr. KARTHIKEYAN K
15/9,Chellam nagar 4th street
Iduvampalayam (PO)
Tiruppur
Tamil Nadu
India

Dear KARTHIKEYAN,

On behalf of Virtusa Consulting Services Private Limited ("Virtusa"), I am pleased to confirm your **internship with us**. You will be undergoing the internship at Virtusa for a period of **3 Months** starting from **January 17, 2022** at our Hyderabad. As an Intern, you will be eligible to a consolidated stipend of **6,500.00 (Six Thousand Five Hundred) per month** during the term of your internship with Virtusa.

Please note that the internship does not create any employer - employee relationship between you and Virtusa. Virtusa may terminate your internship at any time upon notice in its sole discretion.

Sincerely,



Sundararajan Narayanan

Chief People Officer & Global Head Of Human Resources

Virtusa Consulting Services Pvt Ltd, India

Offer electronically accepted by: K, KARTHIKEYAN
Offer electronically accepted on: Jan 13, 2022 5:53 PM
Offer electronically accepted from: 223.182.193.205

Dear Shibbi E P,

Congratulations!

We are pleased to offer you the full time position of **Intern** with a Stipend of **10,000/Month inclusion of TDS** based on the outcome of the interviews that you have attended with us. We trust that your knowledge, skills and experience will be amongst our most valuable assets and we are all excited about the potential that you would bring to our company.

On successful and satisfactory completion of your training period of 6 months, you will be confirmed as an employee of the company depending on your performance.

** TDS applicable as per Govt. Norms

You will be issued the offer letter on your Date of Joining. You are requested to join us on **15th December 2021**.

If you choose to accept this offer, please sign, scan, and email the letter to hr@aalamssoft.com on or before 10th November 21 and revert back to us in case of any queries.

You are requested to report to the below address on the date of joining at 9.30am.

Address :No.75, II Floor, M Block, III Avenue, Anna Nagar East, Chennai 600 102, India.

You are requested to submit the following documents through mail on joining formalities (if applicable):

*3 colored passport size photographs & 1 stamp size photograph

*Medical Fitness certificate

Address proof: Photocopies of any three of the following (2 copies)

- Passport
- Election id card
- Aadhar Card (Mandatory)
- Driving license
- Pan card (Mandatory)

Originals and Photocopies of your educational certificates:

- 10th mark sheet
- 12th mark sheet
- Degree marks sheet (All year semester marks sheets, consolidated mark sheet, degree certificate)

Photocopies of your other course experience certificates:

Email ids and phone numbers of at least 2 references. Reference email id and phone number – a must from your Training institution and College.

If on verification, at the time of appointment or at a later date it is found that you have furnished wrong information, your services with the company will be liable for termination.

We are all looking forward to having you on our team.

Best regards,
Anitha M
Sr HR Executive

21-Oct

Mr. Narrenthiran G
3A, East New Street
Chennimalai
Erode

Dear Narrenthiran,

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/- Lakhs per annum (Rupees Three Lakhs 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/- Lakhs per annum** (Rupees Three Lakhs only) subject to Tax deduction. Further details are furnished in Annexure-1

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.

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.

(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.

Professional Ethics:

As an organization 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 or 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.

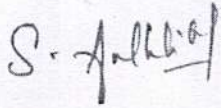
Dispute

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 sign the copy of this letter as a token of your acceptance and return it to the undersigned on or before 10th Oct 2021.

Sincerely,

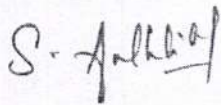


Anthea Vicky

Human Resources

<u>Compensation Break Up</u>		
Name	Narrenthiran G	
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	700	8400
Total of B	700	8400
C- Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
Total (A+B+C)	25000	300000

For AVA SOFTWARE Pvt. Ltd.,



Anthea Vicky

Human Resources

To AVA SOFTWARE Pvt. Ltd.,

Narrenthiran G

Trainee Engineer

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

DATE : 28/10/2021

Mohammed Saheeth J

Ref : Internship Offer

Dear Mohammed Saheeth J:

On behalf of Thirvu Soft, I am pleased to extend to you this offer of temporary employment as an **Intern**, reporting to Vignesh S, VP- Engineering. If you accept this offer, you will begin your internship with the Company on 15 Nov 2021, and will be expected to work 5 days per week.

You will be paid per month, less all applicable taxes and withholdings, payable ₹8,100 (7,200 + perks).

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or participation in the Company's employee benefit plan plan.

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

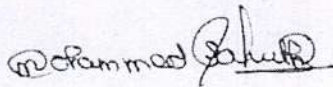
During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

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

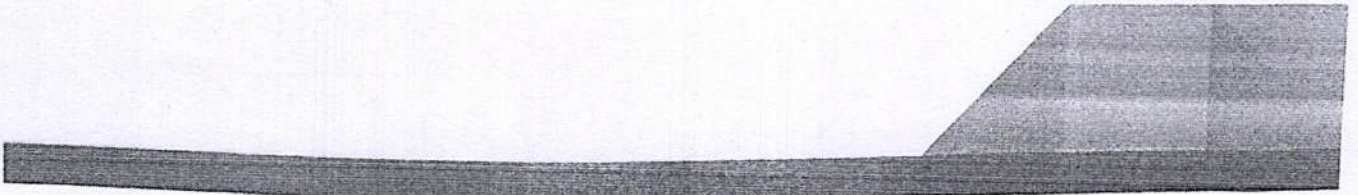
Very truly yours,
HR,
THIRVUSOFT PVT LTD.,

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



Signature
(Mohammed Saheeth J)

Date: 30/10/2021



Dear Brajagopal Mukerjee,

We are pleased to offer you a role as a "Project Trainee". Your tentative date of joining will be **September 01st, 2021**. On the date of joining agreement should be signed by you along with cheque of Rs. 2/- lakhs signed by you under the condition

- That you agree to enter into a retention ship agreement with the company for a period of 2 years, starting from ____
- Proof of successful completion of your under-graduation degree mark sheets as on __ semester without any standing arrears

As a "Project Trainee", you will be given a stipend of **Rs. 10,000** per month subject to the days of presence at the office.

Please note that a detailed appointment letter shall be issued at the time of joining the company after completion of your academic requirements without any arrears. You will be designated as 'Trainee - Programmer' after completion of the "Project Trainee" activity and successfully completing academic requirements.

As 'Trainee - Programmer', you will be offered a CTC between **Rs. 3.5 Lakhs to 4.5 Lakhs Per Annum**, decided based on your performance as part of the Project Trainee Role, inclusive of provident fund and other deductions as per the governing statutory norms.

During this assignment you will work under the supervision of such officers as may be decided by the company from time to time. You shall diligently and faithfully carry out instructions given to you and to the best of your power, skill, ability for the business and interest of the Company.

All confidential information, trade secrets, confidential programming, system development processes, information pertaining to the design, development and manufacturing of licensed product and data of any kind whatsoever coming into existence or acquired or used by the company or by you or by any employee or agent thereof during tenure with the company shall be treated as confidential by you and shall not disclose the same except with the express permission of the Company.

Copyright of all designs, drawings, plans and documentation pertaining to products sold, manufactured or otherwise dealt by the company shall at all times be the property of the Company.


All discoveries, inventions, ideas that you may conceive during your tenure with the company, shall be the sole and exclusive property of the Company.

At the time of joining we would request you to furnish two references and submit two copies of the following documents:

- Photographs (Seven passport size)
- Copies of all the educational certificates (Tenth class onwards) including mark sheets in full
- Proof of ID
- Proof of Address.

You should produce all the original certificates for verification on the date of joining.

Please submit the copy of this letter as an acceptance of the above offer and all the other terms of the Offer Letter. This letter of offer shall be withdrawn and cancelled automatically without any further communication, in this regard, if you fail to join us on the date mentioned above.


PRINCIPAL
Nandha Engineering College,
(Autonomous)

Erode-635 002



Corp. office : Ionixx Technologies Private Limited, No. L 25, 2nd Floor, Dr. Vikram Sarabhai Institute of Instrumentation & Robotics, SRP Tools, Thiruvanniyur, Chennai 600 041. TN, India. Ph +91 72000 65200 / 73973 85490

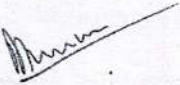
Regd. office : No.4, 1st Cross Street, Blue Beach Road, Neelankarai, Chennai - 600 115.

www.Ionixxtech.com | CIN: U72900 TN2008PTC067248 | GST: 33AABC19976K120

The terms of this Letter of Offer are confidential in nature and shall not be divulged by any mode of communication to any other person or organization prior to your date of joining, during your association/employment with the Company or thereafter.

Best wishes,

For Ionixx Technologies Private Limited,



MOHAN KUMAR SUBRAMANYAM
CHAIRMAN & MANAGING DIRECTOR

Acceptance

Signature of Candidate with Date

Dear Rajathee Dheepika,

We are pleased to offer you a role as a "Project Trainee". Your tentative date of joining will be **September 01st, 2021**. On the date of joining agreement should be signed by you along with cheque of Rs. 2/- lakhs signed by you under the condition

- That you agree to enter into a retention ship agreement with the company for a period of 2 years, starting from ____
- Proof of successful completion of your under-graduation degree mark sheets as on __ semester without any standing arrears

As a "Project Trainee", you will be given a stipend of **Rs. 10,000** per month subject to the days of presence at the office.

Please note that a detailed appointment letter shall be issued at the time of joining the company after completion of your academic requirements without any arrears. You will be designated as "Trainee - Programmer" after completion of the "Project Trainee" activity and successfully completing academic requirements.

As "Trainee - Programmer", you will be offered a CTC between **Rs. 3.5 Lakhs to 4.5 Lakhs Per Annum**, decided based on your performance as part of the Project Trainee Role, inclusive of provident fund and other deductions as per the governing statutory norms.

During this assignment you will work under the supervision of such officers as may be decided by the company from time to time. You shall diligently and faithfully carry out instructions given to you and to the best of your power, skill, ability for the business and interest of the Company.

All confidential information, trade secrets, confidential programming, system development processes, information pertaining to the design, development and manufacturing of licensed product and data of any kind whatsoever coming into existence or acquired or used by the company or by you or by any employee or agent thereof during tenure with the company shall be treated as confidential by you and shall not disclose the same except with the express permission of the Company.

Copyright of all designs, drawings, plans and documentation pertaining to products sold, manufactured or otherwise dealt by the company shall at all times be the property of the Company.

All discoveries, inventions, ideas that you may conceive during your tenure with the company, shall be the sole and exclusive property of the Company.

At the time of joining we would request you to furnish two references and submit two copies of the following documents:

- Photographs (Seven passport size)
- Copies of all the educational certificates (Tenth class onwards) including mark sheets in full
- Proof of ID
- Proof of Address.

You should produce all the original certificates for verification on the date of joining. **Nandhs Engineering College, Erode**

Please submit the copy of this letter as an acceptance of the above offer and all the other terms of this Offer Letter. This letter of offer shall be withdrawn and cancelled automatically without any further communication in this regard, if you fail to join us on the date mentioned above.

Corp. office : Ionixx Technologies Private Limited, No. L 25, 2nd Floor, Dr. Vikram Sarabhai Institute of Technology Estate, SRP Tools, Thiruvanniyur, Chennai 600 041. TN, India. Ph +91 72000 65200 / 73973 85400

Regd. office : No.4, 1st Cross Street, Blue Beach Road, Neelankarai, Chennai - 600 115.

www.Ionixxtech.com | CIN: U72900 TN2008PTC067248 | GST: 33AABC19976K120



The terms of this Letter of Offer are confidential in nature and shall not be divulged by any mode of communication to any other person or organization prior to your date of joining, during your association/employment with the Company or thereafter.

Best wishes,

For Ionixx Technologies Private Limited,



MOHAN KUMAR SUBRAMANYAM
CHAIRMAN & MANAGING DIRECTOR

Acceptance

Signature of Candidate with Date

Dear Monisha Parthiban,

We are pleased to offer you a role as a **"Project Trainee"**. Your tentative date of joining will be **September 01st, 2021**. On the date of joining agreement should be signed by you along with cheque of Rs. 2/- lakhs signed by you under the condition

- That you agree to enter into a retention ship agreement with the company for a period of 2 years, starting from _____
- Proof of successful completion of your under-graduation degree mark sheets as on ___ semester without any standing arrears

As a **"Project Trainee"**, you will be given a stipend of **Rs. 10,000** per month subject to the days of presence at the office.

Please note that a detailed appointment letter shall be issued at the time of joining the company after completion of your academic requirements without any arrears. You will be designated as **"Trainee - Programmer"** after completion of the **"Project Trainee"** activity and successfully completing academic requirements.

As **"Trainee - Programmer"**, you will be offered a CTC between **Rs. 3.5 Lakhs to 4.5 Lakhs Per Annum**, decided based on your performance as part of the Project Trainee Role, inclusive of provident fund and other deductions as per the governing statutory norms.

During this assignment you will work under the supervision of such officers as may be decided by the company from time to time. You shall diligently and faithfully carry out instructions given to you and to the best of your power, skill, ability for the business and interest of the Company.

All confidential information, trade secrets, confidential programming, system development processes, information pertaining to the design, development and manufacturing of licensed product and data of any kind whatsoever coming into existence or acquired or used by the company or by you or by any employee or agent thereof during tenure with the company shall be treated as confidential by you and shall not disclose the same except with the express permission of the Company.

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All discoveries, inventions, ideas that you may conceive during your tenure with the company, shall be the sole and exclusive property of the Company.

At the time of joining we would request you to furnish two references and submit two copies of the following documents:

- Photographs (Seven passport size)
- Copies of all the educational certificates (Tenth class onwards) including mark sheets in full
- Proof of ID
- Proof of Address.

You should produce all the original certificates for verification on the date of joining. **Nandha Engineering College,**

Please submit the copy of this letter as an acceptance of the above offer and all the other terms of this offer Letter. This letter of offer shall be withdrawn and cancelled automatically without any further communication, in this regard, if you fail to join us on the date mentioned above.


PRINCIPAL
Nandha Engineering College,
(Autonomous)
Erode - 52.



Corp. office : Ionixx Technologies Private Limited, No. L 25, 2nd Floor, Dr. Vikram Sarabhai Institute's Estate, SRP Tools, Thiruvanniyur, Chennai 600 041. TN, India. Ph +91 72000 65200 / 73973 85400

Regd. office : No.4, 1st Cross Street, Blue Beach Road, Neelankarai, Chennai - 600 115.

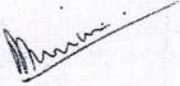
www.Ionixxtech.com | CIN: U72900 TN2008PTC067248 | GST: 33AABC19976K120

The terms of this Letter of Offer are confidential in nature and shall not be divulged by any mode of communication to any other person or organization prior to your date of joining, during your association/employment with the Company or thereafter.

Best wishes,

For Ionixx Technologies Private Limited,

Acceptance



MOHAN KUMAR SUBRAMANYAM
CHAIRMAN & MANAGING DIRECTOR

Signature of Candidate with Date

DATE : 28/10/2021

Mohammed Saheeth J

Ref : Internship Offer


Dear Mohammed Saheeth J:

On behalf of Thirvu Soft, I am pleased to extend to you this offer of temporary employment as an Intern, reporting to Vignesh S, VP- Engineering. If you accept this offer, you will begin your internship with the Company on 15 Nov 2021, and will be expected to work 5 days per week.

You will be paid per month, less all applicable taxes and withholdings, payable ₹8,100 (7,200 + perks).

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or participation in the Company's employee benefit plan.

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


PRINCIPAL
Nandha Engineering College,
(Autonomous)
Erode - 52



During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

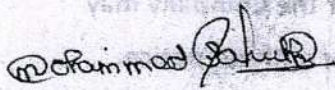
I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to contact me.

Very truly yours,

HR,

THIRVUSOFT PVT LTD.,

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



Signature

(Mohammed Saheeth J)

Date: 30/10/2021



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

DATE : 28/10/2021

Nandhini, Devi

Ref : Internship Offer

Dear Nandhini Devi:

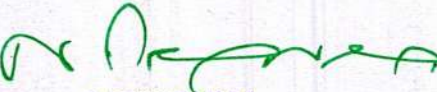
On behalf of Thirvu Soft, I am pleased to extend to you this offer of temporary employment as an Intern, reporting to Vignesh S, VP- Engineering. If you accept this offer, you will begin your internship with the Company on 15 Nov 2021, and will be expected to work 5 days per week.

You will be paid per month, less all applicable taxes and withholdings, payable ₹8,100 (7,200 + perks).

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or participation in the Company's employee benefit plan.

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




PRINCIPAL
Nandha Engineering College,
(Autonomous)
Erode - 52.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

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

Very truly yours,
HR,
THIRVUSOFT PVT LTD.,

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

Signature
(Nandhini Devi)

Date:

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

DATE : 29/10/2021

Vimalraj R

Ref : Internship Offer

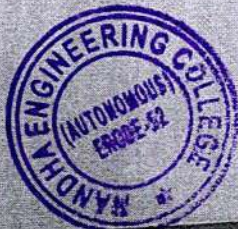
Dear Vimalraj R:

On behalf of Thirvu Soft, I am pleased to extend to you this offer of temporary employment as an Intern, reporting to Vignesh S, VP-Engineering. If you accept this offer, you will begin your internship with the Company on 15 Nov 2021, and will be expected to work 5 days per week.

You will be paid per month, less all applicable taxes and withholdings, payable ₹8,100 (7,200 + perks).

As an intern you will receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay, paid holidays, or participation in the Company's employee benefit plan.

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




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Nandha Engineering College,
(Autonomous)
Erode - 52.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

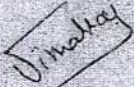
I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to contact me.

Very truly yours,

HR,

THIRVUSOFT PVT LTD.,

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



Signature

(Vimalraj R)

Date: 29/10/2021

Non-Disclosure Agreement

This mutual Non-disclosure Agreement (the "Agreement") is made on the date of signature hereof,

BETWEEN:

M.Dineshkumar son of G.Manickam

residing at

4/79 , Karagapatti , Bandarahalli, Karimangalam, Dharmapuri

Tamil Nadu , 635123

Whose Aadhar no is : **5226 4707 5511**

Hereinafter "**The Trainee**"

&

iGen Services & Solutions Pvt. Ltd., India

Hereinafter "**The Company**"

Together as "**Parties**"

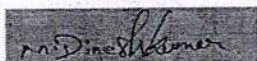
WHEREAS:

The parties wish to protect and preserve the confidential and/or proprietary nature of certain information and training materials that may be disclosed and/or made available to "the Trainee" in connection with the Temenos T24 Training (the "Training") intended to give Virtually.

1. T24 is a Proprietary product and IP (Intellectual Property) of Temenos, hence the Trainee shall hold all Proprietary Information like Training material, if any given, in strict confidence **and shall not disclose** those to any third party whether in writing, or in oral, graphic, electronic or any other form, that is marked or described as, identified in writing as, or provided under circumstances indicating it is, confidential or proprietary.
2. Proprietary Information includes, without limitation, (a) all materials, trade secrets, know-how, ideas, inventions, methodologies, processes, techniques, algorithms, programs (whether in source code or object code form), hardware, devices, concepts, designs, schematics, drawings, formulas, data, plans, strategies, network configurations, system architecture, flow charts, drawings, and forecasts of Discloser and its employees, consultants, investors, and affiliates, (b) technical, engineering, manufacturing, product, marketing, servicing, business, financial, operational, personnel and other information, plans and materials of Discloser and its employees, consultants, investors, and affiliates, and (c) development plans and information, product plans and/or specifications, product and business strategies, customer and potential customer information, pricing and financial matters, employee information and other business information concerning the business plans, operations and prospects of Discloser.

As Trainee, I understand the seriousness and willfully interested in taking up the training for my own betterment and career progression. Also, hereby declare the Company that:

- 1) *I will do my level best with 100% attendance, to get trained in T24 with my fullest energy, complete focus & deep dedication to score high ratings in all the evaluations during the training.*
- 2) *I will not drop-off/quit during the training, if need to drop shall pay Rs.40,000 as compensation.*
- 3) *Upon selection for job, will accept the "JOB Offer". For some reasons, if rejecting the offer, will be compensating the Company with Rs.40,000 towards training fee.*


Signature of trainee
Date: 30 Nov.2021.




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Nandha Engineering College,
(Autonomous)
Erode - 52.

for iGen Services & Solutions

Non-Disclosure Agreement

This mutual Non-disclosure Agreement (the "Agreement") is made on the date of signature here of,
BETWEEN:

S. Mohan Prabhu son of **S. Somasundaram**

residing at

12/221, Kutta Kadu, Uppilipalayam, Kg Valusu (Po), chennamalai-638051

Whose Aadhar no is: **760518906596**

Here in after "**The Trainee**"

&

iGen Services & Solutions Pvt. Ltd., India

Here in after "**The Company**"

Together as "**Parties**"

WHEREAS:

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2. Proprietary Information includes, without limitation, (a) all materials, trade secrets, know-how, ideas, inventions, methodologies, processes, techniques, algorithms, programs (whether in source code or object code form), hardware, devices, concepts, designs, schematics, drawings, formulas, data, plans, strategies, network configurations, system architecture, flow charts, drawings, and forecasts of Discloser and its employees, consultants, investors, and affiliates, (b) technical, engineering, manufacturing, product, marketing, servicing, business, financial, operational, personnel and other information, plans and materials of Discloser and its employees, consultants, investors, and affiliates, and (c) development plans and information, product plans and/or specifications, product and business strategies, customer and potential customer information, pricing and financial matters, employee information and other business information concerning the business plans, operations and prospects of Discloser.


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- 3) *Upon selection for job, will accept the "JOB Offer". For some reasons, if rejecting the offer, will be compensating the Company with Rs.40,000 towards training fee.*



Signature of trainee
Date: 30 Nov 2021.




PRINCIPAL
Nandha Engineering College,
(Autonomous)
Erode - 52.

for iGen Services & Solutions

Non-Disclosure Agreement

This mutual Non-disclosure Agreement (the "Agreement") is made on the date of signature here of,
BETWEEN:

M. Naveen Kumar son of **K. Murugan**
residing at

2/416A, Dhanalakshi Nagar, andipalayam, TIRUPUR-641687

Whose Aadhar no is: **840000805626**

Here in after "**The Trainee**"

&

iGen Services & Solutions Pvt. Ltd., India

Here in after "**The Company**"

Together as "**Parties**"

WHEREAS:

The parties wish to protect and preserve the confidential and/or proprietary nature of certain information and training materials that may be disclosed and/or made available to "the Trainee" in connection with the Temenos T24 Training (the "Training") intended to give Virtually.

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2. Proprietary Information includes, without limitation, (a) all materials, trade secrets, know-how, ideas, inventions, methodologies, processes, techniques, algorithms, programs (whether in source code or object code form), hardware, devices, concepts, designs, schematics, drawings, formulas, data, plans, strategies, network configurations, system architecture, flow charts, drawings, and forecasts of Discloser and its employees, consultants, investors, and affiliates, (b) technical, engineering, manufacturing, product, marketing, servicing, business, financial, operational, personnel and other information, plans and materials of Discloser and its employees, consultants, investors, and affiliates, and (c) development plans and information, product plans and/or specifications, product and business strategies, customer and potential customer information, pricing and financial matters, employee information and other business information concerning the business plans, operations and prospects of Discloser.

As Trainee, I understand the seriousness and willfully interested in taking up the training for my own betterment and career progression. Also, hereby declare the Company that:

- 1) *I will do my level best with 100% attendance, to get trained in T24 with my fullest energy, complete focus & deep dedication to score high ratings in all the evaluations during the training.*
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- 3) *Upon selection for job, will accept the "JOB Offer". For some reasons, if rejecting the offer, will be compensating the Company with Rs.40,000 towards training fee.*

M. Naveen Kumar

Signature of trainee
Date: 30 Nov.2021.



N. Aravind
PRINCIPAL
Nandha Engineering College,
(Autonomous)
Erode - 52.

for iGen Services & Solutions

Non-Disclosure Agreement

This mutual Non-disclosure Agreement (the "Agreement") is made on the date of signature hereof,

BETWEEN:

E.Viswaa son of P.Elangovan

residing at

Door.no: 65/54 D3, Poosaripalaiyam,

Kolakattupudur(Post), P.velur(TK),

Namakkal(DT) – 637208.

Whose Aadhar no is : 9014 2510 4294

Hereinafter "The Trainee"

&

iGen Services & Solutions Pvt. Ltd., India

Hereinafter "The Company"

Together as "Parties"

WHEREAS:

The parties wish to protect and preserve the confidential and/or proprietary nature of certain information and training materials that may be disclosed and/or made available to "the Trainee" in connection with the Temenos T24 Training (the "Training") intended to give Virtually.

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- 2) **I will not drop-off/quit during the training, if need to drop shall pay Rs.40,000 as compensation.**
- 3) **Upon selection for job, will accept the "JOB Offer". For some reasons, if rejecting the offer, will be compensating the Company with Rs.40,000 towards training fee.**

Viswaa E.

Signature of trainee

Date: 30 Nov 2021.



N. Nandha

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Nandha Engineering College,
(Autonomous)
Erode - 52.

for iGen Services & Solutions

Dear Shibbi E P,

Congratulations!

We are pleased to offer you the full time position of "Intern" with a Stipend of **10,000/Month** inclusion of TDS based on the outcome of the interviews that you have attended with us. We trust that your knowledge, skills and experience will be amongst our most valuable assets and we are all excited about the potential that you would bring to our company.

On successful and satisfactory completion of your training period of 6 months, you will be confirmed as an employee of the company depending on your performance.

** TDS applicable as per Govt. Norms

You will be issued the offer letter on your Date of Joining. You are requested to join us on **15th December 2021.**

If you choose to accept this offer, please sign, scan, and email the letter to hr@aalamsoft.com on or before 10th November 21 and revert back to us in case of any queries.

You are requested to report to the below address on the date of joining at 9.30am.

Address :No.75, II Floor, M Block, III Avenue, Anna Nagar East, Chennai 600 102, India.

You are requested to submit the following documents through mail on joining formalities (if applicable):

*3 colored passport size photographs & 1 stamp size photograph

*Medical Fitness certificate

Address proof: Photocopies of any three of the following (2 copies)

- Passport
- Election id card
- Aadhar Card (Mandatory)
- Driving license
- Pan card (Mandatory)

Originals and Photocopies of your educational certificates:

- 10th mark sheet
- 12th mark sheet
- Degree marks sheet (All year semester marks sheets, consolidated mark sheet, degree certificate)

Photocopies of your other course experience certificates:


Email ids and phone numbers of at least 2 references. Reference email id and phone number – a must from your Training institution and College.

If on verification, at the time of appointment or at a later date it is found that you have furnished wrong information, your services with the company will be liable for termination.

We are all looking forward to having you on our team.

Best regards,
Anitha M
Sr HR Executive




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306-B PSG STEP Software Park – 2 Saravajana School
Campus, Peelamedu, Coimbatore - 641004

Dear Kalaiyarasi C,

12.10.2020

This is further to your interview with us. We take this opportunity to welcome you to the Coitor IT Tech family.

We are very pleased to offer you as “Junior Developer” on a full time role in our organization, until June 2021 you will be under internship role for at Rs.7,000.00 per month and once successful completion of internship your full time package will be Rs.12,500 per month.

The Income Tax and other statutory deductions will be as per the rules and regulations of the IT and other Government regulations.

Your date of joining will be conveyed over phone.

Kindly send us your acceptance through email and phone call in next 48 hours beyond that this offer will stand void. On the date of joining please bring the following documents

- I. Previous Employee’s relieving letter original/photocopy (if applicable)
- II. Previous Employee’s last 2 months pay slip original/photocopy (if applicable)
- III. Original/photocopy of X,XII, UG, PG (if applicable)
- IV. Address proof original/photocopy
- V. One Government ID Card (Driver’s License/Passport/Voter’s ID/PAN Card) original/photocopy
- VI. Passport Photographs (2 Nos)

Address

306 B ,3 rd Floor PSG STEP Software Park 2,
PSG Saravajana School Campus,
Peelamedu
Coimbatore - 641004

Regards,

M. Vellingiri
Coitor IT Tech Private Limited.



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Erode - 52.

File No.Pavithra M Mani/PT/1848661/Mar-21

08-Mar-2021

Pavithra M Mani

266 Sevanoor Kadapanaloor(P.O) Bhavani(T.K)

Erode-638311

Erode .

Dear Pavithra M Mani,

With reference to your internship request, we are pleased to inform you that you are allowed to pursue your internship at **Tech Mahindra Ltd. ("Company")**. During the period of your internship, you will be governed by the following terms and conditions: -

1. You will be an Intern with the Company for a period of **9 months** starting from **09-Mar-21** to **09-Dec-21**.
2. As an Intern, you are expected to gain practical experience by doing one or more of the below in a timely manner as suggested by your reporting manager/mentor.
 - self-upskilling as per the project skill/s
 - completing project assignments/POCs
 - attending project meetings
 - doing project shadowing
3. This internship is not an "Offer of Employment" with the Company and you will not be entitled for any payment or employee benefits during the internship period.
4. This internship does not give you any right for permanent absorption in the Company or any of its associated companies.
5. During this internship period, you will report directly to **Kashif Masood, KM00484432@TechMahindra.com**, Mentor who can be contacted for any assistance related to this internship.
6. The Company reserves the right to terminate your internship at any time at its sole discretion.
7. Your internship would be virtual until further communication from the Company. On the day of joining as an intern, please report to **Grace Maggie Florence A** latest by **9:00 am** at the following address: **Tech Mahindra Ltd, Sez Unit Elcot Sez, Survey No. 602/3, 138, Sholinganallur Village, Taluk A- Tambaram, District - Kanchipuram, Chennai - 600119** to complete the joining formalities and understand the further instructions.



Page 1 of 6


PRINCIPAL
Nandha Engineering College,
(Autonomous)
Erode - 52.



8. You will be taking up this assignment/engagement on your own accord and at your own risk and responsibility and the organization will not be responsible for any untoward incident that might happen during your engagement as Trainee with us.

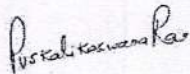
9. By agreeing to undertake internship at Tech Mahindra Ltd as an Intern, you tacitly agree to abide by Company's dress code and conduct yourself in a manner that does not damage the image and reputation of the Company.

Please return the acceptance copy (attached) to **Campus Joining** and **campusjoining@TechMahindra.com** duly affixing your full signature as a token of your acceptance.

Thanking you,

Yours faithfully,

For Tech Mahindra Limited



Venkat Paturi

Head - Resource Management Group

Agreed and accepted

Name : Pavithra M Mani

Signature :

Date :

File No.Gugan A R/PT/1849078/Mar-21

08-Mar-2021

Gugan A R

407 Vignesh Nagar

Gobichettipalayam-638453

Gobichettipalayam .

Dear Gugan A R,

With reference to your internship request, we are pleased to inform you that you are allowed to pursue your internship at **Tech Mahindra Ltd. ("Company")**. During the period of your internship, you will be governed by the following terms and conditions: -

1. You will be an Intern with the Company for a period of **9 months** starting from **09-Mar-21** to **09-Dec-21**.
2. As an Intern, you are expected to gain practical experience by doing one or more of the below in a timely manner as suggested by your reporting manager/mentor.
 - self-upskilling as per the project skill/s
 - completing project assignments/POCs
 - attending project meetings
 - doing project shadowing
3. This internship is not an "Offer of Employment" with the Company and you will not be entitled for any payment or employee benefits during the internship period.
4. This internship does not give you any right for permanent absorption in the Company or any of its associated companies.
5. During this internship period, you will report directly to **Kashif Masood, KM00484432@TechMahindra.com**, Mentor who can be contacted for any assistance related to this internship.
6. The Company reserves the right to terminate your internship at any time at its sole discretion.
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Page 1 of 6




PRINCIPAL
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Erode - 52.

8. You will be taking up this assignment/engagement on your own accord and at your own risk and responsibility and the organization will not be responsible for any untoward incident that might happen during your engagement as Trainee with us.

9. By agreeing to undertake internship at Tech Mahindra Ltd as an Intern, you tacitly agree to abide by Company's dress code and conduct yourself in a manner that does not damage the image and reputation of the Company.

Please return the acceptance copy (attached) to **Campus Joining** and campusjoining@TechMahindra.com duly affixing your full signature as a token of your acceptance.

Thanking you,

Yours faithfully,

For Tech Mahindra Limited

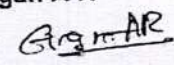


Venkat Paturi

Head - Resource Management Group

Agreed and accepted

Name : **Gugan A R**

Signature : 

Date : **09-03-2021**

File No. Moulika V/PT/1851505/Feb-21

24-Feb-2021

Moulika V

48 Lakshmipuram Rayapalayam Chithode

Erode-638102

Erode .

Dear Moulika V,

With reference to your internship request, we are pleased to inform you that you are allowed to pursue your internship at **Tech Mahindra Ltd. ("Company")**. During the period of your internship, you will be governed by the following terms and conditions: -

1. You will be an Intern with the Company for a period of **3 months** starting from **25-Feb-21** to **26-May-21**.

2. As an Intern, you are expected to gain practical experience by doing one or more of the below in a timely manner as suggested by your reporting manager/mentor.

- self-upskilling as per the project skill/s
- completing project assignments/POCs
- attending project meetings
- doing project shadowing

3. This internship is not an "Offer of Employment" with the Company and you will not be entitled for any payment or employee benefits during the internship period.

4. This internship does not give you any right for permanent absorption in the Company or any of its associated companies.

5. During this internship period, you will report directly to **P M Sanjana, SP00466089@techmahindra.com**, Mentor who can be contacted for any assistance related to this internship.

6. The Company reserves the right to terminate your internship at any time at its sole discretion.

7. Your internship would be virtual until further communication from the Company. On the day of joining as an intern, please report to **Grace Maggie Florence A** latest by **9:00 am** at the following address: **Tech Mahindra Ltd., Plot No 01, Rajiv Gandhi Infotech Park, Phase 3, Hinjewadi, Pune, Special Economic Zone, Pune-411057 Maharashtra, India** to complete the joining formalities and understand the further instructions.

Page 1 of 6



(Handwritten Signature)

PRINCIPAL
Nardha Engineering College
(Autonomous)
Erode - 52.



8. You will be taking up this assignment/engagement on your own accord and at your own risk and responsibility and the organization will not be responsible for any untoward incident that might happen during your engagement as Trainee with us.

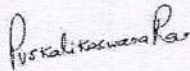
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Thanking you,

Yours faithfully,

For Tech Mahindra Limited



Venkat Paturi

Head - Resource Management Group

Agreed and accepted

Name :Moulika V

Signature :

Date :