

5.2.1 Number of placement of outgoing students during the year

Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
2023-2024	M D SADDAM HUSSAIN	B.E- Electrical and Electronics Engineering	Seros Energy Private Limited, Bhuwaneswar	3.60 LPA
2023-2024	SHAHABUDDIN MANSURI	B.E- Electrical and Electronics Engineering	Seros Energy Private Limited, Bhuwaneswar	3.60 LPA
2023-2024	CHOTTU KUMAR	B.E- Electrical and Electronics Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	JARWAN KUMAR	B.E- Electrical and Electronics Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	M D SADDAM HUSSAIN	B.E- Electrical and Electronics Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	PRINCE KUMAR GUPTA	B.E- Electrical and Electronics Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	SANOJ KUMAR	B.E- Electrical and Electronics Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	SHAHABUDDIN MANSURI	B.E- Electrical and Electronics Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	ASHIQ S	B.E- Electrical and Electronics Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	AMARNATH M	B.E- Electrical and Electronics Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	FUHAD K	B.E- Electrical and Electronics Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	MRIDHUL RAJU	B.E- Electrical and Electronics Engineering	Co Apps, Chennai	3 LPA
2023-2024	RITIK KUMAR	B.E- Electrical and Electronics Engineering	Co Apps, Chennai	3 LPA
2023-2024	SARVESH KUMAR	B.E- Electrical and Electronics Engineering	Co Apps, Chennai	3 LPA
2023-2024	SIJIL JOHNSON	B.E- Electrical and Electronics Engineering	Co Apps, Chennai	3 LPA
2023-2024	GUDIPATI MANASA	B.E- Electrical and Electronics Engineering	Co Apps, Chennai	3 LPA
2023-2024	DIKUL	B.E- Electrical and Electronics Engineering	H2O Innovation Tech	1.8 LPA
2023-2024	RESHMA G	B.E- Electrical and Electronics Engineering	H2O Innovation Tech	1.8 LPA
2023-2024	SIJIL JOHNSON	B.E- Electrical and Electronics Engineering	JESCO Energy	2.83 LPA
2023-2024	Adharsh TK	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Akash S	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Avdhesh Kumar	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Jithin Moorthy N	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	S.Kannan	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Karan M	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Lakshmi KR	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	B. Sakthi	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Sanjeet Kumar	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Sankeerth Sivan	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Santosh Kumar	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Steffin Stephen T	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Suresh D	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Vikash Kumar Bittu	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Abinandh Ce	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Akash S	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Anshad V A	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Joel P	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Mirunalan.M	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Monesh. J	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Nived Ab	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	M. Prabhu	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Pramob K Prasad	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Praveen S	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Shibu Tk	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Sujil G	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Umesh M	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Vignesh R	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	V Nimal Varghese	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Madhav R Nair	B.E- Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Sanjeet Kumar	B.E- Mechanical Engineering	Co Apps, Chennai	3 LPA
2023-2024	Steffin Stephen T	B.E- Mechanical Engineering	Co Apps, Chennai	3 LPA
2023-2024	Pramob K Prasad	B.E- Mechanical Engineering	Co Apps, Chennai	3 LPA
2023-2024	Lakshmi KR	B.E- Mechanical Engineering	Co Apps, Chennai	3 LPA
2023-2024	Vikash Kumar Bittu	B.E- Mechanical Engineering	Co Apps, Chennai	3 LPA
2023-2024	M.Prabhu	B.E- Mechanical Engineering	Co Apps, Chennai	3 LPA
2023-2024	Santosh Kumar	B.E- Mechanical Engineering	Co Apps, Chennai	3 LPA
2023-2024	Akash S	B.E- Mechanical Engineering	Titan company, Coimbatore	1.91 LPA
2023-2024	Anshad V A	B.E- Mechanical Engineering	Titan company, Coimbatore	1.91 LPA
2023-2024	Mirunalan.M	B.E- Mechanical Engineering	Titan company, Coimbatore	1.91 LPA

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2023-2024	Moneesh, J	B.E. Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Nived Ah	B.E. Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	M. Prabhu	B.E. Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Pranab K Prasad	B.E. Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Praveen S	B.E. Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Shibu Tk	B.E. Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Sujit G	B.E. Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Umesh M	B.E. Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Vignesh R	B.E. Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	V Nimal Varghese	B.E. Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Madhav R Nair	B.E. Mechanical Engineering	TVS Brakes India Limited, Chennai	2.19 LPA
2023-2024	Sanjeet Kumar	B.E. Mechanical Engineering	Co Apps, Chennai	3 LPA
2023-2024	Steffin Stephen T	B.E. Mechanical Engineering	Co Apps, Chennai	3 LPA
2023-2024	Pranab K Prasad	B.E. Mechanical Engineering	Co Apps, Chennai	3 LPA
2023-2024	Lakshmi KR	B.E. Mechanical Engineering	Co Apps, Chennai	3 LPA
2023-2024	Vikash Kumar Bittu	B.E. Mechanical Engineering	Co Apps, Chennai	3 LPA
2023-2024	M. Prabhu	B.E. Mechanical Engineering	Co Apps, Chennai	3 LPA
2023-2024	Santosh Kumar	B.E. Mechanical Engineering	Co Apps, Chennai	3 LPA
2023-2024	Akash S	B.E. Mechanical Engineering	Titan company, Coimbatore	1.91 LPA
2023-2024	Anshad V A	B.E. Mechanical Engineering	Titan company, Coimbatore	1.91 LPA
2023-2024	Mirumalan M	B.E. Mechanical Engineering	Titan company, Coimbatore	1.91 LPA
2023-2024	Lakshmi KR	B.E. Mechanical Engineering	Titan company, Coimbatore	1.91 LPA
2023-2024	Sanjeet Kumar	B.E. Mechanical Engineering	Titan company, Coimbatore	1.91 LPA
2023-2024	Lakshmi KR	B.E. Mechanical Engineering	H2O Innovation Tech	1.8 LPA
2023-2024	Vikash Kumar Bittu	B.E. Mechanical Engineering	ARG Tech Machinery, Coimbatore	1.8 LPA
2023-2024	Sanjeet Kumar	B.E. Mechanical Engineering	ARG Tech Machinery, Coimbatore	1.8 LPA
2023-2024	Avdesh Kumar	B.E. Mechanical Engineering	Seros Energy Private Limited, Bhuvanagar	3.60 LPA
2023-2024	ABILASH NARAYANAN J	B.E. Civil Engineering	AQUAR SERVICES PALAKAD	1.80 LPA
2023-2024	AKSHATHA S	B.E. Civil Engineering	Sri Gujan Builders, Coimbatore	0.96 LPA
2023-2024	FATHIMA ROSNA K	B.E. Civil Engineering	Sri Gujan Builders, Coimbatore	0.96 LPA
2023-2024	VISHNU DAS R	B.E. Civil Engineering	Sri Gujan Builders, Coimbatore	1.20 LPA
2023-2024	AGARSHU	B.E. Civil Engineering	Sri Gujan Builders, Coimbatore	0.96 LPA
2023-2024	AKHIL RAJ CS	B.E. Civil Engineering	Sri Gujan Builders, Coimbatore	0.96 LPA
2023-2024	DEEKSHITHA B	B.E. Civil Engineering	CADD POINT, PALAKAD	1.80 LPA
2023-2024	DIVYA N	B.E. Civil Engineering	North Geomatics	1.20 LPA
2023-2024	DODDALA VAISHNAVI	B.E. Civil Engineering	Sri Gujan Builders, Coimbatore	0.96 LPA
2023-2024	BASKER K	B.E. Civil Engineering	AMIGOS BUILDERS AND DEVELOPERS	1.80 LPA
2023-2024	MOHAN NARAYANA J	B.E. Civil Engineering	AMIGOS BUILDERS AND DEVELOPERS	1.80 LPA
2023-2024	SAI KUMAR M	B.E. Civil Engineering	AMIGOS BUILDERS AND DEVELOPERS	1.80 LPA
2023-2024	YAMUNA B	B.E. Civil Engineering	PIONNACLE INFOTECH	2.70 LPA
2023-2024	GOUTHAMKRISHNA U	B.E. Civil Engineering	CADD POINT, PALAKAD	1.80 LPA
2023-2024	ALISHA KHANAM	B.E. Computer Science and Engineering	Tech Mahindra	3.6 LPA
2023-2024	ARSHI KHANAM	B.E. Computer Science and Engineering	Tech Mahindra	3.6 LPA
2023-2024	ANKIT KUMAR PANDIT	B.E. Computer Science and Engineering	Tech Mahindra	3.6 LPA
2023-2024	KRISH KUMAR	B.E. Computer Science and Engineering	Tech Mahindra	3.6 LPA
2023-2024	MUSKAN KUMARI	B.E. Computer Science and Engineering	Tech Mahindra	3.6 LPA
2023-2024	PRATIK KUMAR JHA	B.E. Computer Science and Engineering	Tech Mahindra	3.6 LPA
2023-2024	PRIYA KUMARI	B.E. Computer Science and Engineering	Tech Mahindra	3.6 LPA
2023-2024	RAVI KUMAR	B.E. Computer Science and Engineering	Tech Mahindra	3.6 LPA
2023-2024	RAVI RANJAN KUMAR	B.E. Computer Science and Engineering	Tech Mahindra	3.6 LPA
2023-2024	RAHUL KUMAR CHAUHAN	B.E. Computer Science and Engineering	Tech Mahindra	3.6 LPA
2023-2024	PARVEJ ANSARI	B.E. Computer Science and Engineering	Tech Mahindra	3.6 LPA
2023-2024	MD.JUNED ALAM	B.E. Computer Science and Engineering	Tech Mahindra	3.6 LPA
2023-2024	RAHUL KUMAR SHARMA	B.E. Computer Science and Engineering	Tech Mahindra	3.6 LPA
2023-2024	ROHIT YADAV	B.E. Computer Science and Engineering	Tech Mahindra	3.6 LPA
2023-2024	SUMIT KUMAR	B.E. Computer Science and Engineering	Tech Mahindra	3.6 LPA
2023-2024	VIKRAM KUMAR	B.E. Computer Science and Engineering	Tech Mahindra	3.6 LPA
2023-2024	VIVEK KUMAR	B.E. Computer Science and Engineering	Tech Mahindra	3.6 LPA
2023-2024	AJBULLA MANSURI	B.E. Computer Science and Engineering	TAP ACADEMY	3 LPA
2023-2024	RANA PRATAB RAO	B.E. Computer Science and Engineering	TAP ACADEMY	3 LPA
2023-2024	MD.JUNED ALAM	B.E. Computer Science and Engineering	Q-SPIDERS, Bangalore	3.2 LPA
2023-2024	ALISHA KHANAM	B.E. Computer Science and Engineering	Q-SPIDERS, Bangalore	3.2 LPA
2023-2024	RAMESH KUMAR	B.E. Computer Science and Engineering	Q-SPIDERS, Bangalore	3.2 LPA
2023-2024	ANSARDHIN	B.E. Computer Science and Engineering	Q-SPIDERS, Bangalore	3.2 LPA
2023-2024	PRIYA KUMARI	B.E. Computer Science and Engineering	Co Apps, Chennai	3 LPA
2023-2024	NIRAJ PANDIT	B.E. Computer Science and Engineering	Co Apps, Chennai	3 LPA
2023-2024	AJAY KUMAR SAHNI	B.E. Computer Science and Engineering	Co Apps, Chennai	3 LPA
2023-2024	SUMIT KUMAR	B.E. Computer Science and Engineering	Co Apps, Chennai	3 LPA
2023-2024	PRAGATHEESH E	B.E. Computer Science and Engineering	Co Apps, Chennai	3 LPA
2023-2024	VIKRAM KUMAR	B.E. Computer Science and Engineering	Co Apps, Chennai	3 LPA
2023-2024	ANKIT KUMAR PADIT	B.E. Computer Science and Engineering	Co Apps, Chennai	3 LPA

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2023-2024	J SHYAM NARAYANAN	B.E- Computer Science and Engineering	Co Apps, Chennai	3 LPA
2023-2024	ROHIT YADAV	B.E- Computer Science and Engineering	Co Apps, Chennai	3 LPA
2023-2024	DEEPAK KUMAR	B.E- Computer Science and Engineering	Co Apps, Chennai	3 LPA
2023-2024	ROHIT KUMAR	B.E- Computer Science and Engineering	Co Apps, Chennai	3 LPA
2023-2024	MOHAMED ANSARDIN	B.E- Computer Science and Engineering	Co Apps, Chennai	3 LPA
2023-2024	RAHUL KUMAR CHAUHAN	B.E- Computer Science and Engineering	Co Apps, Chennai	3 LPA
2023-2024	MD AJRULLAH MANSURI	B.E- Computer Science and Engineering	Co Apps, Chennai	3 LPA
2023-2024	RANJIT KUMAR YADAV	B.E- Computer Science and Engineering	Co Apps, Chennai	3 LPA
2023-2024	KAMLESH KUMAR GUPTA	B.E- Computer Science and Engineering	Co Apps, Chennai	3 LPA
2023-2024	VIVEK KUMAR	B.E- Computer Science and Engineering	Co Apps, Chennai	3 LPA
2023-2024	DEVESH KUMAR	B.E- Computer Science and Engineering	Co Apps, Chennai	3 LPA
2023-2024	THANGAMANI S	B.E- Computer Science and Engineering	Co Apps, Chennai	3 LPA
2023-2024	KRISHNA KUMAR	B.E- Computer Science and Engineering	Co Apps, Chennai	3 LPA
2023-2024	PARVEJ ANSARI	B.E- Computer Science and Engineering	Co Apps, Chennai	3 LPA
2023-2024	ASHICK S	B.E- Computer Science and Engineering	Co Apps, Chennai	3 LPA
2023-2024	MD JUNED ALAM	B.E- Computer Science and Engineering	Co Apps, Chennai	3 LPA
2023-2024	RAMESHKUMAR R	B.E- Computer Science and Engineering	Co Apps, Chennai	3 LPA
2023-2024	PRATIK KUMAR JHA	B.E- Computer Science and Engineering	Co Apps, Chennai	3 LPA
2023-2024	NAVEEN S	B.E- Computer Science and Engineering	Co Apps, Chennai	3 LPA
2023-2024	BHAVYA K B	B.E- Computer Science and Business Systems	TAP ACADEMY	3 LPA
2023-2024	VIKRAM M	B.E- Computer Science and Business Systems	TAP ACADEMY	3 LPA
2023-2024	VISMAYA VV	B.E- Computer Science and Business Systems	TAP ACADEMY	3 LPA
2023-2024	ABAY M DAS	B.E- Computer Science and Business Systems	Co Apps, Chennai	3 LPA
2023-2024	ADITHYA P S	B.E- Computer Science and Business Systems	Co Apps, Chennai	3 LPA
2023-2024	ANUSHA U K	B.E- Computer Science and Business Systems	Co Apps, Chennai	3 LPA
2023-2024	KABILAN K	B.E- Computer Science and Business Systems	Co Apps, Chennai	3 LPA
2023-2024	NAVAZ SHERIEF	B.E- Computer Science and Business Systems	Co Apps, Chennai	3 LPA
2023-2024	RAHUL VIJAY	B.E- Computer Science and Business Systems	Co Apps, Chennai	3 LPA
2023-2024	SUJITH P A	B.E- Computer Science and Business Systems	Co Apps, Chennai	3 LPA
2023-2024	THUNGA NAVEEN	B.E- Computer Science and Business Systems	Co Apps, Chennai	3 LPA
2023-2024	NIZNIYA HENNA	B.E- Computer Science and Business Systems	Co Apps, Chennai	3 LPA
2023-2024	JOSEPH	B.E- Computer Science and Business Systems	Co Apps, Chennai	3 LPA
2023-2024	BARATH P	B.E- Electronics and Communication Engineering	Gate way software solutions	3 LPA
2023-2024	DHANUNAI N A	B.E- Electronics and Communication Engineering	Pinnacle info tech solution	3 LPA
2023-2024	NANDHAKUMAR Y	B.E- Electronics and Communication Engineering	Pinnacle info tech solution	3 LPA
2023-2024	T SATHISHKUMAR	B.E- Electronics and Communication Engineering	Gate way software solutions	3 LPA
2023-2024	STEPHEN ROY	B.E- Electronics and Communication Engineering	Pinnacle info tech solution	3 LPA
2023-2024	YARRA BHANU PRAKASH	B.E- Electronics and Communication Engineering	Gate way software solutions	3 LPA
2023-2024	SIDDARTH G	B.E- Electronics and Communication Engineering	Gate way software solutions	3 LPA
2023-2024	AROCKIA ARUL CHANDRUS	B.Tech Petrochemical Technology	Nerolac Paints	2 LPA
2023-2024	ARULGNANI K	B.Tech Petrochemical Technology	H2O Innovation Tech	1.8 LPA
2023-2024	ARULSELVAN S	B.Tech Petrochemical Technology	Tagros Chemicals India Limited	2.4 LPA
2023-2024	CHETLAMALLAPURAM MAMATHA	B.Tech Petrochemical Technology	Tagros Chemicals India Limited	2.4 LPA
2023-2024	HARIHARAN M	B.Tech Petrochemical Technology	H2O Innovation Tech	1.8 LPA
2023-2024	MADHESHWARAN K P	B.Tech Petrochemical Technology	Tagros Chemicals India Limited	2.4 LPA
2023-2024	MANOJ A	B.Tech Petrochemical Technology	H2O Innovation Tech	1.8 LPA
2023-2024	MUTHU SELVAM M	B.Tech Petrochemical Technology	Tagros Chemicals India Limited	2.4 LPA
2023-2024	RAMKUMAR R	B.Tech Petrochemical Technology	Tagros Chemicals India Limited	2.4 LPA
2023-2024	SELVA G	B.Tech Petrochemical Technology	Tagros Chemicals India Limited	2.4 LPA

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2023-2024	SHINILJITH K	B.Tech Petrochemical Technology	H2O Innovation Tech	1.8 LPA
2023-2024	SUBASH C	B.Tech Petrochemical Technology	H2O Innovation Tech	1.8 LPA
2023-2024	ALEN T S	B.Tech Petrochemical Technology	Hindustan Gold	2 LPA
2023-2024	KARTIK S	B.Tech Petrochemical Technology	Tagros Chemicals India Limited	2.4 LPA
2023-2024	RAGAVENDRAN K	B.Tech Petrochemical Technology	Tagros Chemicals India Limited	2.4 LPA
2023-2024	SALAMON A	B.Tech Petrochemical Technology	Tagros Chemicals India Limited	2.4 LPA
2023-2024	SASIKUMAR R	B.Tech Petrochemical Technology	Tagros Chemicals India Limited	2.4 LPA
2023-2024	Dhanush R	B.Tech Petroleum Engineering	Quest Global	3.5 LPA
2023-2024	Dinesh R	B.Tech Petroleum Engineering	Seros Energy Private Limited, Bhuwaneswar	3.60 LPA
2023-2024	Rajeev P R	B.Tech Petroleum Engineering	Seros Energy Private Limited, Bhuwaneswar	3.60 LPA
2023-2024	Raja K	B.Tech Petroleum Engineering	Seros Energy Private Limited, Bhuwaneswar	3.60 LPA
2023-2024	Bandirapalli Sainath	B.Tech Petroleum Engineering	Seros Energy Private Limited, Bhuwaneswar	3.60 LPA
2023-2024	PRAVEEN A	B.Tech Food Technology	Hatsun	3 LPA
2023-2024	PRAVEEN S	B.Tech Food Technology	Hatsun	3 LPA
2023-2024	DINESH K	B.Tech Food Technology	Parle Agro	3 LPA
2023-2024	AISWARYA A P	B.Tech Biotechnology	Core2Code, Chennai	2.4 LPA
2023-2024	AKHILA A P	B.Tech Biotechnology	Cemil Biosciences, Bangalore	3 LPA
2023-2024	ANANTHAKRISHNA S	B.Tech Biotechnology	Cemil Biosciences, Bangalore	3 LPA
2023-2024	ATHIRA V	B.Tech Biotechnology	Core2Code, Chennai	2.4 LPA
2023-2024	KAMESH M	B.Tech Biotechnology	KG Invicta Services Pvt Ltd, Coimbatore	2.8 LPA
2023-2024	PRIYADHARSHINI K	B.Tech Biotechnology	ADP Processed Foods, Hlour	2.0 LPA
2023-2024	SRIKANTH V	B.Tech Biotechnology	TATA Power Solar Private Limited	3.6 LPA


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July 2, 2024

Mr. Md. Saddam Hussain

JCT College Pichanur,

Coimbatore, Tamil Nadu - 641105

Mdsanfrajalam786@gmail.com



SEROS ENERGY PRIVATE LIMITED
CIN: U11204GJ2022PTC131892

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GUJARAT, INDIA

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M +91 70451 91111
W WWW.SEROS.IN
E CONTACT@SEROS.CO.IN

Congratulations!!

We are pleased to inform you that following our campus recruitment event held on 4th June, you have been selected for the position of Trainee at our Durgapur site (West Bengal).

The Training period will be for one year effective from your date of joining. Upon successful completion of the training period, you will be confirmed in the role of Drilling Operations/Maintenance Crew.

The Stipend and benefits is given in the Annexure.

The detailed employment contract letter will be issued to you at the time of your joining the company.

You will be required to join the office on or before 15th July 2024.

The offer is subject to, you being declared medically fit as per the pre-employment medical test reports.

Please bring all the photocopy documents listed below along with One Set of attested copies of the documents at the time of your physical reporting.

A. Proof of age - either S.S.C. Certificate or School / College Leaving Certificate (Please note that no document other than the above will be acceptable for verification of Date of Birth)

B. S.S.C. & H.S.C. or equivalent examination mark-sheets;

C. Mark sheets of all the semesters / years of Diploma in Engineering.

D. Mark sheets of all the examinations appeared (separately for each semester) 1st semester onwards, of Degree in Engineering

In case you are unable to produce mark sheet pertaining to your final year engineering degree course, you will have to give a written declaration to produce the same within one month of your joining date failing which your training is liable to be terminated.

E. Relieving Certificate from your last employer, if you were employed prior to joining us;
In addition to the above please also bring following:

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SHIPPING | LOGISTICS | OFFSHORE | ENERGY



F. Recent colour photographs in passport size (6nos) and stamp size (2nos)

G. A Self-certified copy of your PAN Card

H. A Self-certified copy of your Aadhaar Card.

I. Name of your Bank, IFSC Code, bank Account Number where your stipend & allowances have to be credited.

You will not be permitted to join if you fail to complete any of the requirements specified above.

Acceptance Letter:

Please give your acceptance online as a token of agreement to the terms and conditions thereof, within 10 days from the date of this offer. In case we do not hear anything from you by that date, we will presume that you are not interested in our offer. Thereafter, this offer of appointment as Graduate Engineer Trainee shall lapse automatically.

You will keep us informed of your local / contact address & Email ID whenever there is any change.

We welcome you to our company and look forward to a long and fruitful association with you.

Yours faithfully,

For Seros Energy Private Limited

Reenesh Nair
Head-Human Resources

I have read, understood and accept the terms and conditions herein and affix my signature hereunder in confirmation of acceptance of my appointment.

(Signature) Date: _____

In case of any clarification, kindly contact

Ajendra Kumar - +91 8983640338

Ajendra.kumar@seros.co.in

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ANNEXURE

Stipend, Allowances applicable

To Graduate Engineer Trainees (2024 batch)

Stipend: **Rs.30,000/- Per month.**

In addition to the above, you will be paid and Retention Bonus of Rs. **40,000/-**. The retention bonus will be payable at the end of one year completion with the company. Further from second year onwards, this bonus amount will be merged with your annual remuneration.

The Training period will be for one year effective from your date of joining. Upon successful completion of the training period, you will be confirmed on the project roll of Drilling Operations or Maintenance Crew as the case may be.

Boarding, Lodging (on shared basis) and transportation facilities for commuting to work will be provided by the Company at the place of posting.

Leave Guidelines during Training Period: General guidelines:

- A. No leave of any kind will be allowed during the notice period.
- B. 18 days paid leaves will be eligible for the entire training period of one year, which can be availed after 11 months of unbroken training. However in case of emergency, paid leave will be granted with proper justification.

July 02, 2024

Mr. Shahabuddin Mansuri

Village: Dumariya, Post: Dumariya
Mohammadpur, Bihar - 841423



SEROS ENERGY PRIVATE LIMITED
CIN: U11204GJ2022PTC131892

SEROS CENTER 6&7, GIDC
BHATPORE, OPP ONGC, SURAT
HAZIRA ROAD, SURAT - 394510,
GUJARAT, INDIA

M +91 98674 32986
M +91 70451 91111
W WWW.SEROS.IN
E CONTACT@SEROS.CO.IN

Congratulations!!

We are pleased to inform you that following our campus recruitment event held on 4th June, you have been selected for the position of Trainee at our Durgapur site (West Bengal).

The Training period will be for one year effective from your date of joining. Upon successful completion of the training period, you will be confirmed in the role of Drilling Operations/Maintenance Crew.

The Stipend and benefits is given in the Annexure.

The detailed employment contract letter will be issued to you at the time of your joining the company.

You will be required to join the office on or before 15th July 2024.

The offer is subject to, you being declared medically fit as per the pre-employment medical test reports.

Please bring all the photocopy documents listed below along with One Set of attested copies of the documents at the time of your physical reporting.

A. Proof of age - either S.S.C. Certificate or School / College Leaving Certificate (Please note that no document other than the above will be acceptable for verification of Date of Birth)

B. S.S.C. & H.S.C. or equivalent examination mark-sheets;

C. Mark sheets of all the semesters / years of Diploma in Engineering. (This is applicable to those who have done their Engineering Degree after passing Diploma examinations)

D. Mark sheets of all the examinations appeared (separately for each semester) 1st semester onwards, of Degree in Engineering

In case you are unable to produce marksheet pertaining to your final year engineering degree course, you will have to give a written declaration to produce the same within one month of your joining date failing which your training is liable to be terminated.

E. Relieving Certificate from your last employer, if you were employed prior to joining us;
In addition to the above please also bring following:

Strictly Confidential

SHIPPING | LOGISTICS | OFFSHORE | ENERGY



F. Recent colour photographs in passport size (6nos) and stamp size (2nos)

G. A Self-certified copy of your PAN Card

H. A Self-certified copy of your Aadhaar Card.

I. Name of your Bank, IFSC Code, bank Account Number where your stipend & allowances have to be credited.

You will not be permitted to join if you fail to complete any of the requirements specified above.

Acceptance Letter:

Please give your acceptance online as a token of agreement to the terms and conditions thereof, within 10 days from the date of this offer. In case we do not hear anything from you by that date, we will presume that you are not interested in our offer. Thereafter, this offer of appointment as Graduate Engineer Trainee shall lapse automatically.

You will keep us informed of your local / contact address & Email ID whenever there is any change.

We welcome you to our company and look forward to a long and fruitful association with you.

Yours faithfully,

For Seros Energy Private Limited

Reenesh Nair
Head-Human Resources

I have read, understood and accept the terms and conditions herein and affix my signature hereunder in confirmation of acceptance of my appointment.

(Signature) Date: _____

In case of any clarification, kindly contact

Ajendra Kumar - +91 8983640338

Ajendra.kumar@seros.co.in



Letter of Intent

Ref: CDSPL/INT 3128/2024

Date: 28-02-2024

JCT College of Engineering and Technology

Dear Abdul karim Ansari,

We are thrilled to extend an offer for the Design Engineer as a part of Intern cum hiring at Coapps.ai. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

We are excited to offer you the opportunity to join our Designing team as an intern for a duration of 2 Months. You have a chance to get INR 10,000 Stipend based on your Internship Performance Evaluation. On successful completion of the internship evaluation, you will get a full time role as a Design Engineer in our team with the Package of INR 3,00,000 LPA (Three Lakhs Per Annum) during the probation period, after that you will be appointed as permanent employee as per company norms.

Your services are transferable, and you may be employed or outsourced by Coapps in any operations, projects, clients or other organization in India, at the sole discretion of management.

We will inform you the Date of joining after successful completion of the internship performance evaluation. At the time of joining please submit the photocopy of following document such as Educational documents, PAN, Aadhar card, Provisional certificate, TC, Course completion certificate.

Congratulations once again, we are eager to have you join us for this enriching experience.

Regards,

HEMALATHA.G
HUMAN RESOURCE MANAGER

Coapps Development Solutions Pvt Ltd

Tidel Park, "D" North Block, First Floor, Rajiv
Gandhi Salai, Tharamani, Chennai - 600113
CIN : U72900TN2020PTC133791

☎ +914429878197

✉ info@coapps.ai

🌐 www.coapps.ai



Letter of Intent

Ref: EDSPL/INT 1655/2023

Date: 04-11-2023

JET College of Engineering and Technology

Dear Dikul,

We are thrilled to extend an offer for the **Design Engineer** as a part of Intern cum hiring at Coapps.ai. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

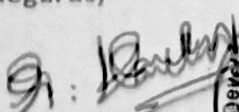
We are excited to offer you the opportunity to join our Designing team as an intern for a duration of 3 Months. You have a chance to get INR 10,000 Stipend based on your Internship Performance Evaluation. On successful completion of the internship evaluation, you will get a full time role as a Design Engineer in our team with the Package of **INR 3,00,000 LPA (Three Lakhs Per Annum)** during the probation period, after that you will be appointed as permanent employee as per company norms.

Your services are transferable, and you may be employed or outsourced by Coapps in any operations, projects, clients or other organization in India, at the sole discretion of management.

We will inform you the Date of Joining after Successful completion of the internship performance evaluation. At the time of joining please submit the photocopy of following document such as Educational documents, PAN, Aadhar card, Provisional certificate, TC, Course completion certificate.

Congratulations once again, we are eager to have you join us for this enriching experience.

Regards,


HEMALATHA G
HUMAN RESOURCE MANAGER



Coapps Development Solutions Pvt Ltd

Tidel Park, "B" North Block, First Floor,
Rajiv Gandhi Salai, Taramani, Chennai - 600113
CIN : U72900TN2020PTC133791



+91 4429878197



info@coapps.ai



www.coapps.ai



Letter of Intent

Ref: CDSPL/INT 1652/2023

Date: 04-11-2023

JCT College of Engineering and Technology

Dear Mridhul Raju,

We are thrilled to extend an offer for the **Design Engineer** as a part of Intern cum hiring at **Coapps.ai**. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

We are excited to offer you the opportunity to join our Designing team as an intern for a duration of 3 Months. You have a chance to get INR 10,000 Stipend based on your Internship Performance Evaluation. On successful completion of the internship evaluation, you will get a full time role as a Design Engineer in our team with the Package of **INR 3,00,000 LPA (Three Lakhs Per Annum)** during the probation period, after that you will be appointed as permanent employee as per company norms.

Your services are transferable, and you may be employed or outsourced by Coapps in any operations, projects, clients or other organization in India, at the sole discretion of management.

We will inform you the Date of Joining after Successful completion of the internship performance evaluation. At the time of joining please submit the photocopy of following document such as Educational documents, PAN, Aadhar card, Provisional certificate, TC, Course completion certificate.

Congratulations once again, we are eager to have you join us for this enriching experience.

Regards,



HEMALATHA.G
HUMAN RESOURCE MANAGER

Coapps Development Solutions Pvt Ltd

Tidel Park, "D" North Block, First Floor,
Rajiv Gandhi Salai, Taramani, Chennai - 600113
CIN : U72900TN2020PTC133791



+91 4429878197



info@coapps.ai



www.coapps.ai



Letter of Intent

Ref: CDSPL/INT 1623/2023

Date: 04-11-2023

JCT College of Engineering and Technology

Dear Ritik Kumar,

We are thrilled to extend an offer for the **Python Full Stack Engineer** as a part of Intern cum hiring at **Coapps.ai**. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.


We are excited to offer you the opportunity to join our Development team as an intern for a duration of 3 Months. You have a chance to get INR 10,000 Stipend based on your Internship Performance Evaluation. On successful completion of the internship evaluation, you will get a full time role as a Python Full Stack Engineer in our team with the Package of **INR 4,00,000 LPA (Four Lakhs Per Annum)** during the probation period, after that you will be appointed as permanent employee as per company norms.


Your services are transferable, and you may be employed or outsourced by Coapps in any operations, projects, clients or other organization in India, at the sole discretion of management.

We will inform you the Date of joining after successful completion of the internship performance evaluation. At the time of joining please submit the photocopy of following document such as Educational documents, PAN, Aadhar card, Provisional certificate, TC, Course completion certificate.

Congratulations once again, we are eager to have you join us for this enriching experience.

Regards,


HEMALATHA.G
HUMAN RESOURCE MANAGER





Letter of Intent

Ref: CDSPL/INT 1654/2023

Date: 04-11-2023

JCT College of Engineering and Technology

Dear Sijil Johnson,

We are thrilled to extend an offer for the **Design Engineer** as a part of Intern cum hiring at **Coapps.ai**. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

We are excited to offer you the opportunity to join our Designing team as an intern for a duration of 3 Months. You have a chance to get INR 10,000 Stipend based on your Internship Performance Evaluation. On successful completion of the internship evaluation, you will get a full time role as a Design Engineer in our team with the Package of **INR 3,00,000 LPA (Three Lakhs Per Annum)** during the probation period, after that you will be appointed as permanent employee as per company norms.

Your services are transferable, and you may be employed or outsourced by Coapps in any operations, projects, clients or other organization in India, at the sole discretion of management.

We will inform you the Date of Joining after Successful completion of the internship performance evaluation. At the time of joining please submit the photocopy of following document such as Educational documents, PAN, Aadhar card, Provisional certificate, TC, Course completion certificate.

Congratulations once again, we are eager to have you join us for this enriching experience.

Regards,


HEMALATHA.G
HUMAN RESOURCE MANAGER





Letter of Intent

Ref: CDSPL/INT 1651/2023

Date: 04-11-2023

JCT College of Engineering and Technology

Dear Sarvesh Kumar,

We are thrilled to extend an offer for the **Design Engineer** as a part of Intern cum hiring at **Coapps.ai**. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

We are excited to offer you the opportunity to join our Designing team as an intern for a duration of 3 Months. You have a chance to get INR 10,000 Stipend based on your Internship Performance Evaluation. On successful completion of the internship evaluation, you will get a full time role as a Design Engineer in our team with the Package of **INR 3,00,000 LPA (Three Lakhs Per Annum)** during the probation period, after that you will be appointed as permanent employee as per company norms.

Your services are transferable, and you may be employed or outsourced by Coapps in any operations, projects, clients or other organization in India, at the sole discretion of management.

We will inform you the Date of Joining after Successful completion of the internship performance evaluation. At the time of joining please submit the photocopy of following document such as Educational documents, PAN, Aadhar card, Provisional certificate, TC, Course completion certificate.

Congratulations once again, we are eager to have you join us for this enriching experience.

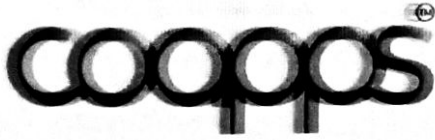
Regards,

H. Hemalatha

HEMALATHA.G

HUMAN RESOURCE MANAGER





Letter of Intent

Ref: CDSRL/INT/1624/2023

Date: 04-11-2023

JCTC College of Engineering and Technology

Dear Sanoj Kumar,

We are thrilled to extend an offer for the **Python Full Stack Engineer** as a part of Intern cum hiring at **Coapps.ai**. We were thoroughly impressed with your qualifications and skills that align perfectly with our team's goals and projects.

We are excited to offer you the opportunity to join our Development team as an intern for a duration of 3 Months. You have a chance to get INR 10,000 Stipend based on your Internship Performance Evaluation. On successful completion of the internship evaluation, you will get a full time role as a Python Full Stack Engineer in our team with the Package of INR 4,00,000 LPA (Four Lakhs Per Annum) during the probation period, after that you will be appointed as permanent employee as per company norms.

Your services are transferable, and you may be employed or outsourced by Coapps in any operations, projects, clients or other organization in India, at the sole discretion of management.

We will inform you the Date of joining after successful completion of the internship performance evaluation. At the time of joining please submit the photocopy of following document such as Educational documents, PAN, Aadhar card, Provisional certificate, TC, Course completion certificate.

Congratulations once again, we are eager to have you join us for this enriching experience.

Regards,


H. MALATHI, G
HUMAN RESOURCE MANAGER


Coapps Development Solutions Pvt Ltd

Tide Park, "D" North Block, First Floor,
Rajiv Gandhi Salai, Taramani, Chennai - 600113
CIN: U72900TN2020PTC133791

 +91 4429878197
 info@coapps.ai
 www.coapps.ai

Hello Sir/Mam,
Good Evening,

We are happy to announce the Final Selects for Free Incubation placement integrated Boot camp program of 2024 passing Batch from your college. We heartily congratulate students for getting offered & we officially welcome all the selected students to Q/J/PYSpiders. Below mentioned students in the offer letter are the Final selects & Please communicate the same with students & also please revert us with the date of joining along with preferred location.

Qspiders Campus Connect

A Unit of Test Yantra Software Solutions India Pvt Ltd



INCUBATION OFFER LETTER

Dated:

Dear Sir/Mam,

We are happy to inform you that Below 2024 passing batch Students from Jct college of engineering and technology(JCTCET) of been Selected in our Incubation Screening Drive.

Full Name	Mobile	Emails	Degree Type	Degree
Md Ajbullah Mansuri	8083533853	mdajbullahmansuri@gmail.com	bachelor of engineering	computer e
Mohamed Ansarddin	9361334907	mohamedansarddin02@gmail.com	bachelor of engineering	computer
Rameshkumar R	9345809189	rk7ramesh2580@gmail.com	bachelor of engineering	computer
HARIVENKATESH M	6381702539	mharivenkatesh02@gmail.com	bachelor of engineering	computer
RITIK KUMAR	7338495036	rs1105312@gmail.com	bachelor of engineering	electrical and elect
Pratik Kumar Jha	7479631065	kumarpratik1971@gmail.com	bachelor of engineering	computer
MD JUNED Alam	8405052470	mdjunedalam220@gmail.com	bachelor of engineering	computer
Alisha khanam	9361992551	306alisha@gmail.com	bachelor of computer science	computer

NOTE

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end
- The training includes **Software Testing/Software Development/Python & General Aptitude**.
- On successful completion of their training they will be awarded with course completion Certificate
- No other programs are included in this training module

RULES

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day of reporting with all semester marks cards, 10th 12th/PUC & Degree(Till Now), 1 Govt ID proof & 2 passport size photo.

This letter is valid only on respective date of joining only, which will be communicated once we discuss with your placement officer & we would also send you the joining & location confirmation mail. If you join on any other date, free training will not be valid.

Thank & Regards

Qspiders Campus Connect Team

For Selected students anything in further information or Query contact only on below numbers according to college

State/Location --TamilNadu- 8951965480/8951965482

[Note: This mail is a final confirmation of your selection, No Commercials involved & Students while reporting can take a print/show the mail confirmation to the respective concerns @ Q/J/PYSpiders]



Thanks & Regards,
L Devika Rani Shelke

Business Manager

Qspiders Campus Connect

E-Mail:- devikarani.l@qspiders.com

www.qspiders.com | www.jspiders.com

Bengaluru | Mysore | Chennai | Hyderabad | AP | Pune | Mumbai | Kolkatta | Chandigarh |
Noida | Gurugram | Bhubaneswar | UK-London | US-California | Ireland |

Ref: 988835 /2286565/Permt

Date: 11-Mar-2024

Ms. Alisha Kannam
(Bihar)

Subject - Offer of Appointment

Dear **Ms. Alisha Kannam**,

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Customer Support** on **U1** band, operating out of our **CHENNAI** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 205000**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **11-Mar-2024** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **MUKESH PASWAN** at 9:00 AM to complete the joining formalities at **Tech Mahindra Limited, [SBC Tech Park, 90/B1, MTH Road Industrial Estate Road, Ambattur, Chennai- 600058, (India)]**. At the time of joining, You are expected to carry original of the documents as per Annexure – D and submit the copies of the same to the recruiter and HR Team respectively.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency. In case of any discrepancy in your background verification, the Company shall, in its absolute discretion, withdraw this Offer or terminate your employment with immediate effect, without any notice pay, by giving you a written notice thereof.
8. This Offer is issued to you based on the information provided by you in your application form along with the supporting documents to be submitted within the timelines as stipulated in as per Annexure – D. In case the Company notice any discrepancy and/or incorrect information in your application form or you fail to submit your supporting documents for background verification within one week of receiving the offer or before joining whichever is earlier, the Company shall, in its absolute discretion, withdraw this Offer or terminate your employment with immediate effect, without any notice pay, by giving you a written notice thereof.
9. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **MUKESH PASWAN** latest by **11-Mar-2024**.
10. For any clarification / further Information on-
 - Employment terms and conditions, please get in touch with **Arunkumar M** (E-Mail: **MA00816557@techmahindra.com**)
 - On boarding logistics / operations, kindly drop a mail to Hub.Connect@techmahindra.com
(Please quote the Reference No. as mentioned above in emails)

For Tech Mahindra Limited



Mukul Sah
Group Head – HR & RMG

Encl: **Annexure-A** (Salary Structure), **Annexure-B** (Important / Indicative Terms & Conditions of Employment), **Annexure-C** (Medical Self declaration), **Annexure-D** (Check List of Documents), **Annexure-E** (Confidentiality Agreement), **Annexure F** – Intellectual property Assignment, **Annexure-G** – General Covenant, **Annexure H** -(Code of Conduct and Ethics).

Accepted

Date:

Signature of Candidate:

Annexure A		
Name: Md Juned Alam		
Designation: Associate Customer Support		
Band- U1		
Total Cost to the Company - TCTC (Per Annum)	205,000	
Total Compensation (per Annum)	201,146	
Fixed Salary (per Annum)	201,146	
	Per Month (Rs)	Per Annum (Rs)
(A) Components of Salary		
Basic (20% of Fixed Salary)	3,352	40,229
House Rent Allowance (50% of Basic)	1,676	20,115
Personal Pay	10,146	121,749
Statutory Bonus	671	8,046
Total (A) in Rs.	15,845	190,138
(B) Retirals and Benefits		
Provident Fund (Employer's Contribution @ 12% of Basic Salary)	402	4,828
ESI (Employer's Contribution @ 3.25% of Total A)	515	6,179
Total (B) In Rs	917	11,007
Employee Contribution: (C)		
Provident Fund (Employee's Contribution @12% of Basic Pay)	402	4,828
ESI (Employee's Contribution @ 0.75% of Total A)	119	1,426
Total (C) In Rs	521	6,254
Take Home (A - C)	15,324	183,885
Gratuity		1,935
Insurance Premiums (towards GTLI and GPAI)		1,919
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -		
i) Insurance		
a) Group Term Life Insurance (GTLI) Coverage: You would be covered under the existing Group Term Life Insurance scheme of the company applicable to the employees in your respective grades as per the company policy and the same will be paid to the respective nominated beneficiary on the unfortunate death of the employee.		
b) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto Rs. 5 lakhs payable in case of permanent disablement arising out of any unfortunate event of an accident.		
ii) Bonus / Statutory Bonus shall be paid in 12 equal monthly installments in advance along with your regular salary.		
iii) Gratuity : As per Payment of Gratuity Act.		
iv) Company Transport and Transport Allowance:		
- Company provided transport is available only in ODD hour shifts		
- In the event of you availing Company provided transport in odd hour shifts to commute to and from office, a token amount of Rs. 500/- p.m. will be deducted from your salary, for one side transport it will be Rs. 250/- p.m.		

Notes:

The Company reserves the right to amend, modify, rescind / reinstate the above mentioned policies & schemes partly or completely at any point of time.

With Best Wishes,
For Tech Mahindra Ltd.



Mukul Sah
Group Head - HR & RMG

Accepted by :

Location :
Date :

Annexure – B

1) Employment Agreement

a) Code of Conduct

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of The Company.

b) Secrecy

You are expected to maintain utmost secrecy with regard to the affairs of The Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, know-how, or inventions of Tech Mahindra Limited. or its Affiliate, or any client, agent, contractor or vendor. You shall not disclose the identities and other related information of any of its clients.

Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated.

c) Employee data

By accepting this Offer and furnishing your personal data to the Company, You are according your irrevocable consent to Company to possess, deal with or handle your sensitive personal data either by itself or through any third party agency during the term of your employment with the Company subject however to the terms of the Privacy Policy of the Company. You are aware that your personal data is confidential in nature and Company shall process the same in the course of its business, in terms of its privacy policy with due and reasonable care.

d) Conflict of Interest

Your position with The Company calls for whole time employment and you will devote yourself exclusively to the business of The Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with The Company, without written permission from The Company. Contravention of this will lead to termination of your services from The Company without any notice, with or without any liability on the part of The Company for payment of any compensation in lieu of such notice as per the procedure mentioned in Section 3.

e) Non-Solicitation / Non-Compete

You acknowledge that you have signed Covenant against Disclosure and Covenant Not to Compete/Non-Solicitation ("Covenant"), which is incorporated into this Agreement by reference and is made a part of this Agreement and that it constitutes an integral part of the terms of your employment. In the Covenant, you have agreed that for a period of twelve months following termination of your employment for any reason whatsoever you also confirm and agree that these restrictions are reasonable and are legitimately required to protect the business interest of the Tech Mahindra Ltd.

- (i) You will not solicit business and/or sell services/products or build business relationship with customers, you were directly or indirectly involved with, during your tenure in Tech Mahindra Ltd
- (ii) You will not interfere with its business relations, including but not limited to soliciting or providing services to any of Tech Mahindra's clients (except as directed by Tech Mahindra Ltd), directly or indirectly.
- (iii) You will not be employed by a client of Tech Mahindra Ltd for which you performed services while employed by Tech Mahindra.
- (iv) You will not solicit or induce Tech Mahindra Ltd associates to join a client or to compete with Tech Mahindra Ltd.
- (v) You undertake not to solicit or induce or endeavor to solicit or induce any consultant, supplier or service provider to cease to deal with the Company and shall not interfere in any way with any relationship between a consultant, a supplier or a service provider and the Company.

f) Exclusivity of Services, Publications, Gifts/Anti-bribery

You shall devote all work efforts exclusively to The Company and the furtherance of its interests. Any engagement in additional activities for remuneration or any direct or indirect participation in other enterprises of any kind requires the prior written consent of The Company. The Company's consent shall not be required for ordinary acquisitions of shares or other participation for investment purposes. Membership in the board of directors or supervisory board of other enterprises shall be

subject to The Company's prior written consent. Any publications and lectures by you on topics relating to The Company's business or interests shall be subject to The Company's prior written consent.

You agree, to not accept or demand loans, rewards or other benefits, or promises thereof, from The Company's clients or other persons with whom the Associate has official or business contacts in the context of the Associate's activities for The Company, without The Company's prior written consent.

You hereby covenant and undertake that you will:

- Not engage in any actions that are, or could be seen to be, bribery of foreign public officials as described in the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, the Foreign Corrupt Practices Act of the United States of America (the "FCPA"), the Anti-Terrorism, Crime and Security Act 2001 and Bribery Act, 2010 of the United Kingdom of Great Britain and Northern Ireland; and
- Comply with all United Kingdom, United States, German and other Applicable Law prohibiting bribery and in doing so will provide nothing of value to any government official.
- Not directly or indirectly offer or have offered or give or given or agree or agreed to give or given to any person any gift, success fee, rebate or consideration of any kind whatsoever including speed or facilitation money or indulge in any activity as an inducement or reward for influencing or carrying out any act and specifically in relation to any business opportunity or a customer including for the purposes of collection or for showing any favour or disfavour to any person or persons in relation to such performance.
- You hereby agree not to involve in receiving any gift/bribery during your tenure with the Company. You shall abide and follow the Company's anti-bribery policy which is hereby incorporated for reference. This Company policy shall be amended from time to time.

g) Confidentiality / Non-Disclosure

- a) You must return to The Company, upon request, and in any event, upon termination of your employment, all documents and tangible items which belong to The Company or which refer to any confidential information and which are in your possession or under your control.
- b) You must, if requested by The Company, delete all confidential information from any reusable material and destroy all other documents and tangible items which contain or refer to any confidential information and which are in your possession or under your control.
- c) All software, systems, ideas, concepts, designs, documentation or any other material produced by you, during the period of your assignment to the Tech Mahindra will either be Intellectual Property of the Tech Mahindra or that of its customers. You will not have any rights to such material as described above.

You shall execute / sign the Confidentiality Agreement as and when required by Tech Mahindra Limited or the Client.

h) Non-Disparagement Obligations

You covenant and agree that, during the term of your employment and anytime thereafter, neither you nor any of your legal heirs or any person acting on your/their behalf, will in any way publicly disparage, bring into disrepute, defame, libel, slander or otherwise criticize the Company, its subsidiaries, affiliates, successors, assigns, officers, directors (including any former directors/ officers of the Company or its subsidiaries), employees, shareholders, agents, attorneys or representatives, or any of their clients, customers, partners, other service providers, or any of their products or services, in any manner that would damage the business or reputation of the Company or any of its clients, customers, partners, other service providers. Any violation of this section shall necessitate an investigation and appropriate disciplinary action including termination from the services and/ or appropriate legal action.

2. Assignments/Transfer/Deputation

Though you have been engaged for a specific position, The Company reserves the right to send you on training/deputation/secondment/transfer/assignments to sister companies, associate companies, clients' locations or third parties whether in India or abroad. In such case, the terms and conditions of service applicable to the new assignment will govern you.

You shall, only at the request of The Company, enter into a direct agreement or undertaking with any customer to whom you may be assigned/seconded/deputed accepting restrictions as such customer may reasonably require for the protection of its legitimate interests.

3. Termination of Employment

- (a) Either party can terminate this employment by serving a notice of 30 days on the other. The Company may at its absolute discretion make a payment representing salary (basic) in lieu of notice of termination. However, for cause like misconduct, gross negligence, willful insubordination or disobedience, misbehavior or non-performance, Tech Mahindra Limited. may terminate your services with immediate notice. The Company shall have the right to place you under suspension on subsistence allowance and benefits as applicable pending any investigation into potential dishonesty, gross misconduct, misappropriation, gross negligence, fraud or other circumstances, which expressly provides for termination of your employment which if proved, would entitle The Company to dismiss your services summarily.
- (b) In the event of your serving on The Company a notice of termination of employment by submitting a resignation letter, your release will be governed by the relevant policies in force at that point in time, subject to satisfactory handing over of your duties, responsibilities, Company documents, Company assets, etc. to the relevant parties.
- (c) In case of Associates who are governed by any other service agreement(s) for serving a minimum stipulated period, the associate will need to mandatorily fulfill requirements of **Clause 3(a)** along with applicable exit policy clauses under stipulated service period agreed to and provided therein.
- (d) Unauthorized absence or absence without permission from duty for a continuous period of 7 working days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination.
- (e) You will be governed by The Company's laid down Code of Conduct and if there is any breach of the same or non-performance of contractual obligation or the terms and conditions laid down in this agreement, your service could be terminated as per the procedure mentioned in **Clause 3(a)** herein above. The Company further reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interests.
- (f) Reference check will be made from your previous employers and other references as may be deemed appropriate. In case there is any adverse report against you which may be detrimental to the interests of The Company or if the information furnished by you is not true, The Company reserves the right to terminate your services as per the procedure mentioned in **Clause 3(a)** herein above on the grounds of misrepresentation of facts.
- (g) In addition to The Company's right to carry the above verifications, you shall fill in and sign the Criminal Disclosure Declaration Form. In the event you have been accused, charged and/or convicted for any criminal offence, at any time whether prior or subsequent to your joining The Company, you shall make full disclosure of the same and furnish all necessary documents in support thereof. In the event you have been accused, charged and/or convicted for any criminal offence, your joining shall be subject to specific written confirmation from The Company. The Company at its sole discretion reserves the right to terminate your employment as mentioned in **Clause 3(a)** or take appropriate disciplinary action against you or revoke this Offer Letter. In the event of suppression of any facts, The Company shall be entitled to take such other action at any time as it may deem fit.
- (h) The Company reserves the right to carry out banned/ illegal drugs/narcotic substance screening tests on you at any point of time during your tenure. You understand and acknowledge that this is a mandatory requirement and you confirm that you have no objections whatsoever if such checks, banned/ illegal drugs/narcotic substance screening tests and verifications are carried out by The Company or a third party agency engaged by The Company. Arising out of such verification or check or otherwise, if it is detected that the information furnished by you in your application is mis-stated or is unstated or document submitted by you are not correct or banned/ illegal drugs/narcotic substance screening tests, results are positive, The Company shall, at its sole discretion be entitled to fore with terminate your employment as per the procedure mentioned in **Clause 3(a)** herein above and/or revoke your appointment with The Company, without further reference in the matter.

4. Statement of Facts

- (a) It must be specifically understood that this offer is made based on your proficiency on Technical/Professional skills you have declared to possess as per the application, and on the ability to handle any assignment/job independently anywhere in India or overseas. In case, at a later date, any of your statements/particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of the minimum standards set by The Company, The Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.
- (b) You confirm and represent that there exists no personal circumstances which are likely to affect your liability to discharge your obligations in the course of your employment. You further undertake to notify, your line manager and HR Manager immediately of any material change in personal circumstances that may have impact on the status of your employment including, but not limited to, criminal convictions and/or cases pending, health issues, right to work in the country where work is to be performed etc.

1. Company Policies

You are required to comply with all the policies of the Company including but not limited to the Code of Ethical Business Conduct, the Policy on Prevention of Sexual Harassment and such other policies, as communicated to the associates of Tech Mahindra from time to time. In case of any violation or failure to comply with such Company Policy/policies, the Employee shall be subjected to the disciplinary action as per company policy. These policies are available on Tech Mahindra's intranet. You are requested to visit the site at frequent intervals to get all updates / changes. By signing a copy of this letter, you are consenting that you will visit the intranet site and get familiar with Tech Mahindra's policies. Tech Mahindra reserves the right to interpret, change, suspend or terminate any of its benefits, policy plans or programs in accordance with its needs from time to time.

2. Personal Indebtedness

Tech Mahindra Limited shall not be responsible for personal indebtedness or other liabilities incurred by you, during/prior to your employment with Tech Mahindra Limited. You understand and accept that you shall have no authority to pledge the credit of Tech Mahindra Limited to any person or entity without Tech Mahindra Limited's prior written authorization.

3. Restraints**Access to Information**

Information is available on need to know basis for specified groups. The network file server is segregated to allow individual sectors for projects and units. Access to these are authorized through access privileges approved by unit Mentors or Project Mentors.

Authorization

Only those authorized by a specific power of attorney may sign legal documents, representing The Company.

Smoking

We owe and assure a smoke free environment for our Associates. Barring some areas, the entire office premises including conference rooms, lobbies, is declared as "No-Smoking Zone".

Passwords

Access to our network, development environment and MS-Exchange is through individual's password. For security reasons it is essential to maintain confidentiality of the same.

Unauthorized Software

You shall not install, download, copy and duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.

Security

Security is an important aspect of our communication and office infrastructure. We have security personnel deployed on all the floors who take care of the security. Those of you who wish to work late or early hours are requested to produce their identity

cards to the Security personnel on demand. If there is a need to take some of the equipment's/infrastructure out of the office premises for any reason the associate shall obtain the gate pass from the security staff after the authorization from your mentor.

The communication security is maintained by controlling physical access to computer systems, disabling all workstation floppy disk drives, and a Company-wide awareness about the need for protection of intellectual property and sensitive customer information. For some projects, The Company uses sophisticated data encryption devices. Your work table and storage space is lockable. Please ensure they are locked when unattended. Duplicate keys are maintained with Security. One can take a duplicate key after signing for it for one's own or team member's table or storage.

(a) Destroying Papers & Material

Any official communication, which is confidential in nature, shall be destroyed through paper shredder after the purpose is served.

(b) Use of Company Resources

- i. You shall use The Company's resources only for official purposes as per the applicable Company policy.
- ii. The Company shall have the right to access the files, folders and data stored in the official laptop provided to you by the Company and to keep track on individual users activity and logs stored in the official laptop. Further the Company may also monitor the emails and email traffic in your official mail id provided by the Company as measure to ensure compliance with Company's policies and network security. You also authorize the Company representative to access all the data and information stored under your mail id during and after employment with the Company and this access is provided under the applicable data privacy laws. You also expressly waive any other rights as may be available under the applicable Data Privacy laws against the Company for providing such access.
- iii. You shall access only those web sites, which are relevant to your work at hand.
- iv. You shall not use any company resource for hacking or other unethical / illegal activities.
- v. You shall not circulate or distribute offensive/pornographic material through e-mail or in any other manner.

8. Overseas Service Agreement

As The Company will be spending substantial amount of time and money for your deputation /secondment abroad, you may be required to sign a deputation agreement with The Company and may also be required to execute a Surety Bond on such terms, as The Company may deem appropriate. (This agreement will consist, inter alia, of issues like (i) your commitment to complete the project (ii) your returning to India after completion of the project and serving The Company for a stipulated period).

9. Intellectual Property Rights

You agree to disclose any invention, development, process, plan, design, formula, specification, program or other matter of work whatsoever (collectively "the Inventions") created, developed or discovered by you, either alone or in concert, in the course of your employment and the same shall be the absolute property of The Company. Any Intellectual Property Rights and rights to inventions arising out of your activities hereunder, or if ownership rights cannot be transferred under applicable law, any exploitation rights relating thereto, shall be transferred to The Company in accordance with applicable law. You shall, as and when requested by The Company (at Company's cost and expense), assist The Company in perfecting the Intellectual Property Rights in any manner The Company deems fit. You shall execute/sign the Intellectual Property Rights Assignment document as and when required by Tech Mahindra Limited or the Client.

10. Jurisdiction

Even though The Company may depute you overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be in the courts in **Mumbai** only.

11. Retirement

Your services with the Company will come to an end immediately upon your attaining the age of retirement as per the then prevailing policy of the Company. For the purpose of determining this, the age recorded with The Company shall be considered as final and conclusive.

Termination of employment may also be initiated earlier by either party by serving prior written notice on the other, as per the notice period stipulated in this letter.

12. General

The above terms and conditions including those in Annexure - A (Salary break up) are based on Company policies, procedures and other rules currently applicable in India as well as Overseas and are subject to amendments and adjustments from time to time. In all services matters, including those not specifically covered here such as Traveling, Leave, Working Hours, Retirement, Code of Conduct, etc. you will be governed by the rules of The Company as shall be in force from time to time.

13. You shall be present in the office during normal working hours as specified in the policies or during hours expressly designated for you in writing. Depending on organizational requirement or project contingencies, you may be required to work on 24*7 project on shift basis if required and your working hours / work days may be modified/ altered from time to time. The Company does not encourage overtime work and accordingly does not have a policy for payment of overtime.
14. You shall provide details regarding the utilization of your time by entering the same into Tech Mahindra Limited's electronic timesheet system on a daily basis. In case you are attached to any project where the client may have requirement of recording specific time-efforts, you shall comply with such requirement also, in addition to Tech Mahindra Limited's timesheet system.
15. This offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize The Company or any external agency through Tech Mahindra Limited to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining The Company or thereafter. You shall extend your co-operation (if asked for) during such verification without any protest or demur.

This is to certify that I have gone through and understood all the terms and conditions mentioned in Annexure – B and I hereby accept and agree to abide by them. I am also required to fill the EMPLOYMENT VERIFICATION FORM, complete in all respects and bring it along with all the other documents / testimonials as required (Annexure D) at the time of joining.

Name in full :

Signature :

Address :

Date :

Place :

Annexure- C - Medical Declaration

MEDICAL DECLARATION FORM

Applicant ID (To be filled by HR)		Associate ID (To be filled by HR)	
First Name:		Last Name:	
Gender: Male/Female		Date of birth (DD/MM/YYYY)	
		Blood Group	

Candidate's Medical History:

Candidate's Medical Details	Yes	No	Please provide the details
Do you have any defect or problem of vision?			
Can you readily distinguish between the pigmentary colors?			
Do you suffer from a degree of deafness which would prevent your hearing of normal conversation?			
Do you have any physical deformity / handicap?			
Do you have any congenital disorder / abnormality?			
Have you ever been diagnosed to have any Psychiatric ailment including Depression, Anxiety Neurosis, Phobic Disorders, Schizophrenia, Manic Depressive Psychosis or any other Psychiatric illness?			
Have you ever been diagnosed with an alcohol or drug abuse problem? If yes, are you on treatment for the same?			
Have you ever been disqualified on medical grounds from any previous employment opportunity?			
Have you ever been suffering from any Medical condition that may require you to take Medical Leave over the next 12 months?			
Have you had any form of critical illness or operation in the last two years?			
Have you ever been diagnosed to have Cancer, Tumor, Cyst or any similar type of growth?			

Have you ever suffered/are you suffering from any of the following? (Please tick whichever applicable)

	Heart Attack		Diabetes
	High Blood Pressure		Stroke
	Night Blindness		Valve Disorders
	Asthma		Slipped disc
Any other major disease/illness that you may be willing to disclose			

Candidate's Declaration:

I declare that, to the best of my knowledge, the answers to the questions in this form are correct and that I am not suffering from any disease/illness that I have not revealed.

Signature:

Name:

Date:

(DD/MM/YY)

Annexure – D – Checklist of the Documents

- A.** You are requested to login and follow the instructions to upload the following list of documents in Dove portal (DOVE – Link: [Dove Login \(techmahindra.com\)](https://techmahindra.com)) within one week of receiving the offer or before joining whichever is earlier for us to initiate your background verification process. While below is an indicative list, the latest documents list is always updated on Dove Portal.
- i. Service certificate from all previous employers.
 - ii. All educational certificates including:
 - (i) Class 10th 12th marksheets and passing certificate or qualifying exam marksheet and passing certificate.
 - (ii) Graduation Degree / Certificate
 - (iii) Post Graduation Degree / Certificate, if applicable
 - (iv) Any other Degree/Certificates/Diploma which has been mentioned by you in your Application form.
- B.** For joining, you are requested to login to the Dove portal (DOVE – Link: [Dove Login \(techmahindra.com\)](https://techmahindra.com)) and follow the instructions to upload the required details and the support documents:
- i. Acceptance copy of Tech Mahindra Limited's offer of appointment duly signed on all pages (including all annexures)
 - ii. One color passport size photograph with white background
 - iii. **Relieving Letter:** Your relieving letter from your present organization and Service Certificate from the last employer as well as all previous employers. If you don't have relieving letter from the latest organization, then you need submit Resignation Acceptance Letter (RAL) which clearly mentions your last working date in the previous organization.
 - iv. **PAN Card:** You MUST upload your PAN Card copy (if not done already at pre-offer stage). Please note that it is mandatory to provide the PAN number for processing of your payroll and no payments on account of salaries can be made without a PAN Number. If applied for please submit a copy of the acknowledgement as issued by the Income Tax authorities.
 - v. **Aadhaar Card:** You MUST upload your Aadhaar Card copy (if not done already at pre-offer stage). Please note that it is mandatory to provide your Aadhaar card number for processing the KYC in EPFO portal. If applied for, please submit a copy of the acknowledgement as issued by the authorities. Please do ensure that your Name on the Aadhaar Card Name and PAN name is same and Aadhaar Card has correct Date of Birth (DD-MM-YYYY format) and Father's name.
 - vi. **PF UAN Number:** You MUST provide your PF UAN Card copy or UAN Number. You can find UAN number on your previous employer pay-slip or you can check with your previous employer for your PF UAN Number. If you don't have a UAN number or if your previous organization has not created a UAN then you need to create self UAN number on EPFO website and share the same on or before your joining date.

Candidate's Declaration:

I _____ hereby solemnly declare that I'll submit the required document as per the timelines mentioned above and I understand that if I fail to submit the required document within the stipulated time. I'll allow company to exercise its absolute discretion, to withdraw this Offer or terminate my employment with immediate effect, without any notice pay, by giving me a written notice thereof.

Name in full	:	Date	:
Signature	:	Place	:

Annexure E - Confidentiality Agreement

I understand that during my employment with Tech Mahindra Limited., I will have access to information for its customers, suppliers, vendors and licensors, any or all of which are referred to in this agreement "Tech Mahindra Limited. I also understand that this information, whether technical or non-technical is commercially valuable. It is referred to in this agreement as "confidential information". A few examples of confidential information are given below. However these examples do not list all of the types of confidential information which I may develop or to which I may have access:

- 1) Information of a business nature such as marketing, underwriting, associate customer and claimant data, sales, and list of customers, including future developments and planning concerning them.
- 2) Computers /software programs and associated documentation and material which are propriety to Tech Mahindra Limited or which Tech Mahindra Limited. is under an obligation to prevent this disclosure.
- 3) Information from Tech Mahindra Limited's vendor and supplier which is confidential, propriety or copyrighted.
- 4) I hereby agree that :
 - The confidential information shall remain the sole and exclusive propriety of Tech Mahindra Limited and I shall regard it as confidential and secret information.
 - The confidential information is the property considered to be the trade secrets of Tech Mahindra Limited because it involves processes and compilation of information which are secret, confidential, and not generally known to the public and which are the products of expenditure of time, effort, money, and /or creative skills of Tech Mahindra Limited.
 - The use of confidential information is furnished to me during my employment on a confidential and secret basis for a sole and exclusive use and pursuing my employment duties at Tech Mahindra Limited.
 - I will not, during and after my employment at Tech Mahindra Limited., publish, disclosed, or otherwise divulge the confidential information to any person not specifically authorized by Tech Mahindra Limited. to receive such information.
 - I will not copy and confidential information for any purpose except with the express consent of the Tech Mahindra Limited. Officials or the expressed written authorization of the third party owner.
 - Upon termination of my employment with Tech Mahindra Limited., or at any other time at Tech Mahindra Limited. request, I agree to return promptly to Tech Mahindra Limited., all confidential information, including but not limited to all manuals, letters, notes, notebooks, reports, formulae, computer programs and associated documentation and material, memoranda, customer list and all other materials and all copies of them relating in any way to Tech Mahindra Limited which in any way were obtained by me during my employment at Tech Mahindra Limited .which are in my possession or under my control. I further agree that I will not make or retain any copies of the above mentioned information and will so represent to Tech Mahindra Limited. upon termination of my employment.
 - This confidentiality agreement will continue to be in effect after the termination of my employment with Tech Mahindra Limited.
 - IF any provision of this agreement is declared invalid or unenforceable with respect to a particular occurrence or circumstance or otherwise, that will not affect the validity, enforceability, or applicability of any other provision of this agreement.

Name:

Signature:

Date:

Annexure - F - Intellectual Property Assignment

Associate Name: Md Juned Alam

Associate ID: 2286565

Date:

In consideration of my employment with Tech Mahindra Limited and in view of the confidential nature of employment by reason of which I will obtain and have obtained special knowledge of Tech Mahindra Limited and business, its necessities and plans and the information of its customer, I hereby agree as follows:

(a) Intellectual Property Assignment

I hereby assign, to Tech Mahindra Limited or its successor, designees or assigns, any and all rights in any design, invention, discovery, or other intellectual property (including without limitation, right to apply for and obtain a patent) which I may create, develop or assist in creating or developing during my employment which design, inventions, discovery and other intellectual property relate to services provided/ to be provided or products or systems manufactured or developed or licensed or sold by Tech Mahindra Limited whenever made by me and for any work made and/or created or cause to made and/or created in the course of my employment whether on the customer project or otherwise.

Tech Mahindra Limited shall be the first owner of the copyrights therein and for work made and/or created or cause to made and/or created in the course of my employment. If by virtue of any law or any judgment, Tech Mahindra Limited is not the first owner, then I hereby assign, exclusively and irrevocably, the same, wholly and generally, forever throughout the world, without any obligation of payment of royalty or any other sum of money or benefit(s), the whole of the copyright(s) in all such work(s) and further waive all my moral rights wholly in favour of Tech Mahindra Limited I also agree to sign on demand, whether during the employment or any time thereafter, any papers and do any acts which may be deemed necessary or desirable by Tech Mahindra Limited to secure to Tech Mahindra Limited., its successors, designees, or assign, any right relating to such design, invention, discovery, copyright or intellectual property and improvement including patents in India or any other foreign country.

(b) Restrictions after Termination

I further agree upon termination of my employment to surrender to Tech Mahindra Limited all software programs, data (whether in hard copy form or in electronic form), notebooks, designs, drawings, blueprints, writings, manuals, price books, any business or market information, business and technical brochures, service models and techniques and other documents and materials (including all copies) then in my possession or control, which relate in any way to the business, research, development, sales, sales promotions, marketing or customer's information or other activities of Tech Mahindra Limited The obligations stated under this Agreement shall survive the termination or discontinuation of my employment with Tech Mahindra Limited.

WITNESSED

ACCEPTED

Annexure – G

Agreement – General Covenant Against Disclosure and Covenant Not to Compete / Non- Solicitation

In consideration of my employment "Tech Mahindra Limited", and in consideration of the wages or salary to be paid to me, and regardless of the duration of my employment, I enter into the following agreements:

1. I agree to perform competently, diligently, reliably, and to the best of my ability all duties required of me from time to time by Tech Mahindra Limited I shall not directly or indirectly, either as an associate, employer, consultant, agent, principal, partner, stockholder, corporate officer, director or in any other individual or representative capacity, engage or participate in any business that is in competition in any manner whatsoever with the business of Tech Mahindra Limited during the term of my employment with Tech Mahindra Limited either within or outside of business hours.
2. I acknowledge and agree that I am bound by all of the terms and conditions of my Service Agreement in addition to the terms and conditions of this agreement.
3. **Actions Required on Termination:** Upon termination of my employment at Tech Mahindra Limited whether voluntary or involuntary (or at any other time upon the request of Tech Mahindra Limited.), I shall return to Tech Mahindra Limited all of its property of which I have had custody, including all handbooks, manuals, notebooks, supplies, credit cards, keys, disks, tapes, records, statistics, data and Confidential Information (defined herein) for which I have acquired by virtue of my employment, regardless of form or media.
4. **Covenant Against Disclosure:** I understand that it may be desirable and necessary for Tech Mahindra Limited or any of its suppliers, licensors, licensees or customers to disclose to me information which may include, by way of illustration and not by way of limitation, technical information, designs, drawings, processes, systems, procedures, formulae, test data, improvements, price lists, financial data, code books, invoices, financial statements and other financial information, computer programs, disks, printouts, sketches, customer and prospect contacts, customer and prospect lists, names, addresses or any other compilation of information written or unwritten (both individually and collectively referred to herein as "Confidential Information") during the course of my employment.

Because I will have access to and become familiar with such Confidential Information, I hereby agree to accept and retain such Confidential Information in confidence and agree, at all times during or after the termination of my employment, not to, directly or indirectly, disclose, reveal, use, copyright or patent such Confidential Information, without the prior written consent of an authorized officer Tech Mahindra Limited I also agree to keep the contractual relationships of Tech Mahindra Limited with its suppliers, licensors, licensees, customers, contractors, and subcontractors confidential, including the names, addresses, or special requirements of Tech Mahindra Limited's customers. This Section 4 is intended to apply to all materials, which I may compile, as well as to all materials furnished to me by anyone else in connection with my employment.

- a. Because it may not be clear to Associate which information is Confidential Information, in order to minimize the possibility of inadvertent disclosure, Associate agrees to consult with Tech Mahindra Limited before making any disclosure of information covered by this Agreement.
- b. Associate may disclose information if such disclosure is directly pursuant to a valid and existing order of a court, or a governmental body or agency, within India; provided, however, that prior to such disclosure, the Associate (i) notifies Tech Mahindra Limited in writing of the prospective order, or proceeding giving rise to such order, and (ii) Tech Mahindra Limited has had the opportunity to prevent or limit such disclosure.
- c. In the event of a breach or threatened breach of this Section 4 by Associate, Tech Mahindra Limited shall be entitled, in addition to all other remedies otherwise available to Tech Mahindra Limited to and Associate hereby consents to the issuance thereof forthwith in any court of competent jurisdiction without proof of specific damages. Associate waives any requirement for a bond in connection with any temporary or pendente lite injunctive relief.

- d. In the event that Tech Mahindra Limited shall enforce any part of this Agreement through legal proceedings and obtains any judgment or order in such proceedings, Associate agrees to pay to Tech Mahindra Limited any costs and attorneys' fees reasonably incurred by Tech Mahindra Limited in connection with obtaining such judgment or order.

If any court should hold any part of the covenants set forth herein to be unreasonable, or otherwise unenforceable, the parties expressly agree that the covenants set forth herein shall be enforced to the extent that would otherwise be deemed reasonable or enforceable. In the event of any breach by Associate, the Non-Compete Period shall be extended on a per diem basis for the period that Associate is in breach.

5. **Ownership of Work Product:** Tech Mahindra Limited shall be the sole owner of all of my work product. For this purpose, "work product" means all inventions, improvements, discoveries, documentation, programming and technology (including all associated intellectual property rights) that I may create (alone or with others, at work or elsewhere, during or after the normal workday) relating to the work I do, the business of Tech Mahindra Limited or any research or development conducted by Tech Mahindra Limited. I agree to assign, disclose and deliver to Tech Mahindra Limited as Tech Mahindra Limited's property, all right and evidence I may have or acquire with respect to any and all work product, and I agree to take such further actions and sign such further instruments as Tech Mahindra Limited may request from time to time to protect and defend its ownership of any and all work product. I understand that disclosure of my suggestions and ideas is encouraged.
6. **Partial Restriction on Post-Termination Competition:** Background. Tech Mahindra Limited expects to invest considerable time, effort and capital in enhancing the value and desirability of my skills. Both this investment and my compensation reflect Tech Mahindra Limited's expectation of receiving a considerable return from the exclusive use of my services and know-how in the future, free from any danger that Tech Mahindra Limited's customers or competitors may attempt to cause me to leave Tech Mahindra Limited and wrongfully gain the benefit of Tech Mahindra Limited's investment. The partial restraint set forth in this Section 6 does not, and cannot, provide complete protection for Tech Mahindra Limited's investment, development efforts, product, strategy, proprietary and Confidential Information, but Tech Mahindra Limited believes that in combination with the other provisions of this Agreement, it is the most fair and reasonable measure to protect Tech Mahindra Limited's interest, giving due regard to both my interests and the interests of Tech Mahindra Limited.
7. **Covenant Not To Compete.** I hereby covenant and agree as a part of and ancillary to this Agreement that for the 12 months period following the termination of my employment with Tech Mahindra Limited (irrespective of the reason for or such termination),
- (a) I will not solicit, or attempt to solicit, or cause any third party to solicit, directly or indirectly, any customer of Tech Mahindra Limited for the purpose of selling or licensing products or services that are then competitive with the products and services that are then available to that customer from Tech Mahindra Limited provided, however, that this restriction shall apply only to customers of Tech Mahindra Limited with whom I actually have material contact (meaning direct interaction, such as through sales calls, presentations or other business dealings) in the course of performing my employment duties for Tech Mahindra Limited within the two year period preceding the date my employment with Tech Mahindra Limited ends. It is understood that this restriction is necessary to avoid possible compromise of Confidential Information and business interest.
- (b) I will not (1) seek or obtain employment of any kind by any means, directly or indirectly, as either associate, agent or consultant, with any customer of Tech Mahindra Limited's for which I am providing services on behalf of Tech Mahindra Limited that are competitive with the products and services available to the client from Tech Mahindra Limited provided however, that this restriction shall apply only to employment to perform the same or substantially similar services that I am performing for the client as a Tech Mahindra Limited associate; or (2) induce or solicit any associate of Tech Mahindra Limited to seek or obtain such employment with a customer of Tech Mahindra Limited. This restriction applies to my acceptance of any employment by a customer through general advertising or third party recruitment;

I accept and agree that the above covenants (a) and (b) are reasonable restrictions imposed with an objective to protect Tech Mahindra Limited's legitimate business interests and proprietary and confidential information. Given the compensation and benefits provided to me, I agree that the restriction as to time and scope contained herein are reasonable and necessary to protect Tech Mahindra Limited's business interests and proprietary information. I have sufficient skills to find alternative, commensurate employment that would not violate the terms of this undertaking. I acknowledge that adherence to this undertaking shall not deprive me of the ability to earn a living or support my dependents.

8. **Compliance Not Contingent Upon Additional Consideration:** I understand and acknowledge that the wages, compensation, benefits training and experience that Tech Mahindra Limited. provides to me shall be full and sufficient consideration for the promises contained in this Agreement. I have not been promised, and shall not claim, any additional or special payment or compliance with the covenants and agreements herein.
9. **Damages and Remedies:** I acknowledge and agree that if I violate this Agreement, Tech Mahindra Limited may take legal action against me as follows: (1) Tech Mahindra Limited. may take legal action in the court specified below in Paragraph 14 for the liquidated damages specified in Paragraph 6 above and (2) a violation of this Agreement is likely to cause severe and irreparable injury to the business, good will, client relations and proprietary information of Tech Mahindra Limited., an injury that is not adequately compensable by money damages alone. Accordingly, in the event of a breach (or threatened or attempted breach) of this Agreement, Tech Mahindra Limited. shall, in addition to any other rights and remedies, be entitled to immediate, appropriate injunctive relief, or a decree of specific performance of this Agreement, without the necessity of showing any irreparable injury or special damages, in any court of competent jurisdiction.
10. **Severability:** Each paragraph and provision of this Agreement is severable from the contract and if one provision is declared invalid, the remaining provisions shall nevertheless remain in full force and effect. Further, the invalid provision or part shall remain enforceable to the extent permitted by law.
11. **Entire Agreement:** This Agreement reflects the full and complete agreement between myself and Tech Mahindra Limited. On the subjects covered herein and supersedes and replaces all prior negotiations or agreements, whether written or oral. This Agreement shall only be modified, altered or replaced by a subsequent writing, signed by myself and an authorized officer of Tech Mahindra Limited.
12. **Binding Effect:** This Agreement shall inure to the benefit of, and be binding upon, my heirs, executors, administrators and personal representatives as well as the subsidiaries and affiliates of Tech Mahindra Limited. (Together with their successors and assigns).
13. **Choice of Law:** This Agreement will be governed and controlled in all respects by the laws of India.
14. **Choice of Forum:** The parties submit to the jurisdiction and venue of India with respect to any action arising, directly or indirectly, out of this Agreement or the performance or breach of this Agreement. The parties stipulate that the venues referenced in this Agreement are convenient.

In the event of any violation of the terms of this clause, I agree that I shall be liable to Tech Mahindra Limited. For liquidated damages in the amount of the gross salary earned by me during the preceding one year from the date of such breach. I acknowledge and agree that said amount constitutes liquidated damages and not a penalty, and that the amount is a reasonable and fair estimate of the actual damages that Tech Mahindra Limited. Would incur upon such breach.

Following the expiration of the one year period described herein, I shall continue to be obligated under the Covenant Against Disclosure in Section 4 so long as such Confidential Information remains proprietary or protectable as confidential or trade secret information.

Executed this _____ day of _____, 20____

Signature

(Md Juned Alam)

For and on Behalf Of

For Tech Mahindra Limited



Mukul Sah
Group Head – HR & RMG

Annexure – H

PROOF OF ACCEPTANCE OF
Code of Ethical Business Conduct (CEBC)
And
Statement of Policies and Procedures for Preventing Insider Trading

To
Tech Mahindra Ltd.
Date of Joining: _____
Dear Sir/Madam,
I _____ Associate Id No _____

(Associate) of Tech Mahindra Ltd, do hereby state to have read and accepted that Tech Mahindra Code of Ethical Business Conduct (CEBC) and Statement of policies and Procedures for Preventing Insider Trading. In Company website (www.techmahindra.com >> Investors >> Overview),

I have read and fully understood the above stated code of conduct and Ethics for directors and Associates and Statement of Policies and Procedures for preventing Insider Trading and shall abide by the policies, procedures and Principles contained therein.

I understand that any misinterpretation and /or false understanding given herein may attract penalties as laid down under the policy.

Authorized Signatory (HR) Signature of the Associate

Name:

July 02, 2024

Mr. Avdhesh Kumar

Village: Manganj, Post: Manganj

Jadiya, Supali, Bihar - 852214



SEROS ENERGY PRIVATE LIMITED
CIN: U11204GJ2022PTC131892

SEROS CENTER 6&7, GIDC
BHATPORE, OPP ONGC, SURAT
HAZIRA ROAD, SURAT - 394510,
GUJARAT, INDIA

M +91 98674 32986

M +91 70451 91111

W WWW.SEROS.IN

E CONTACT@SEROS.CO.IN

Congratulations!!

We are pleased to inform you that following our campus recruitment event held on 4th June, you have been selected for the position of Trainee at our Durgapur site (West Bengal).

The Training period will be for one year effective from your date of joining. Upon successful completion of the training period, you will be confirmed in the role of Drilling Operations/Maintenance Crew.

The Stipend and benefits is given in the Annexure.

The detailed employment contract letter will be issued to you at the time of your joining the company.

You will be required to join the office on or before 15th July 2024.

The offer is subject to, you being declared medically fit as per the pre-employment medical test reports.

Please bring all the photocopy documents listed below along with One Set of attested copies of the documents at the time of your physical reporting.

A. Proof of age - either S.S.C. Certificate or School / College Leaving Certificate (Please note that no document other than the above will be acceptable for verification of Date of Birth)

B. S.S.C. & H.S.C. or equivalent examination mark-sheets;

C. Mark sheets of all the semesters / years of Diploma in Engineering. (This is applicable to those who have done their Engineering Degree after passing Diploma examinations)

D. Mark sheets of all the examinations appeared (separately for each semester) 1st semester onwards, of Degree in Engineering

In case you are unable to produce marksheet pertaining to your final year engineering degree course, you will have to give a written declaration to produce the same within one month of your joining date failing which your training is liable to be terminated.

E. Relieving Certificate from your last employer, if you were employed prior to joining us;
In addition to the above please also bring following:

Strictly Confidential

F. Recent colour photographs in passport size (6nos) and stamp size (2nos)

G. A Self-certified copy of your PAN Card

H. A Self-certified copy of your Aadhaar Card.

I. Name of your Bank, IFSC Code, bank Account Number where your stipend & allowances have to be credited.

You will not be permitted to join if you fail to complete any of the requirements specified above.

Acceptance Letter:

Please give your acceptance online as a token of agreement to the terms and conditions thereof, within 10 days from the date of this offer. In case we do not hear anything from you by that date, we will presume that you are not interested in our offer. Thereafter, this offer of appointment as Graduate Engineer Trainee shall lapse automatically.

You will keep us informed of your local / contact address & Email ID whenever there is any change.

We welcome you to our company and look forward to a long and fruitful association with you.

Yours faithfully,

For **Seros Energy Private Limited**

A handwritten signature in blue ink, appearing to read "Reenesh Nair", with a stylized flourish at the end.

Reenesh Nair
Head-Human Resources

I have read, understood and accept the terms and conditions herein and affix my signature hereunder in confirmation of acceptance of my appointment.

_____ Date: _____
(Signature)

In case of any clarification, kindly contact

Ajendra Kumar - +91 8983640338

Ajendra.kumar@seros.co.in

ANNEXURE

Stipend, Allowances applicable

To Graduate Engineer Trainees (2024 batch)

Stipend: **Rs.30,000/- Per month.**

In addition to the above, you will be paid and Retention Bonus of Rs. **40,000/-**. The retention bonus will be payable at the end of one year completion with the company. Further from second year onwards, this bonus amount will be merged with your annual remuneration.

The Training period will be for one year effective from your date of joining. Upon successful completion of the training period, you will be confirmed on the project roll of Drilling Operations or Maintenance Crew as the case may be.

Boarding, Lodging (on shared basis) and transportation facilities for commuting to work will be provided by the Company at the place of posting.

Leave Guidelines during Training Period: General guidelines:

- A. No leave of any kind will be allowed during the notice period.
- B. 18 days paid leaves will be eligible for the entire training period of one year, which can be availed after 11 months of unbroken training. However in case of emergency, paid leave will be granted with proper justification.



QSpiders 2024 Batch!!! Free Incubation-placement integrated Boot camp program Final Selection List

5 messages

<devikarani.l@qspiders.com>
To: jethose.v@jct.ac.in
Cc: mdajbullahmansuri@gmail.com, mohamedansarddin02@gmail.com, rk7ramesh2580@gmail.com, mharivenkatesh02@gmail.com, rs1105312@gmail.com, kumarpratik1971@gmail.com, mdjunedalam220@gmail.com

Hello Sir/Mam,

Good Evening,

We are happy to announce the Final Selects for Free Incubation placement integrated Boot camp program of 2024 passing Batch from your college.

We heartily congratulate students for getting offered & we officially welcome all the selected students to Q/J/PYSpders.

Below mentioned students in the offer letter are the Final selects & Please communicate the same with students & also please revert us with the date of joining along with preferred location.



Qspiders Campus Connect

A Unit of Test Yantra Software Solutions India Pvt Ltd

INCUBATION OFFER LETTER

Dated:

Dear Sir/Mam,

We are happy to inform you that Below 2024 passing batch Students from **Jct college of engineering and technology(JCTCET)** of been Selected in our Incubation Screening Drive.

Full Name	Mobile	Emails	Degree Type	Degree Stream	10th Percentage/CGPA	12th Percentage
Md Ajbullah Mansuri	8083533853	mdajbullahmansuri@gmail.com	bachelor of engineering	computer engineering	60	67
Mohamed Ansarddin	9361334907	mohamedansarddin02@gmail.com	bachelor of engineering	computer science	78	71
Rameshkumar R	9345809189	rk7ramesh2580@gmail.com	bachelor of engineering	computer science	72	61
HARIVENKATESH M	6381702539	mharivenkatesh02@gmail.com	bachelor of engineering	computer science	85	75
RITIK KUMAR	7338495036	rs1105312@gmail.com	bachelor of engineering	electrical and electronics engineering	51	54
Pratik Kumar Jha	7479631065	kumarpratik1971@gmail.com	bachelor of engineering	computer science	78	77.2
MD JUNED Alam	8405052470	mdjunedalam220@gmail.com	bachelor of engineering	computer science	64	74
Alisha khanam	9361992551	306alisha@gmail.com	bachelor of computer science	computer science	67	69.4

- NOTE:**
- We do not charge for the complete training which takes 3 months
 - We do not charge you for any interviews and placement activity conducted at our end.
 - The training includes **Software Testing/Software Development/Python & General Aptitude.**
 - On successful completion of their training they will be awarded with course completion Certificate
 - No other programs are included in this training module

RULES:

- Following rules to be followed for placement activities:**
- You should have 90% attendance in class room / practical session
 - Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
 - Complete the given assignments in time.
 - Give everyday presentation
 - Bring this offer letter on the first day of reporting with all semester marks cards, 10th 12th/PUC & Degree[Till Now],1 Govt ID proof & 2 passport size photo.

This letter is valid only on respective date of joining only,which will be communicated once we discuss with your placement officer & we would also send you the joining & location confirmation mail. If you join on any other date, free training will not be valid.

Thank & Regards

QSpiders Campus Connect Team.

ARG TECH MACHINERY

Address: 220, Vadakku Thottam,
Malumichampatti, Coimbatore,
Tamilnadu, India – 641050

Contact: 7540072782, 7540072781,
9003440677.

Email: argtechmachinery21@gmail.com

GST NO: 33GDPPS9300P1ZP



Date: 24.02.24

OFFER LETTER

Dear Sanjeet Kumar,

Congratulations! We are pleased to confirm that you have been selected to work for ARG TECH MACHINERY. We are delighted to make you the following job offer.

The position we are offering you is that of Service engineer. You will be having 3 months training during training your salary will be 13,000 Rs Per month once training completed you will be offered at a monthly salary of 15,000 Rs with an annual cost to company 1,80,000 Rs. This position reports to Parthiban. You will be provided 2,000 Rs room rent every month along with the salary. Your working hours will be from 8:45AM to 6PM, Incentives and Increment will be based on performance.

We would like you to start work within 27.02.24. Please report to Karthik, for documentation and Joining formality. If this date is not acceptable, please contact me immediately.

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

Sincerely,

Contact: 7540072781, 7540072782.

Name: Kumaran

Company: ARG TECH MACHINERY.

For ARG TECH MACHINERY


Proprietor

Candidate Signature

CSR Activity Offer Letter - 2024

Dear RANA PRATAB RAO,

Congratulations you have been selected for Tap academy's CSR Activity 2024.

We are glad to inform you that you have successfully cleared the Interview Rounds and you are selected for the **CSR Batch 2024 (Free Training & Placements)**.

Training will be conducted OFFLINE from **Feb-March 2024**

A detailed Email will be sent to your registered Email ID mentioning Date from TAP Academy.

Benefits:

1. Advanced Industry standard course curriculum offered for FREE inclusive of study materials.
2. Guaranteed unlimited placement opportunities.

Note: This offer letter is not transferable and valid for one week from the batch announcement date which will be informed through mail.

Please fill the below details and submit while enrolling for course:

Name:

Email:

Roll No:

Mobile No:

College:



Rohit Ravinder
Founder & CEO
TAP Academy Pvt Ltd.

ARG TECH MACHINERY

Address: 220, Vadakku Thottam,
Malumichampatti, Coimbatore,
Tamilnadu, India – 641050

Contact: 7540072782, 7540072781,
9003440677.

Email: argtechmachinery21@gmail.com

GST NO: 33GDPPS9300P1ZP



Date: 24.02.24

OFFER LETTER

Dear Vikash Kumar Bittu,

Congratulations! We are pleased to confirm that you have been selected to work for ARG TECH MACHINERY. We are delighted to make you the following job offer.

The position we are offering you is that of Service engineer. You will be having 3 months training during training your salary will be 13,000 Rs Per month once training completed you will be offered at a monthly salary of 15,000 Rs with an annual cost to company 1,80,000 Rs. This position reports to Parthiban. You will be provided 2,000 Rs room rent every month along with the salary. Your working hours will be from 8:45AM to 6PM, Incentives and Increment will be based on performance.

We would like you to start work within 27.02.24. Please report to Karthik, for documentation and Joining formality. If this date is not acceptable, please contact me immediately.

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

Sincerely,

Contact: 7540072781, 7540072782.

Name: Kumaran

Company: ARG TECH MACHINERY.

For ARG TECH MACHINERY


Proprietor

Candidate Signature