

Criterion V

5.2.1 Placement of Outgoing Students -Average percentage of placement of outgoing students during the last five years

DVV Findings:

Provide appointment letter or Offer letter of the Jayashri K Kuppan R. Vidhya Devi Keerthe Ravi Vaishnavi Nagarajan Shafreen Taj Sharmili Venkatesan Neshanthi Ganesan Farha Naaz S.B.Sarmi Banu Mounica Munusamy R.Anjum Rukshan Amulya Tummala Loganayaki Balamurugan for year 2016-17, Sharmila A Jenitha Sweetlin Jayarai Deepa Hari Devshree Vyas B Divya D Reshma I Suchana Mukherjee Preethi K Aarthi S Abinaya M Amshini Govindaraj Aruna R Prabavathi.N for year 2017-18, Priyadarsini.N Ashika.P S.Menaka S.Monisha K.Mythili N.Nandhini V.Nanthini R.Nisha A.Nithya S.Nivetha M.Nizar Fathima Divya K for year 2018-19, Rajeshwari S Vaishnavi S Anna Lakshmi A Keerthi Bharathi S Meera C Tamizhvani.S Pavithra.R Mridula S L. Ramya B. Aswini Nisheetha Fathima.A Sowmya.M B.Alagammai Gayathri R Gnana Soundariya Y for year 2019-20, Divya S Karthika S Pavithra. G Sakthi Sri A Dhrithi Soni Sushma S Srinidhi S Priyadharshini K Nivetha K Lakshmi Prateeka S Janani Shree Harini S P Landgey Chandrika Harini S Mahalakshimi P Sreenidhi S Jana Swetha RR J. Sherlin Petriziya for year 2020-21

Response of HEI:

As per the DVV requirement, the appointment letter or offer letter of the following students is attached.

Sl. No	Name of student placed
	2016 - 2017
1	Keerthe Ravi

2017 - 2018				
1	1 Sharmila A			
3	3 Deepa Hari			

Phone: 28279189 | Fax: 044 - 2828 2014

S. Wolerai.

Principal

ETHIRAJ COLLEGE FOR WOMEN Chennai - 8

www.ethirajcollege.edu.in
Email: ethirajprincy@yahoo.com
principal@ethirajcollege.edu.in

No. 70, Ethiraj Salai,
Egmore, Chennai - 600 008

	2019 - 2020		
1	Rajeshwari S		
2	Vaishnavi S		
3	Anna Lakshmi A		
4	Keerthi Bharathi S		
5	Meera C		
6	Tamizhvani.S		
7	Pavithra.R		
8	8 Mridula S		
9 L. Ramya			
10	B. Aswini		
11	Nisheetha Fathima.A		
12	Sowmya.M		
13	B.Alagammai		
14	Gayathri R		
15	Gnana Soundariya Y		

	2020 - 2021					
1	Divya S					
2	Karthika S					
3	Pavithra. G					
4	Sakthi Sri A					
5	Dhrithi Soni					
6	Sushma S					
7	Srinidhi S					
8	Priyadharshini K					
9	Nivetha K					
10	Lakshmi Prateeka S					
11	Janani Shree					
12	Harini S P					
13	Landgey Chandrika					
14	Harini S					
15	Mahalakshimi P					
16	Sreenidhi S					
17	Jana Swetha RR					
18	J. Sherlin Petriziya					

S. Wollai.

Principal

ETHIRAJ COLLEGE FOR WOMEN Chennai - 8 For the following students, we are unable to trace the appointment order, hence a certified copy of the placements order received from the organization has been attached as proof.

Sl. No	Name of student placed	
	2016 - 2017	
1	Jayashri K Kuppan	
2	R. Vidhya Devi	
3	Vaishnavi Nagarajan	
4	Shafreen Taj	
5	Sharmili Venkatesan	
6	Neshanthi Ganesan	
7	Farha Naaz	
8	S.B.Sarmi Banu	
9	Mounica Munusamy	
10	R.Anjum Rukshan	
11	Amulya Tummala	
12	Loganayaki Balamurugan	

	2017 - 2018				
1	Jenitha Sweetlin Jayarai				
2	Devshree Vyas B				
3	Divya D				
4	Reshma I				
5	Suchana Mukherjee				
6	Preethi K				
7	Aarthi S				
8	Abinaya M				
9	Amshini Govindaraj				
10	Aruna R				
11	Prabavathi.N				

	2018 - 2019				
1	Priyadarsini.N				
2	Ashika.P				
3	S.Menaka				
4	S.Monisha				
5	K.Mythili				
6	N.Nandhini				
7	7 V.Nanthini				
8	R.Nisha				
9	A.Nithya				
10	S.Nivetha				
11	M.Nizar Fathima				
12	Divya K				

S. Loterai.
Principal

Principal
ETHIRAJ COLLEGE FOR WOMEN

Chennai - 8

ETHIRAJ COLLEGE FOR WOMEN (Autonomous) Chennai – 600 008

Affiliated to the University of Madras College with Potential for Excellence Re-accredited with A Grade by NAAC



DVV

5.2.1 Placement of Outgoing Students



06-Feb-2017

Dear KEERTHE RAVI, UG, BSc Ethiraj College for Women



Candidate ID -10034892

In continuation to our discussions, we are pleased to offer you the role of **Programmer Trainee** in **Cognizant Technology Solutions India Private Limited** ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.212,254/-**. This includes an annual incentive indication of **Rs.12,000/-** as well as Cognizant's contribution of **Rs.19,750/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (TR) would stand revised to Rs.240,982/-. This includes an annual incentive indication of Rs.12,000/- as well as Cognizant's contribution of Rs. 19,750/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request

Date:

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely,

Sriram V Rajagopal

Signature:

SVP - Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

For Cognizant Technology Solutions India Pvt. Ltd.,



Annexure A

Name: KEERTHE RAVI Designation: Programmer Trainee

SI. No.	Description	Monthly	Yearly
1	Basic	6,500	78,000
2	Company's contribution of PF #	780	9,360
3	Advance Statutory Bonus***	2,000	24,000
4	Special Allowance*	5,115	61,380
5	Company's Contribution of ESI @ 4.75% of Monthly Gross minus statutory exclusions	647	7,764
6	Incentive Indication (per annum)**		12,000
	Annual Total Compensation		192,504
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		3,750
	Annual Total Remuneration		212,254

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage of Rs. 250,000 per annum
- Round-the- Clock Personal Accident & Life Insurance coverage
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

- * Flexible Benefit Plan: Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to
- 1. Choose from a bouquet of allowance or benefits
- 2. Redefine your salary structure within prescribed guidelines
- 3. Optimize your earnings
- ** Incentive Indication: Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.
- *** Advance Statutory Bonus is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details.

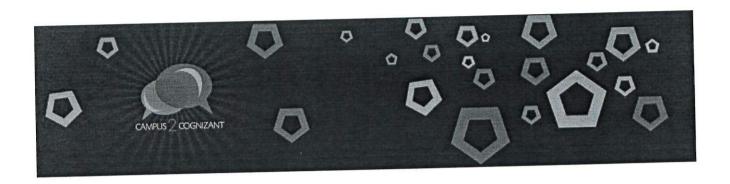


2017 Batch - Cognizant Final Selects - IT PT - Ethiraj College- Campus Drive-30th Sep'16

1 message

Fouzia.S@cognizant.com <Fouzia.S@cognizant.com>
To: ethirajplacement@gmail.com
Cc: Raghu.P@cognizant.com

Fri, Sep 30, 2016 at 11:22 PM



Dear Professor,

The Cognizant recruitment team is extremely happy to share with you the list of final selected candidates for IT PT.

Kalaivani Rajendran					
Kalaivani Kajendran	ВСА	Computer Applications	charulatha3031@gmail.com	7871995720	Ethiraj College for Women
Ramya Sankaralingam	вса	Computer Applications	mailtosubashs@gmail.com	9791569858	Ethiraj College for Women
Haritha Haridas	BCA	Computer Applications	haridasrethi@gmail.com	8939388817	Ethiraj College for Women
Radhika Ravi	ВСА	Computer Applications	vachuboy@gmail.com	9092280354	Ethiraj College for Women
Priyanka Mohan	BCA	Computer Applications	priyankamohan12397@gmail.com	9600690008	Ethiraj College for Women
	BCA	Computer Applications	nivikutty91296@gmail.com	9551387133	Ethiraj College for Women
	ВСА	Computer Applications	revathimithra0604@gmail.com	9840767650	Ethiraj College for Women
	BCA	Computer Applications	rufusaaluri@gmail.com	7358343042	Ethiraj College for Women
	BCA	Computer Applications	sreevarathu1003@gmail.com	8220123583	Ethiraj College for Women
	BCA	Computer Applications	rahimabanu96@gmail.com	9962910526	Ethiraj College for Women
			attahkalai67@gmail.com	8939279682	Ethiraj College for Womer
				9710454054	Ethiraj College for Women
				9789689716	Ethiraj College for Wome
R P P II		Radhika Ravi BCA Priyanka Mohan BCA Nivedha Ekambaram BCA Renukadevi Ravikumar BCA Ruthmary Yesurathinam BCA Sivasree Varatharajan BCA Sharmila Thinagaran BCA Habeela Fathima BCA Pragathi Vijayan BCA	Radhika Ravi BCA Computer Applications Priyanka Mohan BCA Computer Applications Nivedha Ekambaram BCA Computer Applications Renukadevi Ravikumar BCA Computer Applications Ruthmary Yesurathinam BCA Computer Applications Sivasree Varatharajan BCA Computer Applications Sharmila Thinagaran BCA Computer Applications Habeela Fathima BCA Computer Applications Pragathi Vijayan BCA Computer Applications	Radhika Ravi BCA Computer Applications Priyanka Mohan BCA Computer Applications Priyanka Mohan BCA Computer Applications nivikutty91296@gmail.com Renukadevi Ravikumar BCA Computer Applications revathimithra0604@gmail.com Ruthmary Yesurathinam BCA Computer Applications rufusaaluri@gmail.com Sivasree Varatharajan BCA Computer Applications sreevarathu1003@gmail.com Sharmila Thinagaran BCA Computer Applications rahimabanu96@gmail.com Habeela Fathima BCA Computer Applications attahkalai67@gmail.com Pragathi Vijayan BCA Computer Applications mohamda97@gmail.com	Aratha Haridas BCA Computer Applications Arathika Ravi BCA Computer Applications Vachuboy@gmail.com 9092280354 Priyanka Mohan BCA Computer Applications Priyanka Mohan BCA Computer Applications Nivedha Ekambaram BCA Computer Applications Renukadevi Ravikumar BCA Computer Applications Renukadevi Ravikumar BCA Computer Applications Ruthmary Yesurathinam BCA Computer Applications Fufusaaluri@gmail.com 7358343042 Sivasree Varatharajan BCA Computer Applications Sivasree Varatharajan BCA Computer Applications Farathia Thinagaran BCA Computer Applications Farathia Vijayan BCA Computer Applications Farathia Applications Farathia Applications Farathia Applications Farathia Applications Farathia Vijayan Farathia Applications Farathia Ap

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14	Sangeetha. Tamilselvan	ВСА	Computer Applications	sst311096@gmail.com	9789938548	Ethiraj College for Women
15	G.Divya Ganesan	BCA	Computer Applications	swathimmani@gmail.com	9566065478	Ethiraj College for Women
16	Saranya Venkatesan	вса	Computer Applications	ramu.rajalakshmi785@gmail.com	9790965244	Ethiraj College for Women
17	Gayathri Balaji	BSc	Computer Science	kirthika.2797@gmail.com	9003384151	Ethiraj College for Women
18	Kavitha Babu	BSc	Computer Science	aiswaryasriram97@gmail.com	8189862652	Ethiraj College for Women
19	Janani Venkatesan	BSc	Computer Science	jananirohini96@yahoo.com	9003343671	Ethiraj College for Women
20	Sangeetha Ashok	BSc	Computer Science	sangeesmart3@gmail.com	7299719938	Ethiraj College for Women
21	Saranya Sankar	BSc	Computer Science	sanj2493@gmail.com	7299526332	Ethiraj College for Women
22	Swathi Gunasekaran	BSc	Computer Science	gswathi2703@gmail.com	9790917106	Ethiraj College for Women
23	Jayashri K Kuppan	BSc	Computer Science	KOWSALYAKUPPAN@GMAIL.COM	7601019238	Ethiraj College for Women
24	R. Vidhya Devi	BSc	Computer Science	vidhya3618@gmail.com	9789941636	Ethiraj College for Women
25	Keerthe Ravi	BSc	Computer Science	keertheravi@gmail.com	9543654827	Ethiraj College for Women
26	Vaishnavi Nagarajan	BSc	Computer Science	vaishusai110@gmail.com	9790787188	Ethiraj College for Women
27	Shafreen Taj	BSc	Computer Science	nadeemrahman46@gmail.com	8681022490	Ethiraj College for Women
28	Sharmili Venkatesan	BSc	Computer Science	v.sharmili@yahoo.com	9962345038	Ethiraj College for Women
29	Neshanthi Ganesan	BSc	Computer Science	ganesh10@gmail.com	9551143249	Ethiraj College for Women
30	Farha Naaz	BSc	Computer Science	dakbarshareef@gmail.com	9003303742	Ethiraj College for Women
31	S.B.Sarmi Banu	BSc	Computer Science	sarmibanu97@gmail.com	7401341047	Ethiraj College for Women
32	Mounica Munusamy	BSc	Computer Science	kalpana27@gmail.com	8608043349	Ethiraj College for Women
33	R.Anjum Rukshan	BSc	Computer Science	anjum123@gmail.com	9884917131	Ethiraj College for Women
34	Amulya Tummala	BSc	Computer Science	tvramakrish@gmail.com	8754896712	Ethiraj College for Women
35	Loganayaki Balamurugan	BSc	Computer Science	jayabala69@gmail.com	9842289681	Ethiraj College for Women
36	V.Vidhya Kalyani	BSc	Computer Science	vvidhyakalyani76@gmail.com	9940637274	Ethiraj College for Women
37	Sindhu Selvaraj	BSc	Computer Science	sindhu814sin@yahoo.com	9176680409	Ethiraj College for Womer

We would share the offer letters Soft copy to the candidate. Please convey our best regards to the faculty members and the management for the hospitality and the interest shown towards Cognizant. We take this occasion to congratulate all those who have been selected for Cognizant. We wish all the very best to the students in their career life.

We thank you and your institution for providing us the opportunity to meet the talented students of your institution. We hope that the exercise and the learning will help to strengthen the symbiotic partnership and relationship in the future.

Regards.



S. Karthar Emiraj College for Women (Autonomous) Chennal-600 008.



16-JUN-2017

Letter Of Appointment

To, Ms. Deepa Hari No.3b Raja Street, 3rd Lane Alandur

Dear Ms. Deepa,

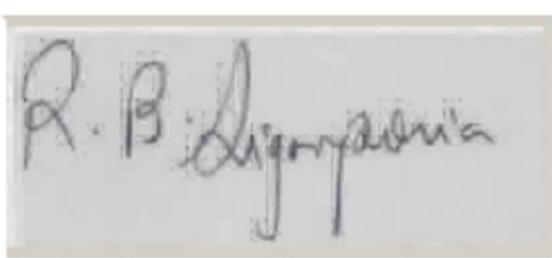
This has reference to our Offer of Traineeship in TATA Consultancy Services Limited vide TCSL/1018506/ MAD/Business Process Outsourcing Services/BTN dated 14-Jun-2017 and your completing joining formalities as per TCSLs policy.

On the terms and conditions detailed in our Offer of Traineeship accepted by you, we are happy to appoint you as BPO Trainee in grade BPOS with effect from 16-JUN-2017.

Your Trainee ID is 1400775.

I take this opportunity to extend you a warm welcome to the TCSL Family!

Yours sincerely, For TATA Consultancy Services Limited



Rustom Beheram Siganporia Head Talent Acquisition BPO Services

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House Raveline Street Fort Mumbai 400 001 Maharashtra India Tel 91 22 6778 9999 Fax 91 22 6778 9000 website www.tcs.com Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021



16-JUN-2017

Letter Of Appointment

To, Ms. Sharmila A 11/4 New Tank Bund Otteri

Dear Ms. Sharmila,

This has reference to our Offer of Traineeship in TATA Consultancy Services Limited vide TCSL/1018597/ MAD/Business Process Outsourcing Services/BTN dated 15-Jun-2017 and your completing joining formalities as per TCSLs policy.

On the terms and conditions detailed in our Offer of Traineeship accepted by you, we are happy to appoint you as BPO Trainee in grade BPOS with effect from 16-JUN-2017.

Your Trainee ID is 1400866.

I take this opportunity to extend you a warm welcome to the TCSL Family!

Yours sincerely,

Rustom Beheram Siganporia Head Talent Acquisition BPO Services

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House Raveline Street Fort Mumbai 400 001 Maharashtra India Tel 91 22 6778 9999 Fax 91 22 6778 9000 website www.tcs.com Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021



Ethiraj Placement Cell <ethirajplacement@gmail.co m>

TCS BPS Online application form & Documents - URGENT

Merlin Smile E <merlinsmile.e@tcs.com>

Mar 27, 2018 at 3:47 PM

Cc: Merlin Smile E <merlinsmile.e@tcs.com>

Dear Lecturer / Placement Officer,

As we are nearing examination date, I wanted to make sure all TCS BPS selected students to complete DT (Online application form) & mentioned documents ready before 30th March.

Online application form procedure

- 1) Login to <u>www.careers.tcs.com</u>
- 2) Click on "Entry level fresher's" link.
- 3) Click on "BPS" option.
- 4) Click on "New candidate" to register for the first time.
- 5) Click on "Campus Applicants" option. (Registration Demo available at the right side)
- 6) Fill in the details.(Mention the Source type as Campus)
- 7) You will receive your unique DT number.
- 8) Re-login to the portal and fill in the Application Form and submit.

Documents required - 2 photo copies

PRÍNCIPAL
ETHIRAJ COLLEGE FOR WOMEN
(AUTONOMOUS)
CHENNAI-600 008.

ETHIRAJ COLLIGE FOR WOMEN

CHENNAI

1. Address Proof

: Ration Card / Aadhar Card / Agreement copy

/ Affidavit / EB Bill / Passport/Voter id

/Phone Bill/Bank Passbook/Bank statement (ANY ONE PROOF)

2. ID Proof

: Pan Card

Education documents : 10th , +12 , Graduation, - 1st to 5th Sem mark sheet

Alternate Id proof

: Driving license OR Voter id

Passport size Photo

: 2 Photos

6. Online application from: 1 copy

Please acknowledge this mail & reach me for any support

Regards

Merlin Smile

TAG - Regional Campus Hiring **Tata Consultancy Services**

E-mail: merlinsmile.e@tcs.com

Ph: 988-400-8385 | Direct Phone: +91-44-6117-8285

Tata Consultancy Services Limited, Chennai

9th floor, Phase-3, Spencer Plaza

729, Anna Salai. Chennai -600 002

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ETHIRAJ COLLEGE FOR WOMEN CHENNAI

TCS BPS 2017 2018

S.No	Employee Name	Registration ID	Highest_Qualification
1	Akshaya B	14-S101061	Bachelor of Arts
2	Nandhini Yuvaraj	14-S302090	Bachelor of Commerce
3	Kotteshwari J	14-S302019	Bachelor of Commerce
4	Pushpalatha K	14-S302026	Bachelor of Commerce
5	Menaka Munusay	14-101030	Bachelor of Arts
6	Sumathi Palani	14-204035	Bachelor of Science
7	Divya Shanmugam	14-301009	Bachelor of Commerce
8	Kousalya Gopinath	14-207066	Bachelor of Science
9	Cheilammal S	14S302008	Bachelor of Commerce
10	Keerthana S	14S302017	Bachelor of Commerce
11	Priyanka D	14301026	Bachelor of Commerce
12	Karthika G	145302016	Bachelor of Commerce
13	Saranya S	14301034	Bachelor of Commerce
14	Anupriya G	14-S303078	Bachelor of Bank Management
15	Vishali D	14-301052	Bachelor of Commerce
16	VINODHINI H	15 - S301106	Bachelor of Commerce
17	Kayal Vizhi J	14-S303096	Bachelor of Business Management
18	Dilli Rani Thanraj	14-207055	Bachelor of Science
19	Subhashini S	14302040	Bachelor of Commerce
20	Nanthini V	14-301022	Bachelor of Commerce
21	Nivetha K	14-207076	Bachelor of Science
22	Kareshma Thotta	14-S302066	Bachelor of Commerce
23	Kamali G	14-301015	Bachelor of Commerce
24	Suchithra S	14-S210028	Bachelor of Science
25	SAIKEERTHANA S	15 - S301096	Bachelor of Commerce
26	SARANYA R	15 - S301097	Bachelor of Commerce
27	SNEGA S	15 - S301100	Bachelor of Commerce
28	AKSHAYA MANOHARAN	15 - S301107	Bachelor of Commerce
	Keerthana yuvaraj	14-S302018	Bachelor of Commerce
-	Sharmila A	14-S302035	Bachelor of Commerce
-	Jenitha Sweetlin Jayarai	14-101016	Bachelor of Arts
32	Deepa hari	14-S302009	Bachelor of Commerce
	DEVSHREE VYAS B	15 - S301109	Bachelor of Commerce
	DIVYA D	15 - S301111	Bachelor of Commerce
20.00	RESHMA I	15 - S301112	Bachelor of Commerce
-	SUCHANA MUKHERJEE	15 - S301114	Bachelor of Commerce
	PREETHI K	15 - S301118	Bachelor of Commerce
	AARTHI S	15 - S301126	Bachelor of Commerce
	ABINAYA M		Bachelor of Commerce
40	AMSHINI GOVINDARAJ	15 - S301129	Bachelor of Commerce



41	ARUNA R	15 - S301130	Bachelor of Commerce
42	PRABAVATHI.N	15-S107012	Bachelor of Arts
43	MAHESWARI.A.V	15-S107009	Bachelor of Arts

PLACEMENT GELL ETHIRAJ COLLEGE FOR WOMEN CHENNAI



iON##TCS Ignite Examination for Science Students

1 message

pragadish.ma@mail.digialm.com <pragadish.ma@mail.digialm.com>

Tue, Oct 30, 2018 at 6:30 PM

To: ethirajplacement@gmail.com Cc: sureshkumar.d3@tcs.com

Dear Sir/ Madam

Greeting from TCS iON!

TCS Ignite is a prestigious yearly Open Exam conducted by Tata Consultancy Services to give an opportunity to the students

of B. Sc and B. C. A streams to get a direct invite from TCS to the INTERVIEW STAGE of the forthcoming TCS IGNITE RECRUITMENT upon being shortlisted.

iON is a strategic unit of Tata Consultancy Services that focuses on providing advanced skills in IT. ITes among several other areas.

For the first time, TCS iON has come out with specific training classes to prepare the students for the exam on the exam curriculum given below.

Date of the exam: 30th December 2018. Time: 11 am to 02:00 pm. Location: 125+ centers across India.

Benefits to the students:

- o Employment by TCS Ignite: All students who pass the exam get a Micro Degree which places students on fast lane
- to TCS Ignite Interview process
- o Industry mapped skills: Enables students to stand out in job market on account of Micro degree certificate
- o Professional Certificate: Sharpens student's resume with a micro degree from TCS.
- o Mock Test: upon registration for the exam.

FOR WOMEN

Benefits to the College:

- o Feature in TCS AIR list: 40+ students appearing the Exam could get the college in a first of its kind All India Ranking.
- o Work closely with TCS: Let TCS assist you in upgrading your curriculum for better outcomes,
- o Programme Benchmarking: See how your students fare vis-à-vis the best in country,
- o TCS iON Certified Assessment Center: Become a TCS iON Certified Assessment Center if more than 100 students apply

from your college:

Exam Curriculum:

ETHIRAJ COL

CHENNAL

College Basic Math; C Programming; Algorithms & Data Structure; Basic Web Development; Database Programming; Software Engineering; English Language & Communication; Business

ETHIRAJ COLLEGE FOR WOMEN (AUTONOMOUS) CHENNAI-600 DOS

awareness.

We would like meet you all your students and We are certain that your students and college will derive immense benefits.

Note: Kindly Display the Poster on yours Notice board .

Thanks & Regards
Pragadish MA
City Lead-LLL, Tata Consultancy Services
MARG Square, No16 Rajiv Gandhi Salai,
Karapakkam, Chennai
Tamilnadu-600097
Cell:- 9790637762
Mailto: pragadish.ma@tcs.com
Mailto:pragadish.ma@mail.digialm.com

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WhatsApp Image 2018-10-24 at 11.51.58 AM.jpeg

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PRINCIPAL

ETHIRAJ COLLEGE FOR WOMEN

(AUTONOMOUS)
CHENNAI-600 008

TCS IGNITE 2018 2019

S.NO	NAME	DOB	X	XII	UG	MOBILE
1	L.Deivanai	14/01/2000	86.6	79.6	65.2	9940195564
2	S.Vidhya	27/10/1998	88.8	66	65	9677143008
3	Binju M Thomas	22/10/1998	93	75	64.6	9597837223
4	S.Deepika	4/7/1999	93.5	74.4	64.4	9962459910
5	S.Ramya	15/12/1998	92.4	76.75	64.46	7550235437
6	S.Saranya	14/04/1999	74	81	63	9787477996
7	M.Suganthi	18.11.1998	95.4	90	68.12	7397433638
8	S.Banupriya	17.08.1997	86.6	74.4	71.33	8508250599
9	N.Racshitha	18.11.1998	94.4	86.8	67.54	8124259580
10	S.Sandhiya	19.02.1999	94.2	89.4	71.2	7358683402
11	K.Harine	16.06.1999	96.8	75.83	70.08	9940545351
12	Meenakshi Shreekumar	28/08/1998	79.8	79.4	80	9884782037
13	Pavithra.A	26/10/98	95	88	83.33	9710828188
14	Priyadarsini.N	15/08/1999	91.2	74.4	79.9	8939093675
15	Ashika.P	31/03/1999	95.2	72	76.64	8124945885
16	S.MENAKA	02.02.1999	88.4	79.25	70.17	8754812069
17	S.MONISHA	19.06.1999	94.4	84.83	72.2	7338705630
18	K.MYTHILI	01.02.1999	98.4	83	69.35	7338780410
19	N.NANDHINI	20.11.1998	97	77	63.74	7397415313
20	V.NANTHINI	21.06.1999	91	74.92	72.56	8124955091
21	R.NISHA	28.01.1999	94.8	86	71.75	9176366061
22	A.NITHYA	16.04.1999	93.1	91.83	74.72	9003281050
23	S.NIVETHA	20.03.1998	88.8	72.25	72.02	7338756386
24	M.NIZAR FATHIMA	01.12.1998	98.8	78.3	64.93	7358519371





Ethiraj College for Women - Barclays Finance apprentice program

sundraarama.ravichandran@barclays.com <sundraarama.ravichandran@barclays.com>

Tue, Feb 12, 2019 at 6:16 PM

To: ethirajplacement@gmail.com

Cc: menaka.anand@barclays.com, ashwini.pawarprabhakar@barclays.com

Hello Ms. Gomathy,

Hope you are doing well.

We are looking at hiring one more person for our program. Last time you had referred the below names. All the 4 were either not interested or had other plans in general, so nobody turned up for the event. This time I would like to speak to you first so I can explain our requirements more clearly so there is no misunderstanding. Accordingly I would request you to refer a few deserving candidates for the selection process.

Please let me know a good time and a number to reach you at.

Thanks

Rama

PS: Candidates referred last time:

Department	Name		
BCOM CS	K. Udaya Nandhini		
B.COM (c.s)	SHOBITHA.S		
B.COM (c.s)	SUBASREE.SIVANANDAM		
B.COM (c.s)	GIRIJA J		

CHENNAI

From: Ethiraj Placement Cell <ethirajplacement@gmail.com>

Sent: Thursday, August 09, 2018 3:00 PM

To: Ravichandran, Sundraarama: Finance (CHE) < Sundraarama. Ravichandran@barclayscapital.com>

Subject: Ethiraj College for Women - Barclays Finance apprentice program

This message originated from outside our organisation and is from web based email - ethirajplacement@gmail.com

Dear Mr. Rama,

[Quoted text hidden]

[Quoted text hidden]

PLACEMENT CELL ETHIRAJ COLLEGE FOR WOMEN CHENNAI

BARCLAYS 2018 2019

BCOM EVE	13/S301007	DIVYA K	13/01/1996		
Occupation- Business - Roops Corner Fish Aquarium, Mylapore, Annual income - 1.2 lakhs					
Mother- Mrs.K.Usharani					
Occupation- Assisting father in business. Annual income- Nil					
B.COM CS Day	13-302057	VIMALA.G	19.08.95		
Work : Private job Annual Income : 2 Lac					

PLACEMENT CELL ETHIRAJ COLLEGE FOR WOMEN CHENNAI

Name of the DEPARTMENT OF NUTRITION, FSM & DIETETICS **NUTRITION, FSM & DIETETICS**

Name of the Student

Rajeswari S

Register Number

16-206023



WOOTU NUTRITION Pvt Ltd..

Old Mathabashigo, mann Rossol. Taind Namithawa (B. Chavenas - \$2000)94

See support series

Raieshwari, S No-204, Tamil Nadu Housing Board, MGR Nagar (N), Periyakuppam, Thirwallur

04.06.2019

Sub: Letter of offer

Dear Ms. Rajeshwari. S,

With reference to the discussions we had with you, we, on behalf of Wootu Nutrition Pvt Ltd., are pleased to offer you the position of "Nutritionist" and invite you to join the Wootu Nutrition family.

Your Cost to the Company (CTC) would be Rs. 1,44,000 (One Lakh Forty Four Thousand Only) Per

The allowances, benefits and other terms and conditions of your employment will be as per Company policies as applicable from time to time. Your compensation will be reviewed in future as per Company policy.

On joining the company you shall be on probation for six months. You will abide by the rules and regulations of the company as may be in force from time to time.

We welcome you aboard and we expect you to join on or before 10.06.2019 in line with discussion with you, otherwise this offer will stand withdrawn automatically.

This offer is contingent upon your ability to present copies of,

- Proof of your age
- Relieving letter from your previous employer(s)
 Post graduation /Graduation certificates
- True copy of last drawn salary for our records Two referral letters (No relative referrals)
- 4 passport photos &
- Photocopy of your Passport/Pan Card/Driving License

PRINCIPAL

S. Kothai

ETHIRAJ COLLEGE FOR WOMEN

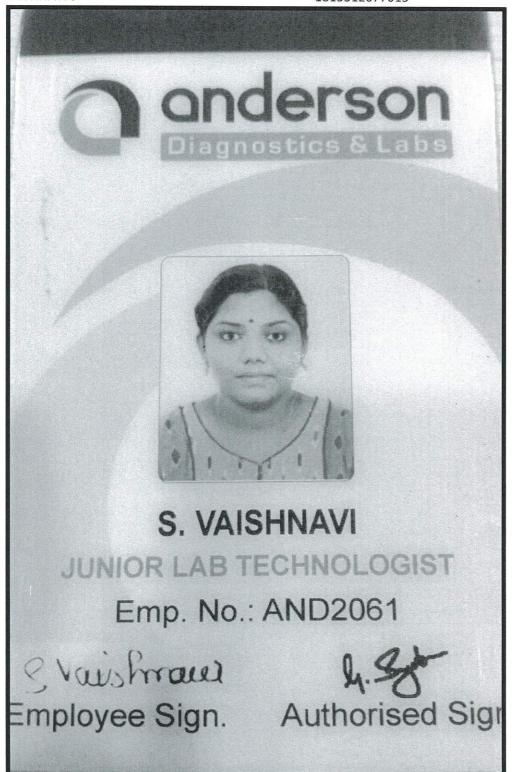
The company looks for a long-term association with all its employees and expects the same (AUTONOMOUS) CHENNALGOO GOS

P. Mutt merch!

DEPARTMENT OF ZOOLOOGY

DEPARTMENT OF ZOOLOGY 1813312077015

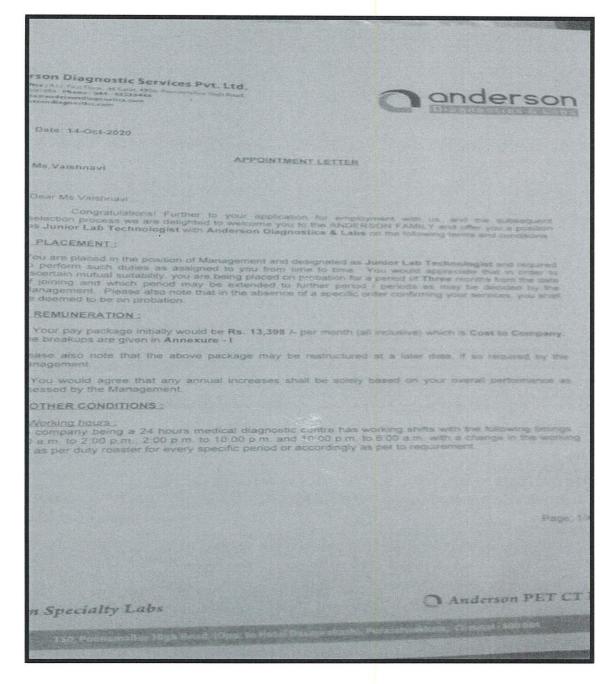
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ETHIRAJ COLLEGE FOR WOMEN (AUTONOMOUS)
CHENNAL600 008.



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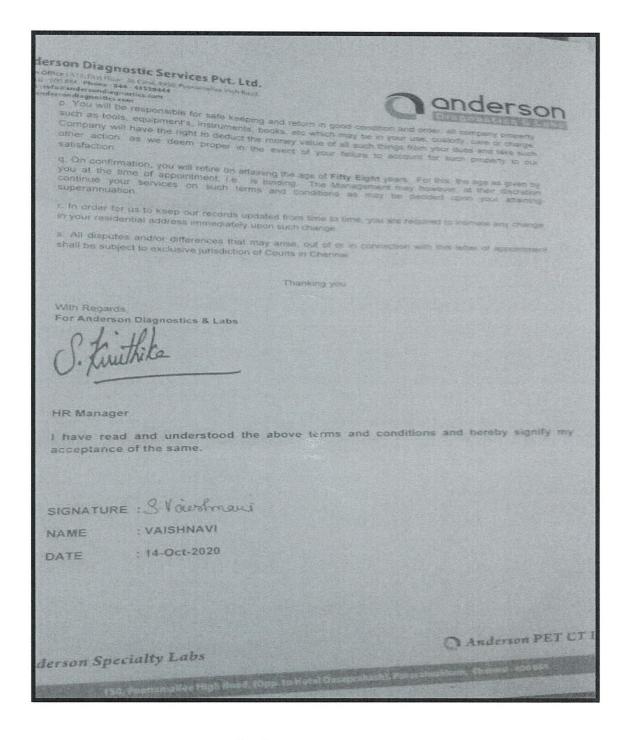
PRINGIPAL

ETHIRAJ COLLEGE FOR WOMEN

(AUTONOMOUS)

CHENNOMOUS)

CHENNOMOUS



P. A more

NAME: ANNA LAKSHMI. A

REGISTRATION NO:

RBS Services India Private Limited.

Regd. Office: 6th Floor, Building-2, Tower A, GIL IT/ITES SEZ, Candor Techspace, Sector-21, Dundahera, Gurugram, Haryana, India, 122016.

Website:

<u>www.NatWestGroup.com</u>, Email: <u>india.services@rbs.com</u>,

Telephone: +91 124 676 4000 Facsimile: +91 124 676 4790.

Corporate Identity Number – U72900HR2001PTC055458

Human Resources
STRICTLY PRIVATE & CONFIDENTIAL

TERMS AND CONDITIONS OF EMPLOYMENT CONTRACT

This contract of employment (hereinafter referred to as "this Contract") executed on 20/12/2021 between:

EMPLOYER: RBS Services India Private Limited ("the Company", "we" or "our"), having its Registered Office at 6th Floor, Building-2, Tower A, GIL IT/ITES SEZ, Candor Techspace, Sector-21, Dundahera, Gurugram, Haryana, India, 122016 a subsidiary undertaking / member of NatWest Group of companies.

EMPLOYEE: Annalakshmi Anandan ("you"), residing at 3/2 Kanniyappan street, vetri agar, TVK nagar, Chennai, 600082

Throughout this Contract NatWest Group is referred to as the "Group", a company in the Group is referred to as "Group Company" and includes NatWest Group Plc and any subsidiaries and associated companies, including but not limited to the Company.

Issue Date: 20/12/2021

SDS01 - Start Date: Your employment will begin no later than 24/01/2022 ("Start Date").

JTS01 - Job Title

Within Services , your Job Title is Customer Service & Operations Analyst (Volume) A3.

The Company reserves the right to unilaterally amend/ revise these titles for any business purposes, at its sole discretion.

JTS01.1 - You may be required to undertake other reasonable duties from time to time, for the Company and any Group Company. The Group reserves the right to second you or transfer you to any Group Company and any suitable alternative position reasonably within your capabilities, according to business

S. Kofe PRINCIPAL ETHIRAJ COLLEGE FOR WOMEN

(AUTONOMOUS) CHENNAI-600 008.

DEPARTMENT OF COMMERCE ETHIRAJ COLLEGE FOR WOMEN CHENNAI - 600 008

DEPARTMENT OF COMMERCE



RBS Services India Private Limited,

Regd. Office: 6th Floor, Building-2, Tower A, GIL IT/ITES SEZ, Candor Techspace, Sector-21, Dundahera, Gurugram, Haryana, India, 122016.

Website:

www.NatWestGroup.com, Email: india.services@rbs.com,

Telephone: +91 124 676 4000 Facsimile: +91 124 676 4790. Corporate Identity Number – U72900HR2001PTC055458

Provident Fund: 30,600 (INR per annum)

Other Retiral Benefits as per Policy: 18,150 (INR per annum)

Provident Fund: 2,550 (INR per month)

Other Retiral Benefits as per Policy: 1,513 (INR per month)

Total Fixed Pay: 325,000 Amount (INR per annum)

Note:

- 1) Benefit Funding This is the value provided towards benefit like HRA, LTA, Telephone Reimbursement, Meal card, etc.
- 2) Retirement Funding This is the value provided towards Retirement benefits like Provident Fund, National Pension System (NPS) etc.
- 3) Unutilized value from Benefit Funding and Retirement Funding will be paid through payroll.
- 4) All benefits enumerated are subjected to specific rules governing its operations.
- 5) The corresponding Income Tax liability has been excluded from these calculations.

{{sig_es_:signer1:signature}}

Signature
Signed for and on behalf of RBS Services India Private Limited on 20/12/2021

India Authoriser Name

DEPARTMENT OF COMMERCE
ETHIRAJ COLLEGE FOR WOMEN
CHENNAI - 600 008

PRINCIPAL
ETHIRAJ COLLEGE FOR WOMEN
(AUTONOMOUS)
CHENNAI-600 008.

S. Kothai

NAME: KEERTHI BHARATHI'S REGISTRATION NO:

DEPARTMENT OF COMMERCE 3311036022

CONGRUENT

CONGRUENT SOLUTIONS PVT LTD

1st Floor, North Wing, Central Square1, C28-C35 CIPET Road, Thiru Vi ka Industrial Estate, Guindy, Chennai - 600 032

el: +91 44 4223 8990 Fax: +91 44 4223 8991

www.congruentsolutions.com

KEERTHI BHARATHI S



DEPARTMENT OF COMMERCE ETHIRAJ COLLEGE FOR WOMEN CHENNAI - 600 008



PRINCIPAL
ETHIRAJ COLLEGE FOR WOMEN
(AUTONOMOUS)
CHENNAI-600 008.

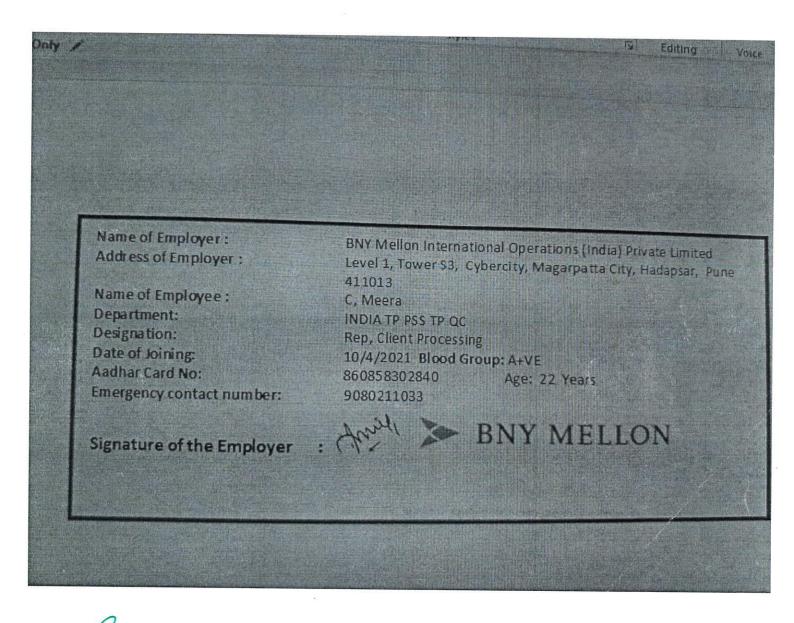
Land Campan

Authorised Signatory

NAME! MEERA, C

REGISTRATION NO: 1713311036029

DEPARTMENT OF COMMERCE



DEPARTMENT OF COMMERCE FTHIRAJ COLLEGE FOR WOMEN CHENNAI - 600 008

PRINCIPAL
ETHIRAJ COLLEGE FOR WOMEN
(AUTONOMOUS)
CHENNAI-600 008.

D. Kothai

DEPARTMENT OF COMMERCE

From

3/12/2019

S. Tamizhvani

No. 31/51, Perambur High Road, Jamalia,

Chennai 600 012.

To

The Principal

Ethiraj College for Women

Chennai 600 008.

Respected madam,

SUB: Joining report

I am very happy and glad to inform you that I am joining duty as Assistant Professor in the Department of Commerce (SS), Ethiraj College for Women on 3/12/2019 on temporary vacancy.

Thanking you.

Your's Sincerely

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(S.TAMIZHVANI

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DE ARTMENT OF COMMERCE ETHIRAU COLLEGE FOR WOMEN CHENNAL BON AND

PRINCIPAL LCOLLEGE FOR WOME

ETHIRAJ COLLEGE FOR WOMEN (AUTONOMOUS) CHENNAF600 008. 28/114, Fourth Street Abiramapuram Chennai - 600018

To,
The Principal
Ethiraj college for women
Chennai-600008

Through,
The Head of Department
Dr. V. Shanthi
Department of Corporate Secretary Ship

Respected Hadam,

I wish to inform you that, I am joining duty as Assistant Professor (Trust vacancy) in the Department of Corporate Secretary ship, on a consolidated Pay basis, on the forenoon of 08-02-2024 (Honday). I Profusely thank you for giving me this opportunity. I assure you ma'am of my best services to the institution.

Thanking You.

Internai anduched den 8/02/2020 1/2 Candidale is found good.

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forwarded Mark

Yours Sincerely, R. Paiture

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ETHIRAU CAN LEGT FOR WORK AND TONG MOUS) or end for Control of Con



10/15/2020

Gmail - Deloitte India Greetings!



Mridula Satish <mridulasatish0806@gmail.com>

Deloitte India Greetings!

1 message

Reg. No: 1713321014066

Jain. Abhiiit <abhiiiti@deloitte.com>

Thu, Apr 9, 2020 at 6:58 PM

To: "Varsha.ramakrishn@gmail.com" <Varsha.ramakrishn@gmail.com>, "mridulasatish0806@gmail.com" <mridulasatish0806@qmail.com>, "sanjanasitaraman0109@gmail.com" <sanjanasitaraman0109@gmail.com>,

"shagunagarwal004@gmail.com" <shagunagarwal004@gmail.com>, "gourilekshmi2000@gmail.com" <gourilekshmi2000@gmail.com>, "sruthi.kolachana@gmail.com" <sruthi.kolachana@gmail.com>, "rutva.satish@gmail.com"

<rutva.satish@gmail.com>, "viraliparmar99@gmail.com" <viraliparmar99@gmail.com>, "juhisacheti@hotmail.com"

<juhisacheti@hotmail.com>, "sahiluppal99@gmail.com" <sahiluppal99@gmail.com>, "gjejani@gmail.com" <giejani@gmail.com>, "bhavyamerani.123@gmail.com" <bhavyamerani.123@gmail.com>, "poojakadian99@gmail.com"

<poojakadian99@gmail.com>, "alvinjimmy@gmail.com" <alvinjimmy@gmail.com>, "pragatikocher123@gmail.com"

rasseeratkohli@gmail.com" <rasseeratkohli@gmail.com>, "rhythm.17sept@gmail.com" <rhythm.17sept@gmail.com>, "vamika98@gmail.com" <vamika98@gmail.com>, "shivanshi.mahapatra@gmail.com" <shivanshi.mahapatra@gmail.com>,

"gargdiksha18@gmail.com" <gargdiksha18@gmail.com>, "garima.khurana121@gmail.com"

<garima.khurana121@gmail.com>, "chhabra.tanishta@gmail.com" <chhabra.tanishta@gmail.com>, "aleenabrar@gmail.com" aleenabrar@gmail.com>, "manas.chavan2k@gmail.com" <manas.chavan2k@gmail.com>, "aishwaryamurali99@gmail.com" <ma <aishwaryamurali99@gmail.com>, "paraslodaya98@gmail.com" <paraslodaya98@gmail.com>, "rheaphilip31@gmail.com" <rheaphilip31@gmail.com>, "mehraradhika99@gmail.com" <mehraradhika99@gmail.com>

Cc: "Valjee, Salima" <svaljee@deloitte.com>

Hello.

Hope you are doing well, looking after yourself and your families and staying Safe at Home!

A quick touch base with you about happenings on the other side: We are in the middle of discussions with our leaders to decide on the Joining Dates and this is taking sometime given the new developments on COVID every day, nevertheless, we will have a date soon.

Please be rest assured, everything is on track and there is no need to worry.

In the meantime please be Safe and stay in touch!

I will stay connected with you until your Joining, if you have any concerns, feel free to call me @.

Regards,

Abhijit D. Jain

Deputy Manager - Campus | IFS | DSSILLP

Mothmarand

DEPARTMENT OF MATHEMATICS

CRITERIA 5.2.1 RAMYAL (2019 - 2020) TREALS SEE India Post PROVISIONAL ENGAGEMENT LETTER B3/AlapakkamB.O/GDSOE/2019/dlgs S/o W/o D/o LOGANATHAN K is hereby provisionally engaged as _____ GDS BPM Alapakkam B.O Sri/Smt. RAMYA L BOalw . He/She shall be paid Kaveripak S.O SO with effect from 28/09/2019 TRCA as are admissible from time to time. His/her date of birth is 15/05/2000 should clearly understand that his/her engagement as GDS BPM/MC/MD/SV/MM/Pkr is subject to verification of original certificates from the respective issuing authorities and shall be in the nature of contract liable to be terminated by him or by the undersigned by notifying the other in writing and that his/her conduct and service shall also be governed by the Department of Posts Gramin Dak Sevaks (Conduct and Engagement) Rules, 2011 as amended from time to time If these conditions are acceptable to him/her, he/she should communicate his /her acceptance in the enclosed proforma. Arakkonam Division. Arakkonam To (Regd AD) Sri/Smt. RAMYA L #121A, Kattabomman street , Ashok Nagar Arakkonam, Vellore - 631001 Copy To: (By Regd) 1. The IP/ASP, Arcideonem WLJ Sub division for information. 2. The Postmaster, Ranipet H.O HO for information. The memo of descriptive particulars, Declaration, attestation form, oath of allegiance, Health certificate and Conduct Certificate are enclosed. 3. The Sub Postmaster, Kaveripak S.O. 50 for Information

DEPARTMENT OF MATHEMATICS

CRITERIA 5.2.1 OFF CAMPUS (2019-20)



October 31, 2020

Ms. Aswini B. No.66F, 6th Cross Street, Pallavan Nagar, Keelkattalai, Old Pallavaram, Chennai - 600 117.

Dear Aswini,

We are pleased to make you a formal offer of employment with Scientific Publishing Services as **Trainee: Language Editor.**

Kindly make a note that your tentative date of joining would be **November 02, 2020** and the Company may be constrained to change your joining date due to the prevailing unprecedented situation. In that event, the Company shall duly inform you of the revised Date of Joining.

In case of any changes to the date of joining please inform us before the expected date of on-board. Failure to inform us and no-show on the expected date of joining will efface this employment offer.

This offer is conditional upon you complying with the following:-

- 1. You shall provide photocopies of the following documents on or before November 02, 2020.
 - a) Transfer & Degree Certificates
 - b) Relieving order / Service Certificate of your previous employment
 - c) Proof of age and address
 - d) Passport
 - e) Two passport size photographs
 - *Originals of the submitted documents are mandatory for verification
- 2. You are required to submit documented proof that your resignation has been accepted by your current employer within 7 days from the receipt of this offer letter.
- The Management may transfer you to any of the units/location from time to time as per business requirements.
- 4. Your offer shall be valid for 3 days from the date of this offer.

Your monthly gross salary will be ₹13,600/- A detailed salary structure will be provided at the time of joining.

If you comply with the above conditions to our satisfaction, your appointment letter will be given at the time of joining.

Thanking you,

Yours faithfully,

For Scientific Publishing Services (P) Ltd.

Sanjay Deepak D.

Senior Manager – Human Resources

I hereby accept this offer of employment and will act in accordance with the above conditions.

(Candidate's Name & Signature)

No. 6 & 7, 5th Street, Dr. Radhakrishnan Salai, Mylapore, Chennai, Tamil Nadu, India, 600 近底 FOR WOMEN 91 44 4219 7750 • F 42197761 • www.sps.co.in • www.sps.co.in • www.sps.co.in

CHENNAI-600 008



September 02, 2020

DEPARTMENT OF MATHEMATICS

Ms. Nisheetha Fathima,

Chennai

Dear Nisheetha.

We are pleased to offer you employment in our Company as "Trainee Process Associate" on a salary of Rs. 200000 (Rupees Two Lakh) per annum.

1. Date of Appointment

Your appointment is effective from the date of joining which shall be on or before September 02, 2020.

2. Probationary Period

You will be on probation for a period of six months from the date of your appointment. If, in the opinion of the company, you are found suitable in the appointed post, you will be confirmed in the services of the organization.

3. Provident Fund

You will participate in the company provident fund scheme as applicable to your category of employees.

4. Salary Review

Your salary will be reviewed periodically as per the company policy. Your increments are discretionary and will be subject to, and on the basis of, effective performance and results.

5. Leave

You will be covered by leave, holidays and the working hours policy as applicable to your category of employees.

6. Other Work

Your position is a whole time employment with the company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as a shareholder or debenture holder) in any other trade or business, during the employment with the company, without permission in writing from the organization.

PRINCIPAL
ETHIRAJ COLLEGE FOR WOMEN
(AUTONOMOUS)
CHENNAL-600-008.

1st Floor, North Wing, Central Square 1, C28-C35, CIPET Road, Thiru Vi Ka Industrial Estate, Guindy, Chennai - 600 032

DEPARTMENT OF MATHEMATICS



7. Transfer

You will liable to transfer in such capacity as the company may, from time to time, determine, to any other location, department, establishment, factory or branch of the company or its affiliates, associate or subsidiary companies. In such case, the terms and conditions of service applicable to the new assignment will govern you.

8. Responsibilities

Your main responsibility would be in the area of BSS. As part of the team, you will be expected to adhere to the Information Security Policy requirements, client's contractual needs and any other requirements that may be communicated by the Company from time to time. Non- adherence to company policies on the above fronts could entail disciplinary action against you by the Company. You are expected to effectively perform to ensure you deliver results and may be expected to work extra hours to achieve this, where the situation so requires.

9. Confidential Information

You will not, at any time, without the consent of the President, disclose or divulge or make public any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in course of your services or otherwise.

10. Protection of Interest

During the period of your employment with us, all the work done by you as part of your job will automatically be deemed to be the property of Congruent. If you conceive any new or advanced methods of improving processes / systems in relation to the operation of the company, such developments will be fully communicated to the company and will be and remain the sole right / property of the company.

11. Past Record

Please note that this appointment is subject to background checks. If any declaration or information furnished to the company proves to be false or if you are found to have willfully suppressed any material information, you will be liable to removal from services without any notice.

12. Notice Period

It is mandatory to give 3 months advance notice in writing to the Company in the event of your resignation or 3 months pay in lieu thereof. This contract of employment is terminable by either party by giving three months (90 days) notice. Either party is not bound to give any reason thereof. The company reserves the right to pay or recover salary in lieu of notice period. The company may, at its discretion, relieve you from such date as it may deem fit even before the expiry of notice period without compensating for the unexpired period and is not bound to give any reasons thereof. The company may refuse to relieve you by a requested date or extend your date of separation by not more than 90 days, in cases where the projects entrusted to you is/ are likely to be affected due to your decision to resign by that date. This decision vests solely with the management. If your performance is found to be unsatisfactory, your employment is liable to be terminated with 30 days notice. The company is entitled

1st Floor, North Wing, Central Square 1, C28-C35, CIPET Road, Thiru Vi Ka Industrial Estate, Guindy, Chennai - 600 032

PRINCIPAL
ETHIRAJ COLLEGE FOR WOMEN
(AUTONOMOUS)
CHENNAL-600 008

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DEPARTMENT OF MATHEMATICS



to levy costs, in case of breach of any of the above terms and conditions, to the extent of the actual loss suffered.

13. Arbitration

Any dispute which may arise between you and the Company in connection with the interpretation of this appointment letter with regard to the rights or obligations of either party here under or with regard to the validity or enforceability thereof shall be settled to the mutual satisfaction of the parties within thirty (30) days (or such longer period as may be mutually agreed upon) of the date either party informs the other in writing that such a dispute exists. In case such a mutual agreement is not arrived at, the dispute shall be referred to a sole Arbitrator appointed by the Company. Arbitration shall be governed by the provisions of the Arbitration and Conciliation Act, 1996. The arbitration shall be conducted in English language and be held in Chennai.

14. On Separation

On acceptance of the separation notice, you will immediately give up to the company all correspondence, specifications, books, documents, literature, effects or records etc. belonging to the company or relating to its business and shall not make or retain any copies of these items. For a period of one year following your separation, you shall not, directly or indirectly, invite or be instrumental in the recruitment / engagement of any of your former colleagues to employment with your new employer(s).

The above terms and conditions are subject to company policy.

The following are required to be furnished by you within one week from the date of joining:

- > Stamp size photographs (2 Nos.)
- Your contact phone number if any
- > Your blood group
- Copy of your passport (If you do not possess one, please apply for one and intimate us)

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.

Yours sincerely,

For Congruent Solutions Pvt. Ltd.

BALARAMAN J PRESIDENT PRINCIPAL
ETHIRAJ COLLEGE FOR WOMEN
(AUTONOMOUS)
CHENNAI-600 008.

DEPARTMENT OF MATHEMATICS

"Offer Letter"

Dear Sowmya,

With reference to your interview conducted by us at Integra Software Services Private Limited, Chennai, we are pleased to inform that you have been shortlisted for the position of <u>Peer Review Administrator Trainee</u>. You will be offered CTC of Rs. 2,68,884 /- per annum which includes Performance Bonus of Rs.12,000/-per annum which will be paid on quarterly basis based on the individual performance

The location of your initial reporting and training will be Pondicherry and the date of your joining will be informed in the due course of time.

We look forward to hear from you soon. Should you have any query, please do not hesitate to contact our Recruitment Team

Thanks and Regards,

Uma Executive - HR Integra Software Services Pvt. Ltd. Direct: +91 413-4212126

"In accordance with the requirement of any applicable Data Protection Laws. "By including any personal data in your response to this email, you are freely consenting to this being used and stored by the company for the purpose of service delivery. This email and any accompanying attachments is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure, distribution, or copying is strictly prohibited. If you are not the intended recipient of this communication or received the email by mistake, please notify the sender and destroy all copies. Integra Software Services Pvt Ltd. reserves the right, subject to applicable local law, to monitor and review the content of any electronic message or information sent to or from its company allotted employee email address/ID without informing the sender or recipient of the message."

S. LOTE PRINCIPAL
ETHIRAJ COLLEGE FOR WOMEN
(AUTONOMOUS)
CHENNAI-600 008.

DEPARTMENT OF COMPUTER SCIENCE

B.ALAGAMMAI 1713321058002



Request No. 0015473889

Date: 8/14/2021

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr/Ms Alagammai (Emp No. 40068019), Scholar Trainee-Work Integrated Learning Program is an employee of Wipro Limited, since 1/25/2021

As per our records his/her Salary details in Indian Rupee is as follows:

STIPEND

15000.00

ESI

488.00

MONTHLY GROSS

15488.00

This certificate is issued at employee request. For Verification of this letter, you can get in touch with referenceletters wividus@wipro.com

For WIPRO LIMITED,

Putul Mathur

Vice President - Human Resources

Registered Office:

Wipro Limited Doddakannelli Sarjapur Road Bangalore 560 035

T: +91 (80) 2844 0011 F: +91 (80) 2844 0256 E: info@wipro.com W: wipro.com C: L32102KA19459LC020800

PRINCIPAL
ETHIRAJ COLLEGE FOR WOMEN
(AUTONOMOUS)
CHENNAI-600 008.

Head of the Department
Department of Computer Science
ETHIRAJ COLLEGE FOR WOMEN
CHENNAL-600 508

Request No. 0015473889

Date: 8/14/2021

TO WHOMSOEVER IT MAY CONCERN

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This certificate is issued at employee request. For Verification of this letter, you can get in touch

with referenceletters.wividus@wipro.com

For WIPRO LIMITED, Putul Mathur

Vice President – Human Resources

PRINCIPAL

ETHIRAJ COLLEGE FOR WOMEN (AUTONOMOUS)
CHENNAI-600 008.

Head of the Department
Department of Computer Science
ETHIRAJ COLLEGE FOR WOMEN

CHENNA: 500 008

DEPARTMENT OF COMPUTER SCIENCE

GAYATHRI R 1713321058005



APPOINTMENT LETTER

28 January, 2021

Dear GAYATHRI RAVIKUMAR,

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

- 1. Your initial place of work will be at IN-Chennal. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
- You will be expected to attend office except when traveling on business during working hours/shifts as may be decided by the Company.

2. Compensation and Benefits:

- Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of Rs 72000. Other allowances / reimbursements as due to you are detailed in Annexure I.
- You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
- You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
- 4. Your compensation shall be reviewed on the basis of merit and will be at the sole

Head of the Department
Department of Computer Science
ETHIRAJ COLLEGE FOR WOMEN
CHENNAL-500 098

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PRINCIPAL
ETHIRAJ COLLEGE FOR WOMEN

(AUTONOMOUS)
CHENNAI-600 008.

GNANA SOUNDARIYA Y 1713321058007

Cognizant



16-Aug-2021

Dear Gnana Soundariya Y, B.Sc., Computer Science Ethiraj College For Women

Candidate ID - 16344610

Thank you for exploring career opportunities with Cognizant Technology Solutions India Private Limited ("Cognizant"). You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of Programmer Trainee

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 251,999/-. This includes an annual target incentive of INR 12,000 /- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in Compensation and Benefits. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.284,1111. This includes an annual target incentive of INR 12,0001- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in Employment Agreement. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note

 This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.
- 3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

Ri'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 (97)

PRINCIPAL
ETHIRAJ COLLEGE FOR WOMEN
(AUTONOMOUS)
CHENNAI-600 008.

Head of the Department
Department of Computer Science
ETHIRAJ COLLEGE FOR WOMEN
CHENNAI-600 008



B. GM UG

Diya ·S 1813321036149

Business Finance Limited

DEPARTMENT OF COMMERCE

Offer of Employment

Date: 27-07-2021

Dear Divya S,

Welcome to the Family of Five-Star Business Finance Ltd.

We are a Non-Deposit taking Non-Banking Financial Company registered with Reserve Bank of India. We have been successfully operating in the financial services space for over the last 36 years and are currently engaged in providing small business and small housing loans to customers in urban, semi-urban and fast-growing rural geographies.

We have pleasure in offering you an appointment in our Company as "Assistant - Accounts". Your place of operation will be at our "Corporate Office". The terms and conditions of your appointment will be as follows:

. Salary and Allowance:

- 1. You will be paid an Annual CTC of Rs. 2,15,976.00 /- (Rupees TWO LAKH FIFTEEN THOUSAND NINE HUNDRED AND SEVENTY SIX) including minimum guaranteed incentive as detailed in the Annexure 1. The Variable incentives as applicable to your role would be as given in the Annexure 2 which may vary from time to time as per the Company's policy.
- 2. You will be eligible for PF in accordance with the relevant statutory rules.
- 3. You will be eligible for an annual increment which will be paid based on the recommendation made by your Reporting Supervisor / HOD after assessing your performance. The Company may at its sole and absolute discretion grant you such annual increment as it may think fit. It is however expressly understood that the company reserve itself the right not to grant such increment. Your cycle of annual increment will be during April every year, as per the company's policy.

. Duties and Obligations:

You shall:

- 1. Conduct yourself with decorum and shall efficiently and honestly discharge and perform all duties and functions pertaining to your employment as also such other duties as you may be required to perform from time to time by the Company, or by any duly authorized Officer of the Company, which are consistent with your employment in relation to the business of the Company.
- 2. Obey and comply with all lawful orders and directions given to you by the Company or by any person duly authorized by the Company on its behalf and faithfully obey all the rules, regulations and arrangements of the Company in force and applicable to you.
- 3. Give and devote your time exclusively to your duties with the Company and while serving the Company you shall not engage yourself directly or indirectly without the prior consent in writing of the Company with or without remuneration in any capacity, business or activity which the Company may in its sole discretion consider contrary to or inconsistent with the duties and obligations. Any violation, in this regard, will be treated as dereliction of duty and your services will be terminated without any notice.
- 4. You shall not, directly or indirectly, disclose to any person or any firm the name and addresses of any of the customers or clients of the Company or any other information pertaining to them in a manner that conflicts with or interferes in the business of

ETHIRAJ COLLEGE FOR WOMEN

(AUTONOMOUS)

CHENNAL-600 008



B. COM UG

any person which may come to your knowledge.

DIVYA -S DEPARTMENT OF COMMERCE 21036149

· Working Hours & Leave :

- 1. You shall serve the Company during such daily hours of work as may be determined from time to time by the Company.
- 2. You will be entitled to leave as per Company's Leave Policy. If in case you absent yourself from the service of the Company without prior permission or overstay the sanctioned leave for 8 or more consecutive days, you will be deemed to have abandoned service voluntarily without giving a due note and will be terminated from service immediately.
- 3. No notice of resignation from the service of the Company will be effective if given during the period when you are on leave and you will also not be entitled to proceed on leave during the Notice period.
- Probation & Performance: You will initially be on probation for six months during which your performance will be reviewed and on the same being found satisfactory you will be eligible for being confirmed. Otherwise, your probation period may be extended or your employment may be terminated without any explanation or compensation and without any notice period. Only on your confirmation, you will be eligible for other benefits that are normally applicable to permanent employees.
- Transfer of Services: Your services are transferable as the Management may deem it necessary from one branch/department to another within India in the same capacity or other. On such transfer, you will be governed by the terms and conditions and entitled to the benefits as per the rules of the company.
- · Acceptance of Gifts: You shall not accept or undertake to accept either directly or indirectly any gifts, commissions or other favor of any kind what so ever in connection with your work which is prejudice to the interest of the Company without the prior knowledge of the Management of the company.

· Bonus Payout :

- · Based on your productivity, the company will pay you monthly productivity linked incentive as per the company's usual payroll cycle each month (subject to applicable tax deductions).
- The monthly productivity linked incentive payable to you, is in lieu of profit based bonus in terms of Section 31 A of The Payment of Bonus Act, 1961. The company will ensure that you will also receive the minimum statutory bonus, as required under Section 31 A of The Payment of Bonus Act, which is typically paid out by September of the following year.
- You agree and acknowledge that you are not entitled to any bonus/incentive payouts other than those mentioned above, either under applicable laws or as per your employment terms with the company.

Termination / Resignation:

- 1. The Company shall terminate your employment without notice if it is ascertained that the information given by you in the application for employment and also on the declaration given by you orally in the interview, is false or mismatches the information relating to you.
- 2. The Company shall be at liberty to terminate your employment at any time without assigning any reason whatsoever by giving you 30 days notice in writing on that behalf or by paying in addition to the remuneration then due to you a sum equivalent to 30 days gross salary, as the case may be, excluding all incentives in lieu of notice.
- 3. You shall be at liberty to resign at any time by giving 30 days prior notice in writing in that behalf. In the event of your leaving the employment of the Company without giving notice/not serving full notice as offered said, you shall be liable to pay to the Company a sum equivalent to 30 days gross salary/short fall in notice period, as the case may be. However, it is the sole discretion of the Management to accept or reject such request for payment of salary in lieu of notice period.
- 4. Without prejudice to any of the rights and remedies which the Company may have against you the Company shall be entitled to terminate your employment forthwith without giving any notice whatsoever in case of any act of disobedience, fraud, indiscipline,

ETHIRAJ COLLEGE FOR WOMEN (AUTONOMOUS) CHENNAI-600 008.

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· Confidentiality: You shall not under any circumstances during your employment or at any time after your resignation /retirement / termination for whatever reasons of your employment with the Company, except with prior sanction in writing of the Company, divulge the confidential and proprietary information of the Company to any third party, including the trade secrets, business plans, customer information and business or company information.

· Consequences of Termination :

Upon termination of your employment with the Company for any reason whatsoever, you shall immediately:

- 1. Hand overcharge to such person or persons as may be nominated by the Company in that behalf,
- 2. Surrender to the Reporting Supervisor or the Company's authorized representative all original or the copies of business documents, reproductions of any data, and correspondence either addressed to you by the Company or received by you for and on behalf of the Company and all items belonging to the Company and other documents, records, property and effects of the Company as may be in your possession or custody pertaining to or connected with the business of the Company or any subsidiary, associate or affiliate of the Company.
- 3. Without prejudice to the Company's other rights and remedies, the Company shall be entitled to deduct from your emoluments, if any herein, the amount of any claims which the Company may have against you either under the terms of your employment or otherwise how so ever.
- Retirement: You shall retire from the Company's employment and your employment will terminate on your attaining the age of 58 years. Your Date of Birth as recorded with us at the time of your employment is 28-07-2001
- Additional Rules & Regulations: In addition to the terms and condition of employment herein above mentioned, you shall also observe and comply with and shall be bound by rules, regulation and procedures which the Company may from time to time separately frame for observance and compliance by its staff and which will be communicated by the Company to you. The Company shall have the right to add, to alter, modify or abrogate from time to time any term of the Contract of Employment, including remuneration and perquisites, which will be communicated to you either by individual letter or by circular.
- Employment Verification: The above offer is valid subject to the clearance of background verification (Reference Check, Academic Record Check, Prior Employment Check, Character Ref Check) by an Agency nominated by the Company or by the HR department of the Company.

We enclose this letter in duplicate and shall be obliged if you will kindly return to us the duplicate duly signed and dated by you in token of your acceptance of the offer, the said terms, and condition of employment on or before 04-08-2021 failing which this offer will stand canceled.

While welcoming you to the family of Five-Star Business Finance, we take this opportunity to wish you all the very best to excel in your endeavors and to scale the Company to greater heights.

For Five Star Business Finance Limited.

(G Mahesh)

matest

Head - HR

S. Kothani PRINCIPAL ETHIRAJ COLLEGE FOR WOMEN (AUTONOMOUS) CHENNAI-600 008.

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2020-21

B. COM UG DIVYA.S 1813321036149

DEPARTMENT OF COMMERCE

Annexure 1				
FIVE STAR				
Business Finance Limited	Compensation Br	Compensation Break-up		
Salutation				
Name	Divya S	Divya S		
Designation	Assistant - Accoun	Assistant - Accounts		
Location	Corporate Office	Corporate Office		
Compensation Break-up	Monthly (Rs.)	Annually (Rs.)		
A) Salary				
Basic + DA	11,000.00	1,32,000.00		
HRA	2,630.00	31,560.00		
Additional Weekend Allowance	0.00	0.00		
Special Allowance	0.00	0.00		
Collection Allowance	0.00	0.00		
Minimum Guaranteed Incentive	0.00	0.00 0.00 0.00 0.00 0.00		

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ETHIRAJ COLLEGE FOR WOMFN (AUTONOMOUS) CHENNAI-600 008.



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B) Retirals DEPARTMENT (OF COMMENCE?	321036149
Employer Provident Fund	1,430.00	17,160.00
Gratuity	529.00	6,348.00
Total Retirals (B)	1,959.00	23,508.00
C) Benefits		•
ESIC	443.00	5,316.00
Insurance	400.00	4,800.00
Leave Encashment 1st yr / 2nd yr subject to availability of leave balance to credit	733.00	8,796.00
Statutory Bonus	833.00	9,996.00
CUG SIM	0.00	0.00
Total Benefits (C)	2,409.00	28,908.00
Total CTC (A + B + C)	17,998.00	2,15,976.00
D) Deductions :		
i) Employee Provident Fund	1,320.00	15,840.00
ii) ESIC	102.00	1,224.00
iii) Professional Tax	208.00	2,496.00
Total Deductions - D	1,630.00	19,560.00
Total Net Take Home Pay (A - D)	12,000.00	1,44,000.00

Note:

- i) **Insurance**: a) You will be covered under Group Personal Accident Insurance for a Sum Insured Value of Rs.3lacs per annum, as per Company's policy
- b) You will be covered under the Group Medical Insurance cover for self and dependants (Spouse and Children [max 2 children]) for a Sum Insured Value of Rs.3 lacs per annum, as per Company's policy.
- c) You will be eligible for Life Insurence Cover under the EDLI schme (Employees Deposit Linked Insurence Scheme)

Special Note:

PAN, Address Proof and Date of Birth Proof are mandatory and have to be provided at the time of joining the Organisation.

I accept the terms and conditions as mentioned in the Offer Letter. My tentative date of joining will be __/_/

Name: Divva S

Signatura:

PRINCIPAL
ETHIRAJ COLLEGE FOR WOMEN
(AUTONOMOUS)
CHENNAI-600 008.



M-6M PG - MARTHIKA-S

DEPARTMENT OF COMMERCE

Beyontec Joining Documents

Inbox



Dear Karthiga,

We are delighted, you are joining us.

Welcome to Beyontec!! Your contribution is important to ensure our sustained success and growth.

We hope that your career here will be a gratifying one. You would get maximum support from the whole of our team and we look forward to having the best relations with you.

DOCUMENTS REQUIRED ON THE DAY OF
REPORTING

ETHIRAJ COLLEGE FOR WOMEN
(AUTONOMOUS)

CHENNAJ-600 008. With reference to acceptance your joining with US on 28th July 2021 (Reporting Time-10.00AM), **VOU** required are to carry the following documents the on reporting: (Originals and two set

Q PANY





M. COMPG Pavithra · G

HDB Financial Services Limited nd Floor, Wilson House, Old Nagardas Road, Near Amboli Subway,
Andheri East, Mumbai - 400069
DEPARTMENT OF COMMERCE 022 - 7945 5000
Email hdb.hrcompliance@hdbfs.com

Web www.hdbfs.com CIN - U65993GJ2007PLC051028

Ref:HDBFS/21-22/HRIC226643/Appt/P34964

July 16, 2021

Ms. Pavithra G House No-79/191, Solaiyappan Street, Old Washermenpet, Chennai-600021

Dear Ms. Pavithra G

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as OPERATIONS EXECUTIVE on the terms and conditions set out in this letter of appointment ("Agreement").

Position and Posting: 1.

- Your initial posting will be at CHENNAL 1.1
- You are liable to be transferred or deputed, temporarily or permanently, part time or whole time to any section, division, subsidiary or associate concern or any other place of business, which is in existence or may 1.2 come into existence at a future date, as may be decided by the Company.

Probation: 2.

You will be on probation for a period of 6 (six) months from the date of your employment. Subject to the satisfactory performance by you during the probationary period, you will be confirmed in the services of the Company in writing.

Remuneration & Taxes: 3.

- Your remuneration and benefits will be as set forth in the Annexure hereto. The Company shall inform you of any changes in the remuneration in writing (which includes in electronic form) and from the date indicated in 3.1 such communication the remuneration shall stand amended.
- The Company may withhold from any amounts payable to you under this Agreement such central, state and 3.2 local taxes as may be required to be withheld pursuant to any applicable law or regulation.
- The Company reserves the right to deduct or withhold salary or any form of remuneration in the event that 3.3 the repayment for any loan or similar facility availed by you from the Company remains outstanding.

Duties & Responsibilities: 4.

Your duties and responsibilities have already been explained to you. You are also expected to undertake reasonable alternative duties in addition to, or instead of your normal duties. The Company's decision in this 4.1 regard would stand as final and binding on you.

You are required to attend punctually at such place or places as your dies had sequire for such period as the

ETHIRAJ COLLEGE FOR WOMEN (AUTONOMOUS) CHENNAI-600 008

McKinsey & Company DEPARTMENT OF

McKinsey Global Services India Private Limited Unit 4 & 5, 5th Floor, "Pinnacle", Ascendas International Tech Park, CSIR Road, Taramani Chennai, Tamil Nadu, India CfN No. U72300TN1997PTC038420



DEPARTMENT OF CORPORATE SECRETARYSHIP

Sakthi Sri A

Flat No.f3.suabashya Krishnam Apartment, 132.thulasingam Street, Perambur.chennai.600011 Chennai, Tamil Nadu 600011

May 20, 2021

Dear Sakthi Sri A,

We are delighted to have you join McKinsey Global Services India Private Limited ("McKinsey" or the "firm") in the role of Assistant Process Associate in Chennal effective June 7, 2021, or such other date as agreed by you and the firm.

This employment agreement formally confirms the terms and conditions of your employment should you accept our offer.

You agree to act in the best interests of McKinsey at all times. You agree to devote your full working time to your job duties, and any other duties as McKinsey assigns to you from time to time.

Your normal place of work will be in our office currently situated at Chennai. Upon reasonable notice, we may change your place of work to any other location within India.

Zebronics India Pvt. Ltd.

Registered Other 118. Poonamalice High Road, Vepery, Chennai, - 600084. Phone: 491-44-40000007 | Fax: 191-44-43512492 CIN. U30006 [N1997PTC03B037] Email: enquiry@zebronics.com



APPOINMENT LETTER

D/a canash, 23/11, Perumal 1st Street, Purasawalkam, Vepery, Chennai, Tamil Nadu - 600007.

+91 - 7550235931 digitis.oni95@gmail.com

Dear Ms Dhriti

And regards your application and the subsequent interview held, we are pleased to offer you the position of Sour Coordinator with Zebronics India Pvt. Ltd., (herewith referred to as 'Company') with the following ferms &

Unic of Adulian

this offer letter that he valid if accepted in its notarity and you keep on or believe 20. August 2021. After the same, it shall be decimed but 8, void without any services. confirmation whatsoever

You shall be reporting to Sales Head, and/or person decided by the Company

b. Designation

You have been designated as Sales Coordinator and the KRA of your roles have been briefed to detail during the round(s) of the interviews held with us.

However, your ability, skills & expertise can be utilized in any other field/function/department in the best interest of the Company & thereupon, you shall be re-designated accordingly, whereing to any RM as deemed necessary by the Company.

Place of Posting

Your initial posting shall be in Chennal, Tamil Nadu. However, your services are subject to transfer to any other location, in India or Abroad, as per the requirement of the Company, whether in existence or planning. Such transfers will not entail any additional allowance & non - compliance with the same shall be treated as a violation of the Company's policies & shall make you liable for appropriate action.

O. Remuneration Details

Your total remoneration on Total CTC (Cost to Company) would be Rs. 2,66,688 Per Annum (Rupees Two Lakhs Sixty Slx Thousand Slx Hundred and Eighty Eight Per Annum Only). For a detailed breakup of the remuneration, please refer to Annexure - A.

All the components of the CTC are discretionary and the Company has all rights to after the same at any given time, subject to prevailing norms & regulations.

If there are any changes about the Government laws & legislation, whilst you have been employed, the composition of the salary would be restructured according to the same but the CTC would be unaffected whatsoever.

If any provisions in the future that are subjected to employee benefit(s), the composition of the salary will be restructured, but the CTC will remain unaffected whatsoever.

ETHIRAJ COLLEGE FOR WOMEN Zebronics (AUTONOMOUS) CHENNAI-600 008.

10-Sep-2021

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Sushma Subramanian No.283, aringnar anna 3rd cross street, cooperative nagar, Thiruverkadu Chennai-600077 600077 Management Level - 13 Sublevel - 2

Job Profile - Finance Process New Associate Job Family Group - Finance Business Deal - Non Contact Center

Dear Sushina,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in Chennai, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation'.

You will be expected to work from the office in the location tagged to your role. In the current circumstances you may be allowed to work from home temporarily based on your assigned project. This offer is contingent to the above mentioned agreement.

Reference Id: dfab0b23-4108-49d4-8a4e-d30acecb6aad_2 Signed By: Jal Rumi Master

Jelschennal-600 008.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time or any alterations/amendments as per the discretion of the Company. These documents include, but are not limited to, your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s as per the manner and within the specified time shall result in termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date.

Your annual total cash compensation will be INR 261000 and will be structured as per the attached Annexure 1 'Compensation Details'. This will continue to be applicable until further communication on the same. All payments to you will be subject to deduction of tax at source as per the prevailing laws and necessary deduction of statutory amounts payable in your case. The terms of employment, accompanying annexures, schedules to this letter, together constitutes the terms of offer being made to you.

Sushma, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call a.rizwana.ibrahim at 9113023755 should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us. Yours sincerely,

Jal Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

[Insert full legal name] Candidate's signature_______

Date:

ETHRAJ COLLEGE FOR WOMEN
(AUTONOMOUS)
CHENNAI-600 008.

Varsion 7.4 July 2021

Candidate's Signature

ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation			
	Annual(INR)	Annual(INR)	
(A) Annual Fixed Compensation*	INR 225000	INR 225000	
(B) Variable Bonus earning potential	Min.	Max.	
	0%	16%	
Annual Total earning potential (A+B)	Min.	Max.	
	INR 225000	INR 261000	

-Annual fixed compensation of INR 225000/-; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY22 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from 0% to 16% of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Joining Benus: You will be paid a joining bonus of INR 75000. The joining bonus is a one-time conditional payment that you will be entitled to only if you (a) join us on or before the date of joining confirmed to you by the recruiter; and (b) are employed with the Company for a period of 15 months from the date on which you join the Company. However, to facilitate your transition into Company, the joining bonus will be paid to you in advance along with the 1st month's salary. In the unlikely event, you choose to leave the Company, or if your services are terminated for any reason whatsoever, other than for redundancy, before the completion of 15 months of employment with the Company, the aforementioned joining bonus will be construed as debt due and will have to be repaid fully by you before your last working day. By signing this Agreement, you authorize the Company to set off the advance amount i.e. the joining bonus due from you against any amounts, salaries, allowance, or any other pecuniary benefit due and payable to you by the Company. However, if the advance amount exceeds the amount due and payable by the Company to you at the time of your exit, the Company shall notify you of the same, and you agree to pay the remaining balance within the notified timelines. In the event you fail to repay the balance of the joining bonus pursuant to the time frame set forth above and it is necessary to take legal action against you to collect such amount, you agree to reimburse the Company for all costs incurred by the Company to collect such amounts, including attorneys' fees and court costs.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

*As defined by applicable law from time to time.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

Versian 7 A July 2021



^{*} Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

In addition to your total cash compensation, you will be eligible for following benefits, which will be governed by Company quidelines:

1. Effective your date of transfer Medical Insurance for self, spouse and 2 dependent children up to INR 300,000 per annum. Premium for this will be paid by the company.

You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and any additional child under a separate Insurance plan up to INR 500,000 per annum. The entire premium for this will have to be borne by you. This plan allows for coverage of pre-existing ailments.

For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined co pay, as under:

- 10% of such claims for self, spouse and 2 dependent children
- · 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
- 2. Personal Accident coverage up to three times your annual fixed compensation
- 3. Life Insurance coverage equivalent to one time of annual fixed compensation with a minimum cover of INR 5,00,000
- 4. Gratuity as per The Payment of Gratuity Act, 1972

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above mentioned benefits.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

PRINCIPAL ETHIRAJ COLLEGE FOR WOMEN (AUTONOMOUS) CHENNAI-600 008.

Candidate's Signature

SRINIDHIS DEPARTMENT OF CORPORATE SECRETARYSHIP 181332 104 2053



Nielsen (India) Private Limited
RMZ One Paramount, Floor-1
#110, Mount Poonamallee Road, Porur,
Chennai-600116, India Phone:+91 44 6623 7265

DEPARTMENT OF CORPORATE SEGRETAR



RBS Services India Private Limited.

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www.NatWestGroup.com, Email: india.services@rbs.com,

Telephone: +91 124 676 4000 Facsimile: +91 124 676 4790.

Corporate Identity Number -U72900HR2001PTC055458

Human Resources STRICTLY PRIVATE & CONFIDENTIAL

TERMS AND CONDITIONS OF EMPLOYMENT CONTRACT

This contract of employment (hereinafter referred to as "this Contract") executed on 20/12/2021 between:

EMPLOYER: RBS Services India Private Limited ("the Company", "we" or "our"), having its Registered Office at 6th Floor, Building-2, Tower A, GIL IT/ITES SEZ, Candor Techspace, Sector-21, Dundahera, Gurugram, Haryana, India, 122016 a subsidiary undertaking / member of NatWest Group of companies.

EMPLOYEE: Priyadharshini K ("you"), residing at No.75, new colony ,12thmain road, Chennai, 600 040

Throughout this Contract NatWest Group is referred to as the "Group", a company in the Group is referred to as "Group Company" and includes NatWest Group Plc and any subsidiaries and associated companies, including but not limited to the Company.

Issue Date: 20/12/2021

SDS01 - Start Date: Your employment will begin no later than 24/01/2022 ("Start Date").

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JTS01 - Job Title

(AUTONOMOUS) Within Services, your Job Title is Customer Service & Operations Analyst (Volume) A3. CHENNAI-600 008.

The Company reserves the right to unilaterally amend/ revise these titles for any business purposes, at its sole discretion.

JTS01.1 - You may be required to undertake other reasonable duties from time to time, for the Company and any Group Company. The Group reserves the right to second you or transfer you to any Group Company and any suitable alternative position reasonably within your capabilities, according to business requirements of the Group on a temporary or permanent basis. You will not refuse to carry out any

This collection



RBS Services India Private Limited,

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assignment solely on the grounds that it has not been part of your usual duties during your employment. You will also not be entitled to any additional compensation for carrying out any job which, in the opinion of the management, is equivalent to the job you have been assigned earlier. JTS01.2 - Whilst you are employed by the Company, you must not undertake any other employment, whether paid or unpaid, or engage or be involved or interested, whether directly or indirectly, in any other business or organisation (either during or outside your working hours), unless you have obtained our prior written consent.

LNS01 - Location

LNS01.1 - Your Work Location will be Chennai. We may, at our discretion, require you to (temporarily or permanently) work at or transfer to different work premises or require / allow you to work remotely.

LNS01.2 - Whilst you may be allowed / required to work remotely (whether temporarily or otherwise), you are expected to work within the framework of the guideline(s) issued to you from time to time and keep yourself, complied with your obligations and requirements stated in the related policy(ies) / guideline(s) of the Company. You will maintain utmost degree of care/ dignity; decorum and always remain compliant with applicable laws while performing work either remotely or otherwise. You agree and understand that Company may at its sole discretion, decide anytime to discontinue with your flexible working arrangement and can ask you to resume work from your Work Location or may make necessary changes anytime in your working arrangement, as per its requirement.

LNS01.3 - Notwithstanding the above, you agree that a) you will be eligible for the statutory benefit(s), applicable to you as per your Work Location; b) that the 'laws of India' and 'your Work Location' shall exclusively remain the 'governing laws' and the 'place of jurisdiction' respectively, for the purpose of any dispute(s) arising out of or in relation to your Employment Contract.

LNS01.4 - You acknowledge and agree that your employment with the Company may be seconded or transferred to another company within the Group (as may be determined by the Company) in accordance with applicable policies. You shall execute all documents necessary or desirable to effect such transfer.

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PPS01 - Probationary Period

PPS01.1 - The first six months of your employment shall be a probationary period. Details of the arrangements which apply during probation are on the Group's intranet.

PPS01.2 - If your standard of performance, attendance or conduct is unsatisfactory at any time during this period, you may be dismissed in line with Company policies and procedures. We may, at our discretion, extend your probationary period.

IPS01 - Integrity and Professionalism

IPS01.1 - This offer of employment is contingent upon the successful completion of the Pre Employment Screening (PES) process which is part of the background screening conducted by the Group. PES includes but is not limited to verification of your employment history and qualifications.

IPS01.2 - The Group may withdraw this offer of employment (if applicable) or terminate your employment if the result of any background screening check (which may be conducted at any time prior to or during your employment) or act on your part demonstrates (at the discretion of the Group) that you will not be able to carry out the inherent requirements of your employment to the Group's standards of integrity and professionalism.

HWS01 - Hours of Work

- 1.1 Your normal hours will be 45 hours each week. Our working week runs Monday to Sunday. Your manager will allocate your working days and times.
- 1.2 We have the right to vary the number of hours, days and times which you work to meet the needs of the business. If this happens you will be given reasonable notice.
- 1.3 You will be required to work the hours necessary to fulfil the responsibilities of your role.

RMS01 - Remuneration:

1.1 - The entitlements of your total reward are subject to any Company policy, procedure or guideline that may be issued from time to time. All perquisites and benefits including reimbursements are subject to

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income tax provisions which may be applicable including taxation on perquisite value.

1.2 - Your remuneration package includes the Total Fixed Pay of INR 325,000. Please refer to the enclosed Annexure 1 to see the Total Fixed Pay breakup. Please note that the salary structure provided in Annexure 1 is provisional and may undergo change based on the prevalent Statutes, Tax laws and Company policy on the date of your joining. Accordingly, you may be issued an updated salary structure at the time of your joining. To clarify, your Total Fixed Pay will remain unaffected due to such change in your salary structure.

1.3 - Your pay Total Fixed Pay will have three core components:

1.3.1 - Salary - This includes Basic and Supplementary allowance.

1.3.2 - Benefit Funding – This is the value provided towards benefits like HRA, LTA, Telephone reimbursement, Meal card etc.

1.3.3 - Retirement Funding – This is the value provided towards Retirement benefits like Provident Fund,

National Pension System (NPS) etc.

1.4 - Other Benefits (in addition to the Total Fixed Pay) provided by the Company are Hospitalization Insurance Cover, Life Insurance Cover, Statutory Bonus, ESIC Contribution, Gratuity, Maternity Benefits and such other benefits as per applicable law. These benefits are as per applicable law & the Company / Group policy. You will find more information on the Group's intranet.

RTS01 - Retirement

RTS01.1 - Subject to any applicable law, the normal retirement age is 60.

LVS01 - Annual Leave and Public Holidays

LVS01.1 - Your annual leave entitlement will be in accordance with the Company's Leave policy and guidelines. You may be required to take part of your annual leave as compliance leave, in accordance with applicable policy.

LVS01.2 - Additional days are given each year for public holidays and we will let you know when they are. We reserve the right to ask you to work on a public holiday.

LVS01.3 - Full details of the policy regarding annual leave and holidays are available on the Group's intranet or can be obtained from your line manager.

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CNS01 -Confidentiality

CNS01.1 - "Confidential Information" is knowledge about the commercial affairs and business transactions of the Company and the Group, including, but not limited to, information about the customers, clients, employees, suppliers (whether former, actual or potential), Group contracts, pricing structures, financial and marketing details, terms of business, proposed transactions, premises, assets, internal communications, Intellectual Property, technical systems, data, designs, formulae, product lines, projects, operational procedures, research activities, negotiating position, forward planning, technical and product developments, accounts, finances, computer software and general know-how of the Company or any company of the Group.

CNS01.2 - Confidential Information also includes, without limitation:

CNS01.2.1 - information relating directly or indirectly to particular securities or issuers thereof (both Group companies and third parties) and which would, if generally available, be likely to have an effect on the price of such securities or related investments ("Price-Sensitive Information");

CNS01.2.2 - any information contained in documents marked "confidential" or documents of a higher security classification and other information which, because of its nature or the circumstances in which you receive it, you should reasonably consider to be confidential; and

CNS01.2.3 - confidential information (howsoever obtained) about or provided by any third party received during the course of or as a result of your employment by the Group.

CNS01.3 - You agree you shall at all times observe secrecy in respect of all the affairs of the Group of which you become aware as a result of your employment and in particular you will keep confidential: CNS01.3.1 - all information relating to the Group's customers including their identity, their accounts and the details of all Group products or policies held by them.

CNS01.3.2 - all the actual or proposed transactions of the Group with its customers, suppliers, advisers, regulators and other business connections; and

CNS01.3.3 - all data belonging to, or held by, the Group whether stored electronically or otherwise and all Confidential Information of the Group.

CNS01.4 - Subject to the need to use or disclose Confidential Information in the proper performance of your duties to the Group, you agree that you will not at any time, whether on your own behalf or in any capacity on behalf of any other person, firm, company or organisation, disclose, reveal, cause the publication of or otherwise make use of any such Confidential Information whether for your personal gain or otherwise and you will not make any direct or indirect detrimental or derogatory references to the Group, its directors or employees in any form, including on the internet (for example making any such

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references in any on-line diary, typically known as "blogging").

CNS01.5 - You acknowledge and understand that:

CNS01.5.1 - maintaining absolute confidentiality is crucial to the Group whose business depends upon the discretion of employees and contracted personnel;

CNS01.5.2 - a breach of this undertaking of confidentiality will be regarded as a serious disciplinary matter and may, if committed while you are employed by the Company result in disciplinary action being taken against you up to and including dismissal without notice and/or criminal proceedings;

CNS01.5.3 - this obligation of secrecy will apply to all the Group's business and will remain in full force and effect even after you have left the service of, or ceased working within, the Group;

CNS01.5.4 - the obligation of secrecy will apply unless you have express written consent from the Group to disclose the Confidential Information or you are required to do so by law or the information is already in the public domain, other than by way of unauthorised use or disclosure.

CNS01.6 - The restrictions outlined in this clause do not apply to any disclosure which you are required to make by law, or to the use or disclosure of information which is already within the public domain through no fault of your own or action on your part, or to a disclosure which constitutes a protected disclosure within the meaning of applicable public interest disclosure legislation.

CNS01.7 - Without prejudice to the foregoing, any disclosure by you of information relating to your pay and remuneration and any and all increments, bonuses and other fringe benefits incidental thereto provided to you by the Company, to any person, including another employee of the Company, will be viewed as a serious breach of your terms of employment and will be dealt with accordingly. Disclosure of such confidential information to your immediate family, tax and legal advisors on a need to know basis will not be a violation of this clause.

CNS01.8 - The obligations under this clause shall survive after the expiry or termination of this Contract for any reason.

DPS01 - Data Protection & Privacy

DPS01.1 - You shall at all times during your employment with the Company act in accordance with the Company's Privacy & Client Confidentiality Policy and any data protection, privacy and client confidentiality policies, procedures and accountabilities as amended from time to time and any applicable local privacy law. Breach of this undertaking could lead to disciplinary action.

DPS01.2 - By signing this Contract, you acknowledge and agree that we are permitted to collect and hold

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personal information or data (PI) about you as part of our personnel and other business records and that the Group may use such PI for the purpose of conducting background checks, administering your employment and other purposes directly related to your employment.

DPS01.3 - You consent that we may disclose such PI to third parties in the event that such disclosure is in our view required for any business or legal requirement or the proper administration of employment and other matters directly related to your employment. This clause applies to PI collected, held, used or disclosed in any medium.

DPS01.4 - The Employee Privacy Notice contains detailed information about how we process your personal information, including how we process your sensitive personal information, disclosures of your personal information to third parties (such as suppliers or credit reference agencies), intra group sharing of personal information and international transfers of your personal information.

DPS01.5 - For further information, please refer to the relevant policies, which is available on the Group's intranet or from your line manager.

PNS01 - Period of Notice and Termination

PNS01.1 - You or the Company may terminate your employment by giving the other party written notice as follows:

PNS01.1.1 - At any time during your probationary period: 30 calendar days;

PNS01.1.2 - After completion of your probationary period: 90 calendar days.

PNS01.2 - The Company reserves the right to make a payment in lieu of notice (prorated monthly equivalent of Total Fixed Pay)

PNS01.3 - The Company may terminate your employment summarily without notice (or payment in lieu of notice) in the event of gross misconduct or a serious breach of your employment obligations.

PNS01.4 - The Company, at any time during your notice period (whether notice is given by you or by us), and in its absolute discretion, (i) alter your duties or (ii) instruct you to remain away from work on garden leave ("Garden Leave").

PNS01.5 - While you are on Garden Leave:

PNS01.5.1 - you must be available for work, although we are not obliged to provide you with any work; PNS01.5.2 - you will continue to receive your reference salary and any benefits (where payable) under this Contract, but no discretionary and performance related awards or incentive payments will accrue v-16other during this period as you will not be carrying out your normal duties;

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PNS01.5.3 - you must not, without the Company's prior consent:

(a) attend the office premises of the Company or any Group Company;

(b) remove any documents or property from the Company or any Group Company;

(c) work for any other person or entity other than the Company or undertake any other business; PNS01.5.4 - you may not contact or attempt to contact without our prior written consent, any client, customer, agent, professional adviser, broker or other employee of the Company or the Group (except your line manager); and

PNS01.5.5 - you remain an employee and continue to be bound by all duties as an employee of the Company (including but not limited to your duty of fidelity and good faith to the Company, which will apply in full and to the same extent as existed prior to the Garden Leave), as well as all employment terms and conditions, subject to the above.

RPS01 - Return of Property

RPS01.1 - When your employment ends (or earlier on demand by the Company) you are required to return all Confidential Information, and all Group property and equipment in an acceptable condition.

RCS01 - Restrictive Covenants

RCS01.1 - For the purposes of this clause:

RCS01.1.1 - 'Termination Date' means the date of termination of your employment with the Company for whatever reason:

RCS01.1.2 - 'Confidential Information' has the meaning given to it in the Confidentiality clause in this Contract:

RCS01.1.3 - 'Business' means those parts of the business carried on at the Termination Date by the Company or any other Group Company with which you were involved to a material extent at any time during the Relevant Period;

RCS01.1.4 - "Restricted Period" means the period of six months commencing on the Termination Date, less any period immediately prior to the Termination Date, which you have been required by the Company to spend on Garden Leave;

RCS01.1.5 - 'Relevant Period' means:

(a) if you are placed on Garden Leave, the period of 12 months prior to the commencement of Garden Leave; or

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(b) if you are not placed on Garden Leave, the period of 12 months prior to the Termination Date (or, if not employed for 12 months, the duration of the Employment);

RCS01.1.6 - "Customer" means any person, firm, company or organisation or other entity who or which, at any time during the Relevant Period, (i) was a customer or client of the Company or (ii) has had negotiations or discussions about the supply or about products or services supplied or provided by the Company or any other Group Company and:

(a) with whom or which, during the Relevant Period, you had business dealings, negotiations or discussions, in the course of your employment; or

(b) in relation to whom or which you are, by reason of your employment, in possession of any trade secrets or Confidential Information;

RCS01.1.7 - 'Relevant Third Party' means any person, firm, company, organisation or other entity who or which, at any time during the Relevant Period, was an investor with or an exclusive supplier to the Company or any Group Company (other than a supplier of utilities and goods or services for administrative purposes) and:

(a) with whom or which, during the Relevant Period, you had business dealings in the course of your employment; or

(b) in relation to whom or which you are, by reason of your employment, in possession of any trade secrets or Confidential Information.

RCS01.1.8 - "Relevant Person" means any person with whom you had been in contact with during the Relevant Period and who was at the Termination Date (i) a director of the Company or any other Group Company or (ii) an employee of the Company or any other Group Company at grade level B, C, D, E or F or (iii) a consultant of the Company or any other Group Company.

RCS01.2 - You agree, as separate and independent obligations, that during the Restricted Period you will not without the written consent of the Company which shall not be unreasonably withheld or delayed, directly or indirectly, either on your own behalf or for, with, through or on behalf of any other person, firm, organisation, company or other entity:

RCS01.2.1 - in competition with the Business , (i) solicit, or entice away or endeavour to solicit, or entice away the custom or business of any Customer from the Company or any other Group Company or (ii) interfere adversely with or endeavour to interfere adversely with the Company's or any other Group Company's relationship with any Customer;

RCS01.2.2 - in competition with the Business, do any business with, accept orders from, or have any business dealings with any Customer;

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CHENNAI-600 008.



RBS Services India Private Limited,

Regd. Office: 6th Floor, Building-2, Tower A, GIL IT/ITES SEZ, Candor Techspace, Sector-21, Dundahera, Gurugram, Haryana, India, 122016.

Website:

www.NatWestGroup.com, Email: india.services@rbs.com,

Telephone: +91 124 676 4000 Facsimile: +91 124 676 4790.

Corporate Identity Number – U72900HR2001PTC055458

RCS01.2.3 - cause or endeavour to cause any Relevant Third Party to either cease investing in or doing business with the Company or any other Group Company or to materially alter the terms of its investment in or on which it transacts business with the Company or any Group Company in a manner detrimental to the Company or any other Group Company;

RCS01.2.4 - solicit, induce or endeavour to solicit or induce any Relevant Person to cease working for or providing services to the Company or any other Group Company, whether or not any such Relevant Person would thereby commit a breach of contract; or

RCS01.2.5 - employ or otherwise engage or attempt to employee or otherwise engage in any business in competition with the Business, any Relevant Person, whether or not any such Relevant Person would thereby commit a breach of contract.

RCS01.3 - You further agree that you shall not, following the termination of your employment with the Company represent yourself or hold yourself out as being in any way connected with the business of the Company or any other Group Company.

RCS01.4 - You acknowledge and agree that:

RCS01.4.1 - the Restrictions are considered by the parties to be reasonable in all the circumstances; RCS01.4.2 - the duration and extent of each of the Restrictions are no greater than necessary for the protection of the Company's legitimate commercial interests and/or those of any other Group Company; RCS01.4.3 - if any of the Restrictions by itself, or taken together with any of the others, is found to be void or unenforceable, but would be valid if some part of it were deleted or modified, such Restriction shall apply with such modification as may be necessary to make it valid and effective; and RCS01.4.4 - the Restrictions are separate and severable and enforceable as such, so that if any Restriction is determined as being unenforceable in whole or in part for any reason, that shall not affect the enforceable, of the remaining Restrictions or, in the case of part of a Restriction being unenforceable, of the remainder of that Restriction.

RCS01.5 - Any benefit given or deemed to be given by you to any other Group Company under the terms of this clause is received and held on trust by the Company for the relevant Group Company. You hereby agree to enter into appropriate restrictive covenants of a similar scope and duration to the Restrictions directly with any other Group Company if requested to do so by the Company.

RBS01 - Receipt of Payments and Benefits from Third Parties

RBS01.1 - Subject to any written regulations issued by the Group which may be applicable, neither you

ETHIRAJ COLLEGE FOR WOMEN (AUTONOMOUS)
CHENNAL-600 008.

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Human Resources 9th Floor. First International Financial Centre (FIFC), C-54 & C-55, G-Block, Bandra Kurla Complex, Mumbai 400051

Registered Office:

14th Floor, First International Financial Centre, G Block, Bandra Kurla Complex, Bandra (East) Mumbai 400098, MH, IN.

FCRN: F00471

October 26, 2021

Nivetha K

No. 278/5 Sangam flats, Belly Area, Anna nagar, Chennai- 600040, Tamil Nadu India

Dear Nivetha K.

We would like to thank you for giving us the opportunity to meet with you, and discuss a possible employment opportunity with Citibank N.A. India (hereinafter referred to as 'Citi').

We are pleased to make an 'Offer' to you on the following terms and conditions, which will govern your employment with Citi and will be effective from your date of joining Citi:

Career Level:

Location:

Chennai

Entity/Group:

Citibank N.A. India

CTC (INR)*:

357,709

* For the details of your compensation i.e. CTC please refer Annexure.

Upon your acceptance of this Offer, and subject to successful completion of all prerequisites to the satisfaction of Citi, the effective date of your joining will be as mutually agreed upon. Bestall

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You shall comply with and abide by:

a. all policies of Citi (and changes/revisions thereto effected from time to time),

 the Code of Conduct for employees and changes/revisions thereto effected from time to time, as applicable to your grade, during the course of your employment with Citi.

During the course of your employment with Citi, you will work exclusively for, and in the interest of, Citi and maintain confidentiality as to the business of Citi and its customers, as required by Citi. You will not associate yourself in any activities which in the opinion of Citi are harmful or detrimental to the interests of Citi.

You are not entitled to be employed with another employer or be interested directly or indirectly in any other business or vocation.

Citi shall have the right, but not the obligation to transfer/second you, as the case may be, to any function, business group, any other location within India, or to its affiliate and subsidiary organizations, at any time in the future.

As a prerequisite for joining the employment, Citi will make confidential reference checks, including your stated academic credentials and professional career and achievements. Hence, your date of joining Citi is contingent upon entering the requisite data on First Advantage website for initiation of background verification**. This offer would stand revoked if the requirement is not fulfilled within (5 days) from the time of receipt of email intimation.

**not applicable for Citi inter-entity transfers

Upon joining, you shall provide Citi with the documents as mentioned in the checklist shared with you over e-mail. You will also be required to declare any indebtedness, personal investments, and your involvement in any litigation and make such other declarations and undertakings that are required as per Citi's policies on joining, and during the course of your employment with Citi.

All intellectual property rights and goodwill generated, as a result of your employment with Citi, shall be for the benefit of and belong to Citi. You hereby unconditionally agree to assign all intellectual property rights of whatever nature that may arise under or in connection with the services you provide whilst in employment with Citi.

You will be eligible for other perquisites and benefits as applicable and available to employees in your grade from time to time, some of which are mentioned below:

a. Group Mediclaim Policy: Citi has a medical insurance policy for officers of your grade. To become eligible to participate in Citi's medical insurance policy you need to enroll yourself and your family (spouse/ domestic partner and 2 children up-to the age of 25) in the insurance policy. You also have the option of including your parents and parents-in-law subject to certain conditions. Further details about the policy will be available to you upon joining.

b. Group Term Life Insurance Policy: All employees of Citi are beneficiaries of a Group

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Term Life Insurance Policy with death coverage benefit, as per its terms, in the event of the employee's death. The premium attributable to you will be entirely borne by Citi. Further details about the Policy will be available to you upon joining.

c. Group Personal Accident Insurance Policy: All employees of Citi are beneficiaries of a Group Personal Accident Insurance Policy that provides benefit with claims arising out of any accident and/or upon permanent/partial/temporary disability, Loss of Job and many additional covers as per conditions which is defined by the scheme. Further details about the policy will be available to you upon joining.

Your compensation and terms of employment shall be subject to review in accordance with Citi's policies from time to time, at the sole discretion of Citi. Your monthly payments and your benefits shall be subject to deduction of income tax as per prevailing income tax rates and other statutory deductions as may be required, in accordance with applicable legislation in force from time to time.

Termination

- Citi reserves the right to terminate your employment immediately, at any time, in case you are unable to provide all suitable documentation required as a part of the joining process on the date of your joining the services of Citi.
- It is understood that this employment is being offered to you on the basis of the particulars submitted by you to Citi. However, if at any time, it should emerge that the particulars provided by you are false/incorrect or if any material or information has been suppressed or concealed, this Offer will be reineffective and would be liable to be terminated by Citi.
- Your employment may be terminated by either you, or by Citi. To so terminated party shall be required to give the other, 60 days written notice in advance or termination, or pay to the other the Monthly or prorated Payments in lieu of such notice period, though upon a termination of employment by you, you accept that Citi at its discretion, can require you to continue in service during the period of notice and need not necessarily accept Monthly Payments in lieu of notice from you. It is clarified that upon a termination of employment by you, and you are not required by Citi to continue in service, Citi is not obliged to make any Monthly Payments to you in lieu.
- Citi reserves the right to terminate your employment immediately, at any time, without making any Payments to you in lieu of notice, in case:
 - You are guilty of dishonesty, or serious or persistent misconduct, temporary/long absence from work without previous approval, absence from work citing wrong/false reasons or, you neglect or refuse to attend to your duties or fail to perform any of your obligations, or fail to observe Citi's business, disciplinary and ethical code, guidelines and policies.
 - You absent yourself from the services of Citi without prior approval, or overstay sanctioned leave by fifteen consecutive days without prior intimation and approval, as you will be deemed to have abandoned service voluntarily.
 - If the outcome of background verification** is found unsatisfactory.

"not applicable for Citi inter-entity transfers

Upon termination of this employment, you shall immediately return all Citi property

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(AUTONOMOUS)
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in your possession to Citi. You will be relieved from services only after satisfactory hand-over of responsibilities, settlement of outstanding dues and service of notice period, and subject to any specific conditions mandated by relevant circumstances at the time.

Retirement

You shall retire from the services of Citi upon completion of 60 years of age.

Consent for Purpose of Collection

Without prejudice to the foregoing, you agree that any personal data provided by you or on your behalf to Citi from time to time prior to or in course of your employment with any Citi entity (if employment is subsequently offered to you) as well as all other personal data related to you will be used/ disclosed by Citi for legitimate purposes:

- To comply with any obligation imposed under any contract, law and/or regulation.
- Monitoring your financial transactions in all or any accounts held with Citi.
- · Retention / preservation of your employment records with Citi for an indefinite period.
- Sharing of all or any of your details with any person, if any event or situation warrants such disclosure

Governing Law

Your employment (including these terms) shall be governed by and construed in accordance with the laws of India.

Statutory Genefits

The statutory benefits available to eligible employees in accordance with the provisions laid down under the Employee's Compensation Act, the Maternity Benefits Act, Employees' State Insurance Act and/or any statutory modification or re-enactment thereof for the time being in force would be applicable basis the specific criteria laid down under the respective Acts from time to time.

These terms, and your employment with Citi, is contingent upon your confirming written acceptance of the above terms and conditions of Citi within ten days of receipt of this letter by you on the duplicate copy of this letter and your joining us on or before a mutually agreed date.

This offer letter shall stand revoked in case you (the candidate) fail to join with (7 calendar days) of the agreed date, as agreed with your HRG in writing. Also event your candidature shall be barred from being considered for any future op Citi.

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We wish you an enjoyable and rewarding association with us. S-lotan:

ETHIRAJ COLLEGE FOR WUMEN (AUTONOMOUS)
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Sincerely,

R Ramasubramanian Senior Vice President Human Resource On Behalf of: Citibank N.A. India

I hereby accept the offer of employment on the terms set out above.

Nivetha K Date:

Annexure

growth B E B New 2th Vall B Year	
Compensation (INR)	
Grade/ C Level	C04
Basic Salary	180,063
Special Allowance	0
Meal Allowance	36,000
**Car Allowance	0
HRA	90,032
LTA	15,006
TC less LPA (a)	321,101
*LPA Amount (b)	0
Other Cash Components (c)	0
Total Cash (a+b+c)	321,101
***Provident Fund – 12%	21,608
****Gratuity - 8.33%	15,000
*****Superannuation - 15%	0
Retirals:Overall (d)	36,608
CTC (a+b+c+d)	357,709
Sign-On Bonus	0
Notice Period Buy Out	0
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^{*}LPA Location Premium Allowance is a function of your grade/level and is linked to your work location. LPA is variable and the value of LPA can either decrease or increase upon your transfer from one location to another.

**Car Allowance: You will be eligible for a company lease car as applicable at your grade level (applicable for C12 and above). The annual budget available to spend on the car including the purchase price of the new car will be capped at 20% of your Total Cash less LPA. The annual budget will be utilized for the payment of the annual cost of Lease charges to the leasing company, annual amortized cost of one-time levies like Road tax, Registration, Octroi as applicable, the cost of annual premium for a comprehensive Insurance for the vehicle, cost of fuel and regular maintenance and other taxes. Any

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unutilized car allowance will be paid out and will be full taxable. The car entitlements are subject to Income Tax perquisite valuation rules as applicable from time to time. Please do contact your HR Generalist for details of the car policy.

***Provident Fund: Under this scheme you will be required to contribute 12% of your eligible base pay components per month, which will be deducted through payroll. A matching contribution will be made by Citi towards the same. Eligible base pay components for contribution purposes will be determined as per applicable laws, rules, regulations, notifications, ordinances and policies notified or promulgated and modifications thereof from time to time and in accordance with Citi policies.

""Gratuity: You will be eligible for gratuity at the time of leaving the services, as per the policies of Citi. Gratuity is paid in case an employee completes 4 years and 240 days of continuous service and it is calculated on the basis of the statutory provisions and company policy.

*****Superannuation Fund: You have the choice to participate or decline to participate in the Superannuation scheme of Citi, immediately upon joining. You are required to choose an option as per the Mandate Form available in the joining kit. After choosing an option, you may not, thereafter, change the same. Further details about the Scheme will be available to you upon joining.

Employee Conduct

Citi takes workplace conduct and behavior very seriously, which is fully articulated within Citi's Code of Conduct Specifically, Citi strives to be the best for our customers and clients, while also facilitating a strong culture of compliance, governance, and ethical conduct.

Citi and our regulators around the world expect our employees to conduct themselves in a manner that supports this objective and also builds and supports their own personal reputation and integrity. Citi also expects all of its workplaces to be inclusive environments where employees treat each other with mutual respect, and always operate in the best interests of our clients and shareholders. Citi promotes various channels through which concerns can be escalated, including confidentially, and fully expects employees to utilize these escalation channels in a timely manner without fear of retaliation.

As a Citi employee, you are expected to align your personal conduct to these objectives and comply with all Citi's policies and standards, including the Code of Conduct. You acknowledge that if you breach or fail to comply with any Citi policy or standard, there may be serious consequences including being subject to disciplinary action, up to and including termination of employment.

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Larsen & Toubro Limited, Construction

Mount Poonamallee Road, Manapakkam, P. B. No. 979, Chennai - 600 089, INDIA Tel: +91-44-2252 6000, 2252 8000

Fax: +91-44-2249 3317 www.Lntecc.com

02nd September 2021

Ref.: GCT 2021/DC-20214045742636

Ms. Lakshmi Prateeka S Ethiraj College for Women Chennai Contact No. 9500530266

Dear Madam,

Sub: Appointment as Graduate Commercial Trainee

Hearty Congratulations on being selected for the position of Graduate Commercial Trainee through our rigorous campus selection process. We are pleased to attach the offer of your appointment as GCT. We would advise you to sign online and submit your acceptance within 7 days from the date of this letter. 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 Commercial Trainee shall lapse automatically.

You are hereby advised to complete pre-employment medical checkup immediately after you have accepted the Offer. Please note that your offer of training will be strictly subject to your being declared medical fit by our Company's doctor.

You will be required to report for the training at Chennai in person on 06th September 2021 with all the certificates or testimonials in original. Please note that request for extension in joining time / Change of Department or Division or Location will not be entertained.

You are requested to submit the following documents online (scanned in colour) **Immediately**: You will also be required to produce the following original documents at the place of posting for verification, on the date of your physical joining

- > S.S.L.C (10th Std) Certificate and Mark sheet In Original
- H.S.C (12th Std) Certificate and Mark sheet In Original
- Certificate & Mark sheets of Degree (Under Graduation) of all the semesters/years- In Original -[Attested copies of degree certificate and final year / semester mark sheets should be forwarded to us within 3 months of your joining].
- Course Completion Certificate (if your final semester/ final year result is not declared) In Original
- Good Conduct certificate issued by the College
- Photocopies of achievements in extra-curricular activities claimed (College / District / State /National/ International levels)
- 2 Passport size photographs (Mandatorily photo should be taken in business formals in white background (for Men - Blazer and tie & Women - formal office wear).
- A Copy of your Aadhar Card & PAN Card
- Proof of age either S.S.C or school leaving certificates

Please note that this offer of employment given to you is based on the educational qualification declared by you in your application for employment. This offer will stand automatically cancelled and withdrawn in case the information provided in the application is false or incorrect. In case of any clarification, kindly contact Mr. Vishnu Prasad / 9445504650 / vishnuprasad@Lntecc.com

Yours Faithfully, for LARSEN & TOUBRO LIMITED

(K CHARAN KUMAR SHETTY)
SR. MANAGER – HUMAN RESOURCES
DIVISIONAL CORPORATE

Registered Office: L&T House, N. M. Marg, Ballard Estate, Mumbai - 400 001. INDIA

Licence No.: CIN - L99999MH1946PLC004768

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Ref.: GCT 2021/DC-20214045742636

02nd September 2021

Ms. Lakshmi Prateeka S Ethiraj College for Women Chennai Contact No. 9500530266

Dear Madam,

Sub: Appointment as Graduate Commercial Trainee

With reference to the interview you had with us, we have pleasure in selecting you as **GRADUATE** COMMERCIAL TRAINEE on the following terms and conditions, subject to:

- (a) Your passing the final Degree Examination in FIRST attempt and
- (b) Being found medically fit by the Company's Doctor.
- 1. Your period of training will be for twelve months from the date you report for training.
- 2. During the course of twelve months training period, you will carry out all directions and instructions issued to you by the Company, its officers and representatives diligently and faithfully carry out your duties and obligations. The course and manner of your training will be decided solely by the Company at its discretion and you may be required to work, as part of your training, in any one of the Departments / Offices / Projects of the Company and/or its Associates / Subsidiary Companies.
- 3. During the course of your training, the company will pay you the following salary:

PARTICULARS	AMOUNT (₹) (Office Based)	AMOUNT (₹) (Project Based)
STIPEND	9,250/- P.M	9,250/- P.M
FLEXIPAY	8,000/- P.M	7,900/- P.M
TOTAL	17,250/- P.M	17,150/- P.M

You will be eligible for reimbursement of Site Compensatory Allowance when posted at Project Sites as follows: -

Site Compensatory Allowances (P.M)	Project Based
	₹ 2,600/-P.M.

A lump sum amount of $\ref{12,000}$ - will be payable to Graduate Commercial Trainees on successful completion of training period.

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Fax: +91-44-2249 3317 www.Lntecc.com

Ms. Lakshmi Prateeka S

- 4. Gratuity: Your tenure of training of twelve months will not be reckoned as "Service" for the purpose of Gratuity.
- 5. Provident Fund: You will be eligible for Provident Fund from the day of your joining our Organization, under which at present the employee shall subscribe a sum equal to 12% of his monthly salary and the Company contributes an equivalent amount.
- 6. Tax Liability: Income Tax Liability, if any, will be borne by you.
- 7. During the period of training, you will be entitled to leave as per the leave rules shown in Annexure-I.
- 8. You shall not at any time engage in, or be concerned with, or be interested in, directly or indirectly, any business, work or activity other than that of the Company or commit any act prejudicial to the interests of the Company and/or its business (the Company being the sole judge thereof).
- 9. The Company shall have the right to terminate this agreement forthwith without any notice in the event of any of the following: -
 - (i). Breach of any of the conditions of this agreement;
 - (ii). Any misconduct on your part;
 - (iii). Failure to carry out any of your duties and obligations;
 - (iv). Being continuously absent from or omit to attend to your work for 10 days without the Company's previous permission in writing whatever be the cause of such absence or omission.
- 10. Either party can terminate the training hereunder by giving one month's notice in writing to the other and upon expiration of such period of one month, the training hereunder shall terminate.

The Company may at its sole discretion terminate the Contract of Employment without notice and / or salary in lieu of notice, if in the opinion of the Company, the continuance of your employment is detrimental to the interest of the Company. Provided that, in the event of termination as provided hereinabove, all benefits / perquisites / allowances shall stand forfeited immediately, and you will only receive any statutory benefits as applicable to you on the date of your termination.

- 11. You are to treat the terms of this agreement as confidential.
- 12. You are to treat the following as strictly confidential
 - Your salary, allowances, benefits, rewards.
 - The affairs of the Company and its customers of which you may be cognizant and particularly the drawings, quotations, specifications and other manufacturing information.

By accepting employment with the Company, you undertake not to disclose the above to anyone. Violation of this would be viewed as a serious breach of conduct.

13. You will keep us informed of your local contact address whenever there is any change.

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Ms. Lakshmi Prateeka S

- 14. You will be assigned to work in our Divisional Corporate- Shared Services Centre, Chennai HQ. Please note that requests for extension in joining time will not be entertained. Please note that you will not be eligible for reimbursement of any expenses that you may incur for reporting.
- 15. The Company may extend the training period if the trainee has not attended training on all days or has not fulfilled the learning objectives.
- 16. On successful completion of the said 12 months training period to the satisfaction of the Company of which the Company shall be the sole judge and depending on the vacancies existing in the Company at that time you will be considered for appointment in the Company's regular cadre.
- 17. Code of Conduct: You shall abide by the internal regulations specified in the company's 'Code of Conduct' inter alia Confidentiality policy, Gift policy, Insider Trading and Policy on Sexual Harassment and any amendments thereof and /or other policies which may become applicable from time to time. Any violation /breach thereof shall call for consequence management, which May include as disciplinary action for those found guilty of such misdemeanors, termination of Services with immediate effect without any compensation. The Company expects all employees to comply with these regulations in letter and spirit.

Company further expects that you will abide by the law of land in your dealings with the Company, its stakeholders & society.

Please note that it is the duty of every employee to familiarize themselves with the dos and don'ts of all policies concerning conduct, discipline and behaviors. In case of any concerns or clarification the HR department may be approached. However, ignorance of the rule will not be accepted as a defence in any case. Please refer Annexure II.

- 18. Disputes & Arbitration: Any dispute or difference or claim arising in connection with this contract shall be resolved by reference to arbitration by a sole arbitrator appointed by L&T at its sole discretion. The arbitration proceedings shall be governed by the Arbitration & Conciliation Act, 1996. The language of arbitration shall be English. Each of L&T or the employee shall be respectively entitled to approach the Court of competent jurisdiction for such interim reliefs as the Company or the Employee may in its discretion deem fit. The venue of arbitration shall be at Chennai. The award of the arbitrator shall be final and binding on the parties. The governing law shall be the laws of India.
- 19. The company reserves the right to verify your documents and background through internal or external agencies. These may include your current / previous employment history, educational/professional credentials and other background checks.
- 20. Confidentiality Agreement: As a part of our Information Security Management System, you are responsible for the security of all information including prevention of misuse of information / information processing facilities, relevant to the company affairs and its customers of which you may be cognizant and treat as strictly confidential, in particular, the drawing, quotations, specifications and other manufacturing information. You shall also be responsible for maintaining R Seelled the confidentiality and prevent unauthorized dissemination, in case you are engaged by the Company in the development and use of any computer programmes.

Page 3 of 5

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Ms. Lakshmi Prateeka S

Any invention or discovery made by you during the course of employment with the Company shall become the property of the Company and you shall forthwith execute such documents including assignment agreements as provided under applicable law for transfer of title to the Company to enable the Company to register the same as Company owned intellectual property and you shall not raise nor have any claim in respect thereof.

- 21. Non-disclosure of confidential information and trade secret: You shall not, except as authorized, reveal/disclose/disseminate to any person or entity including competitors or persons involved directly or indirectly in allied trade, any of the trade secrets, secret or confidential information, information contained in any manuals and/or dealings or any information concerning the businesses, finances, external and internal transactions of the company and/or its affiliates / associates / group companies including but not limited to all data, all company contracts, processes, policies, strategies involving marketing, advertising, operations, contractual obligations, business expansion ("confidential information") which may come to your knowledge and/or imparted to you by the company during your employment. You shall hold strict confidence of such confidential information. This restriction shall survive after termination of employment / retirement / resignation / severance of employment for any reason whatsoever without limit in point of time. You shall not during the term of your employment or at any time thereafter, use or permit to be used, any information, notes or memorandum, contracts or processes relating to the business and/or the transactions of the company and/or its affiliates / associates / group companies which may come to your knowledge and/or possession by virtue of his employment with the company for any purpose other than for the benefit of the company. You will be responsible for the safe custody of all the documents, manuals, processes, contacts, kits and other properties belonging to the company that may by entrusted to and/or placed in your possession by virtue of and/or during the course of your employment with the company.
- 22. Non-competition restriction: You shall not engage directly or indirectly in any professional services or employment nor advise, manage, render or perform services to or for any person or entity during the term of your employment with the company. You agree that the company's services are highly specialized. You further agree that the identity and particular needs of the company's customers are not generally known in the industry.

Documents and other information regarding company's services, pricing and cost as well as information pertaining to the company's customers including but not limited to identity, location, service requirements and charges to the customer are highly confidential and secret and hence, you shall not for a period of one year from the termination/ retirement / resignation / severance of your contract of employment for any reason whatsoever, directly or indirectly engage yourself in any capacity in any professional service or employment which is engaged in a business competitive to that of the company within the geographical location wherein the company does its businesses. You are, however free to engage yourself in any profession or employment provided your such future engagement is not competitive and such engagement is in full compliance of all the terms of your employment specially the terms related to Non-disclosure of confidential information and trade secret & Non-Solicitation and Non-Poaching to that of the company.

23. Non-Solicitation and Non-Poaching: You shall not at any time during the term of your employment with the company or thereafter, under any circumstances, directly or indirectly solicit or attempt to solicit the company's and/or any of its subsidiaries' and/or affiliates' and/or group companies' personnel to leave the employment of the company and/or any of its subsidiaries and/or affiliates or apply for employment with any third party or encourage such personnel of the company.

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Larsen & Toubro Limited, Construction

Mount Poonamallee Road, Manapakkam, P. B. No. 979, Chennai - 600 089, INDIA Tel: +91-44-2252 6000, 2252 8000

Fax: +91-44-2249 3317 www.Lntecc.com

Ms. Lakshmi Prateeka S

You have further agreed that you shall not engage in soliciting business or allied business that is in any way similar, identical or competitive with the business, activities, services of the company, or with those customers of the company with whom you may have had any contact during your employment with the company and for a period of one year after your employment ceases within the company.

On arrival at our office, please contact our Recruitment Section along with the following documents in original and two attested Xerox copies

- > S.S.L.C (10th Std) Certificate and Mark sheet In Original
- H.S.C (12th Std) Certificate and Mark sheet In Original
- > Certificate & Mark sheets of Degree (Under Graduation) of all the semesters/years- In Original (Except final semester / final year, if results have not been declared) - [Attested copies of degree certificate and final year / semester mark sheets should be forwarded to us within 3 months of your joining].
- > Course Completion Certificate (if your final semester/ final year result is not declared) In Original (Mandatory)
- Good Conduct certificate issued by the College
- > Photocopies of achievements in extra-curricular activities claimed (College / District / State /National/ International levels)
- 2 Passport size photographs (Mandatorily photo should be taken in business formals in white background (for Men - Blazer and tie & Women - formal office wear).
- A Copy of your Aadhar Card & PAN Card
- Proof of age either S.S.C or school leaving certificates

All the communications/notices should be addressed to Mr. K. Charan Kumar Shetty, Sr. Manager (Human Resources), Divisional Corporate HR Department, L&T Construction-Head Quarters, Mount Poonamallee Road, Manapakkam, PB No.979, Chennai-600089, Tamilnadu, India.

Please give your acceptance online as a token of agreement to the terms and conditions thereof. within 07 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 Commercial Trainee shall lapse automatically.

> Yours faithfully, for LARSEN & TOUBRO LIMITED

> > - Lantinhan

(RAMKISHORE S) VP & HEAD - HUMAN RESOURCES DIVISIONAL CORPORATE

I have read the letter and accept my selection and all the terms and conditions thereof.

Date:

(Signature)

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Registered Office: L&T House, N. M. Marg, Ballard Estate, Mumbai - 400 001. INDIA Licence No.: CIN - L99999MH1946PLC004768

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ANNEXURE – I LARSEN & TOUBRO LIMITED L&T CONSTRUCTION Leave Rules for Graduate Commercial Trainees

Privilege Leave:

1. Eligibility

After 11 Months Training

2. Quantum

23 days per annum

- 3. PL not availed at the end of the training period will be encashed and cannot be carried over to the Next Year.
- 4. If for any reason the leave extends beyond the period of training, your training period will be proportionately extended and if the trainee is offered employment with the company, the date of employment will be from the date of training is completed.

Casual Leave:

1. Eligibility

From the date of Joining

2. Quantum

07 days per annum

- Not more than 2 days CL will be allowed to be taken at one time. With holidays/ weekly off days prefixed / suffixed to CL, the total absence should not exceed 5 days.
- 4. Except in the case of extreme emergency, application for CL shall be made to the appropriate authority and sanction to be obtained prior to availing of leave.

Sick Leave:

1. Eligibility

From the date of Joining

2. Quantum

07 days per annum on full stipend

- 3. The trainee shall produce a medical certificate from Registered Medical Practitioner in support of his sickness.
- 4. The company has the right to have the trainee examined by the company's Medical officer to ascertain the sickness.
- 5. SL shall not be combined with CL

If for any reason, the attendance of the trainee falls short of 240 working days per annum his training period will be extended by the period of such shortfall.

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CORPORATE SE \$1332/04/20

20-October-2021

Dear Janani Shree T.

We are glad to welcome you to be part of the iRaise family!

Pursuant to the communication with you, sharing the terms for your engagement with iRaise Management Consultants Pvt Ltd.

- 1. You shall be engaged with the Company as Junior Accountant on full time basis.
- 2. Your employment is inter alia based on the information furnished by you to the company at the time of joining. If the company discovers that you have furnished any false, fake, forged information, the Company reserves the right to terminate your contract without notice.
- 3. You will be on probation for 6 months; you shall ne confirmed in full time employment on successful completion of the probation period.
- 4. Your employment with the company will be governed by the terms and conditions of contract contained in Annexure 1 attached hereto.
- 5. This letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter.
- 6. Your compensation will consist of the following components:
 - i) Monthly salary and allowances of INR 22500
 - ii) At the end of the 6 months probationary period, you are eligible for INR 25000 performance incentive
- 7. You may be required to visit clients within the city or outside, expenses for such travel shall be reimbursed by the company on actuals.

Wish you a successful and rewarding career with iRaise.

For iRaise Management Consultants Pvt Ltd

Venu Puthusserv

CEO

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McKinsey & Company

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McKinsey Global Services India Private Limited 5/142, Tower B, 17th-19th Floor, World Trade Center, Rajiv Gandhi Salai, OMR, Perungudi, Chennai - 600 096 +91 (44) 42265000 CIN No. U72300DL1997PTC384386

Harini. No.6/18, Krishnappa street, Purasaiwakkam Chennai, Tamil Nadu 600084

September 23, 2021

Dear Harini ..

We are delighted to have you join McKinsey Global Services India Private Limited ("McKinsey" or the "firm") in the role of Business Presentation Specialist (Trainee) in Chennai effective October 7, 2021, or such other date as agreed by you and the firm.

This employment agreement formally confirms the terms and conditions of your employment should you accept our offer.

You agree to act in the best interests of McKinsey at all times. You agree to devote your full working time to your job duties, and any other duties as McKinsey assigns to you from time to time.

Your normal place of work will be in our office currently situated at Chennai. Upon reasonable notice, we may change your place of work to any other location within India.

Compensation

Your compensation is comprised of the below components. The firm formally reviews performance for purposes of compensation decisions each year, including potential eligibility for an adjustment based on performance as determined in the firm's sole discretion.

Your con:pensation will be prorated based on your actual start and end date. Applicable tax withholdings and deductions will apply; please consult with your tax advisor on the taxation of payments and other terms described herein.

Salary. Your annual gross base salary will be payable monthly, which will be revised if you are on or move to a part-time program or unpaid leave. Salary will be structured between salary and allowances. The details of this compensation structure will be communicated to you when you join. Your starting annual base compensation (including allowances and provident fund) will be INR350,000, payable monthly from the date you begin work.

Provident Fund. Your gross annual salary includes the firm's contribution to the Provident Fund per the requirements of the India laws pertaining to the Provident Fund.

Gratuity. You shall be entitled to gratuity payments in accordance with the Payment of Gratuity Act, 1972, as amended from time to time, subject to maximum limit provided therein.

Special Payments

Applicable tax withholdings and deductions will apply to all special payments; please consult with your tax advisor on the taxation of payments and other terms described herein.

Joining Bonus: McKinsey will pay you a Joining Bonus in the amount of INR13,550. This is a one-time bonus to be paid in the first available payroll after your start date.

Other Benefits

Firm Benefits. The firm offers a comprehensive program of benefits, which includes medical, dental, life and disability insurance, as well as other benefits in accordance with applicable firm policies and plans (as they may change from time to time in accordance with applicable law). Your eligibility for firm benefits may vary depending on the nature of your employment with the firm.

You will be eligible to all maternity benefits, leave and the like as prescribed under the Maternity Benefit Act, 1961.

Absences from Work

Leave. You will be entitled to 24 days of leave each year. Leave policies may vary depending on your location and the nature of your employment with the firm.

Medical leave. You will be entitled to 12 days of medical leave, which can be used for unforeseen circumstances such as medical emergencies for yourself or your immediate family members.

Probation. Your first 6 months of employment will be a probationary period. During this probationary period, either you or McKinsey may decide to terminate the employment relationship at any time and for any reason, upon providing 30 days notice in writing or pay in lieu of notice. This period may be extended at the firm's sole discretion, for a further period of 3 months depending on your performance, for which a written probation-extension notice will be issued. If you do not receive any such communication, you will be deemed confirmed on completion of the first 6 months. Upon successful completion of the probationary period, your employment will be subject to the below termination provisions.

Termination

After confirmation of service, either you or McKinsey may terminate your employment at any time by providing 2 months notice, and for any reason, in accordance with applicable law and as provided herein. Upon the termination of your employment you must, in compliance with applicable McKinsey policies, immediately return to McKinsey all documents, computers and any other property that belongs to McKinsey or its parents, subsidiaries, affiliates and clients, without making any copies of documents, computer software, data, or confidential or proprietary information. If asked to do so, you must inform McKinsey of any computer passwords used by you in the course of your employment. You must, if so required by McKinsey, confirm in writing that you have complied with your obligations under this provision.

At the expiration of your agreement, you understand and agree you will not be entitled to and are hereby excluded from a [redundancy/severance] payment and any claim for unfair [dismissal/termination], unless otherwise provided by applicable law.

McKinsey may terminate your employment without advance notice to you if it has reasonable grounds to conclude that you engaged in gross misconduct, including theft, fraud, unauthorized disclosure of Confidential Information, violation of any law or regulation, material breach of firm policy, or conduct damaging to McKinsey's reputation, clients or employees.

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Garden Leave

The firm may at any time during your notice period require you to remain away from our premises; to work from home; to carry out special projects outside the normal scope of your duties; not to contact clients; not to contact any other employee or one of our contractors without our permission and not to carry out some or all of your normal duties. We may appoint another person to carry out any of your duties at such times. If we exercise this right, you will receive the salary and benefits to which you are entitled, and you must: (i) continue to comply with your implied duties, including those of good faith and fidelity; and (ii) continue to comply with the express duties set out in this contract, except those from which we explicitly release you.

Payment In Lieu of Notice

Whether you or McKinsey gives notice to terminate your employment, McKinsey reserves the right to pay you the salary you would have been entitled to receive for your notice period (or the remainder, if notice has already been given) instead of requiring or allowing you to work your notice period.

During any required notice period, McKinsey may direct you not to perform some or all of your responsibilities, and to direct or limit your contact with McKinsey clients or personnel.

Post-Employment Protections

This offer is also contingent on your signing the attached Post-Employment Protections Agreement, which will include certain post-employment restrictions.

Firm Obligations and Policies

Our values , which guide how we serve clients and treat one another, are at the very heart of our firm. Upon joining the Firm, you will be required to comply with all applicable Firm policies while employed at the Firm (and beyond if so provided by the relevant policy), as they may change from time to time. By accepting this offer, you agree to review the Firm's policies within the first 30 days after your start date and comply with their terms. The most current versions of our policies are available on the Firm intranet and include, but are not limited to:

- 1. Outside Activities and "Take Time" Policy, which states, among other things, that our firm members must avoid engaging in outside activities such as additional employment (to include building/operating/advising on start-ups) or political or business activities that potentially create conflicts of interest with the firm or its clients;
- 2. Personal Investments Policy, which among other things, prohibits firm members and members of their households from purchasing or selling publicly traded securities of any client of the firm; and
- 3. Board Membership Policy, which among other things, prohibits firm members from sitting on the board of directors of any privately or publicly owned company (charitable organizations are generally permissible).

Data Privacy. We also ask you to review the McKinsey HR Privacy Notice which describes how McKinsey processes and protects your personal data and your privacy rights at the firm. In addition, by signing below, you also agree to review and adhere to the Global Data Protection & Privacy Policy, which describes McKinsey's global privacy program and applies to each McKinsey entity and all firm members when processing personal data anywhere in the world.

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Confidentiality and Non-Disclosure

For purposes of this Section, "McKinsey" shall refer to the firm and its parents, subsidiaries and affiliates.

Client Confidences. McKinsey's clients expect that McKinsey will hold all business-related information about the client, including the fact that they are doing business with McKinsey and the specific matters on which they are doing business, in the strictest confidences ("Client Confidences"). You acknowledge that, during the course of your employment, you will have access to such Client Confidences.

Confidential Information. You acknowledge that, during the course of your employment, you will have access to and will create information relating to McKinsey's business that provides McKinsey with a competitive advantage, that is not generally known by persons not employed or engaged by McKinsey and that could not easily be determined or learned by someone outside McKinsey ("Confidential Information"). Such Confidential Information, whether or not explicitly designated as confidential, includes both written information and information not reduced to writing, and includes information that is not publicly known and that may provide McKinsey with a competitive advantage, including information about clients, referral sources, internal corporate policies and strategies, pricing, financial and sales information, forecasts, business and marketing plans. You also acknowledge that, during the course of your employment, you may have access to and/or create personal data relating to individuals, such as employees, job applicants, external workers, customers and service providers of McKinsey and McKinsey's clients ("Personal Data"). Personal Data is also considered Confidential Information.

Duty to Preserve Client Confidences and Confidential Information. During your employment by McKinsey, you agree not to use or disclose Client Confidences and Confidential Information, including Personal Data, except as may be necessary in the good faith performance of your duties to McKinsey. After your employment by McKinsey, you may not use or disclose the foregoing information without the prior written consent of McKinsey.

Firm Property. You acknowledge that all devices, documents and materials, in hard copy or electronic form, received, created or used by you in connection with your employment with McKinsey are and will remain the property of McKinsey. You agree to return all such devices (which are owned by the firm), documents and materials (including all copies) prior to your termination of employment and agree that, during or after your employment, you will not, under any circumstances, without the written consent of McKinsey, disclose those documents and materials to anyone outside McKinsey or use those devices, documents and materials for any purpose other than in connection with work performed as an employee for McKinsey.

Intellectual Property

For purposes of this Section, "McKinsey" shall refer to the firm and its parents, subsidiaries and affiliates.

You agree to fully and promptly disclose to McKinsey, without additional compensation, all ideas, original or creative works, inventions, discoveries, computer software or programs, trading strategies, statistical and economic models, improvements, designs, formulae, processes, production methods and technological innovations, whether or not patentable or copyrightable, which, during your employment with McKinsey, are made, conceived or created by you, alone or with others, during or after usual working hours, either on or off your job, and which are related to the business of McKinsey or which relate in any way to tasks assigned to you by McKinsey ("Intellectual Property"). You acknowledge that McKinsey owns all such Intellectual Property rights as works made for hire to the fullest extent of the law. You agree that such Intellectual property conceived or created by you shall be regarded as being made under a contract of service with McKinsey. For the avoidance of doubt, you hereby assign to McKinsey all such Intellectual Property rights, including the rights to sublicense or transfer any of the rights assigned hereunder, in any and all media now known or hereafter developed, along with all existing causes of action, known or unknown.

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You agree that such assignment shall be perpetual, worldwide and royalty free. Notwithstanding the provisions of section 19(4) of the Copyright Act, 1957, you agree that such assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if McKinsey does not exercise the rights under the assignment within a period of one year from the date of assignment. You further acknowledge and agree that you shall waive any right to and shall not raise any objection or claims to the Copyright Board with respect to the assignment, pursuant to Section 19A of the Copyright Act, 1957. You agree, at any time during or after your employment, to sign all papers and do such other acts and things, at McKinsey's expense, as McKinsey deems necessary or desirable and may reasonably require of you to protect McKinsey's rights to such Intellectual Property, including applying for, obtaining and enforcing patents or copyrights with respect to such Intellectual Property in any and all countries. You further agree not to use or disclose, without the prior written consent of McKinsey, both during and after your employment by McKinsey, Intellectual Property, except as may be necessary in the good faith performance of your duties to McKinsey.

Other Matters

No Conflict. By signing below, you are affirming that you do not have any contractual or other obligations that would conflict with your responsibilities in this role, and that you are not bound by any agreement or obligation with or to any person or organization that prohibits you from accepting or continuing your employment with McKinsey and fully performing all of your responsibilities with McKinsey (e.g., non-compete agreement).

You further agree, as from the date you accept our offer and during your employment with us, not to disclose to McKinsey or its parents, subsidiaries or affiliates any information or documents you are prohibited from sharing under any contractual or other duty owed to a former employer or other party based on any other relationship, such as a self-employed relationship, or otherwise.

You agree to the undertakings set out in the attached Annex A in more detail.

Offer and Background Check. These offer terms are contingent upon your ability to commence employment on the above-stated start date, residing in the country of your office location as of the above-stated start date, and agreement not to engage in work outside of your payroll office country for personal reasons except as approved by your supervisor and within firm-approved limits. Any changes may modify the terms contained herein. Your employment is also contingent upon the successful completion of a background check (including additional background checks during employment, if applicable). You agree to the firm conducting such background check, either directly or through a third party. Once we receive your signed copy of this agreement, you will receive information on how to begin the background check process; we ask that you begin the process promptly. Any personal information provided by you in the application procedure forms part of this employment agreement. If such information is incorrect or you have concealed material facts or circumstances, we may contest the employment relationship and/or terminate it without notice (as permitted by applicable law).

Immigration Compliance. If applicable, employment is contingent upon you possessing or timely obtaining the right to work in your location of offer. Failing to do so may affect your employment and the terms enclosed herein. Where necessary, we will provide our reasonable legal and administrative support to assist you in applying for the applicable work permit and/or visa for your location of offer.

Working with Competitors. If you take an interim opportunity to work for any direct competitor of McKinsey or its parents, subsidiaries or affiliates prior to joining us, McKinsey reserves the right to withdraw this offer.

Timesheets. You must complete timesheets in accordance with McKinsey policy.

Travel. Your work may require travel, including both domestic and international destinations. Therefore, possession of a valid passport is required for all applicable roles (including consultants and others who will travel internationally). You understand that you have a legal and professional obligation to comply with immigration laws where you conduct business. Further, you must have the correct legal authorization to enter any country for your intended purpose. It remains your responsibility to understand your immigration status and ensure that you are entering a country in the correct immigration category for the intended purpose of travel.

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Expenses. McKinsey will reimburse all reasonable, pre-approved expenses that you properly and reasonably incur in the discharge of your duties and subject to any other policies that McKinsey issues from time to time. You are expected to familiarize yourself with your office's Expense Policy and submit for reimbursement only those valid business expenses that are permitted under such Policy.

Amounts Owed. During your employment or thereafter, if you owe the firm any amount of money, McKinsey may deduct that amount (in one or more installments) from amounts it owes you, unless prohibited by law. If, on termination, you have taken Leave in excess of your accrued entitlement, you agree that McKinsey may deduct the value of this from your final salary and any other payment, unless prohibited by applicable law.

Acknowledgment

You acknowledge that this document sets out in full your agreement with McKinsey and supersedes any prior agreement or arrangement regarding employment with McKinsey, whether written or oral.

Severability. If any provision herein is held to be unenforceable by a court, the remaining provisions shall be enforced to the maximum extent possible, and such provision shall be given effect to the maximum extent possible by narrowing or enforcing in part that aspect of the provision found overbroad or unreasonable. The waiver by any party to this agreement of a breach of any of the provisions herein shall not operate or be construed as a waiver of any subsequent or simultaneous breach.

Changes to Employment. McKinsey reserves the right to change any of the foregoing terms of employment except where prohibited by applicable law and will notify you in writing of any changes any of the foregoing terms of employment.

Choice of Language and Law. Both you and the firm have agreed to draft this agreement in English. The law of India will govern this agreement. Both you and McKinsey agree to the jurisdiction of the Chennai Courts in resolving any disputes that arise under it.

We are very excited about you joining us. Please let us know by September 23, 2021 whether you will accept the terms and conditions of your employment as set forth herein. To accept, please sign electronically below to acknowledge your acceptance of our offer and the terms set forth herein.

We will be happy to answer any questions you may have about the firm or the terms contained in your offer. Please contact Gayathri M - Gayathri_M@mckinsey.com at 8056046267 if we can help you in any way. We look forward to welcoming you as a member of the firm.

Sincerely,

Christus Antony

Head of Support Centre Recruiting, APAC

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Harini S P -082341D5F82A4DD

-DocuSigned by:

Harini.

Signed Date: 23-sep-2021

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Annex A

We look forward to you starting with the firm. In the interim, and during your employment, it is understood and agreed that you will continue to observe all relevant obligations and duties owed to your current and previous employers or other parties based on any other relationship, such as a self-employed relationship, or otherwise, including but not limited to the duty of confidentiality. You undertake that you will not:

- Access confidential/protected drives for any reason (e.g. reviewing printing off old mandates, decks
 of advice, financial information etc.) other than genuine business reasons in furtherance of your
 services for your current employer or other contractual party you currently or previously worked
 with:
- Save or email sensitive or confidential information to a personal device or email address;
- Discuss your future employment at the firm in your current workplace other than as absolutely necessary in order to give notice, comply with any document return or destruction obligations and appropriately transition work;
- Contact during your notice period, other than for genuine business reasons, any employee of your current employer, or other contractual party you currently or previously worked with, whom you are aware are being approached as potential applicants by the firm;
- Discuss employees of your current employer or other contractual party you currently or previously worked with, with the firm;
- Create any emails at all about future plans on the IT system or devices provided by your current
 employer or other contractual party you currently or previously worked with. This includes in
 particular 'cryptic' ones to employees of your employer or the firm (e.g. 'how did it go?', 'thanks for
 the chat'). Any emails to friends and family should be sent from a personal email account and
 created on your own personal devices;
- Make calls or send text messages to the firm about future work plans from your current employer's
 work lines or work devices (e.g. phone/tablet), or those of any other contractual party you currently
 or previously worked with, or conduct any planning of your transition to the firm during work hours
 of your current employer, or other contractual party you currently or previously worked with;
- Use confidential information of or about your current employer, or other contractual party you currently or previously worked with, including, but not limited to, the identity of its clients, revenues, profit, key staff and their terms and remuneration, in respect of any future business plans with the firm.
- Discuss your future employment at the firm with the clients of your current employer, or other contractual party you currently or previously worked with.
- Have in your possession, whether in hard copy or electronic form, any confidential information of your current employer or its clients' post-termination of your relationship with your current employer, or other contractual party you currently or previously worked with, taking all necessary steps to ensure any personal devices are wiped of any such information.

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Annex B

POST-EMPLOYMENT PROTECTIONS AGREEMENT

In consideration of the commencement of your employment with McKinsey Global Services India Private Limited ("McKinsey" or the "firm"), and the compensation and other benefits you will receive as an employee of McKinsey, and further to the terms and conditions set forth in your employment terms with McKinsey, and intending to be legally bound, you agree as follows:

A. Definitions

The terms "Client Confidences" and "Confidential Information" have the meanings ascribed to them in your Employment Agreement. The "Employment Agreement" means the employment agreement, as amended from time to time, to which this Post-Employment Protections Agreement is attached. The "McKinsey Group" means McKinsey Global Services India Private Limited, its subsidiaries, affiliates, related companies and/or successors, and includes the firm.

B. Restrictive Covenants

- 1. Non-Solicitation/Non-Service of Clients. You acknowledge that, by virtue of your employment by McKinsey, you have gained or will gain knowledge of the identity, characteristics and preferences of the McKinsey Group's clients, among other Client Confidences and Confidential Information, and that you would inevitably have to draw on such information if you were to solicit or service McKinsey Group clients on behalf of a competing business. Accordingly:
 - a. If you are employed as, or promoted to, an Engagement Manager, Expert (or an equivalent Impact Level Green or Band 4 role), you agree that during your employment by McKinsey, and for SIX (6) MONTHS following the termination of that employment for any reason, you will not, on your own behalf or behalf of anyone else, directly or indirectly, solicit the business of or perform any services of the type you performed during your employment with McKinsey for actual or prospective clients of the McKinsey Group (i) as to which you performed services or had direct contact in the TWELVE (12) MONTH period prior to the termination of your employment with McKinsey, or (ii) as to which you had access to Client Confidences or Confidential Information during the TWELVE (12) MONTH period prior to the termination of your employment with McKinsey.
 - b. If you are employed as, or promoted to, an Associate Partner, Senior Expert (or an equivalent Impact Level Blue or Band 5 role), you agree that during your employment by McKinsey, and for TWELVE (12) MONTHS following the termination of that employment for any reason, you will not, on your own behalf or behalf of anyone else, directly or indirectly, solicit the business of or perform any services of the type you performed during your employment with McKinsey for actual or prospective clients of the McKinsey Group (i) as to which you performed services or had direct contact in the EIGHTEEN (18) MONTH period prior to the termination of your employment with McKinsey, or (ii) as to which you had access to Client Confidences or Confidential Information during the EIGHTEEN (18) MONTH period prior to the termination of your employment with McKinsey.
 - c. If you are employed as, or promoted to, a Firm Leader (or an equivalent Impact Level Indigo or Band 6 role), you agree that during your employment by McKinsey, and for EIGHTEEN (18) MONTHS following the termination of that employment for any reason, you will not, on your own behalf or behalf of anyone else, directly or indirectly, solicit the business of or perform any services of the type you performed during your employment with McKinsey for actual or prospective clients of the McKinsey Group (i) as to which you performed services or had direct contact in the TWENTY-FOUR (24) MONTH period prior to the termination of your employment with McKinsey, or (ii) as to which you had access to Client Confidences or Confidential Information during the TWENTY-FOUR (24) MONTH period prior to the termination of your employment with McKinsey.

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The prohibitions contained in this paragraph shall not, however, apply to any clients you developed prior to your employment with McKinsey and without any substantial assistance from McKinsey, provided you so demonstrate in writing during your employment with McKinsey.

- 2. Non-Service of/Non-Employment by Competitors of Clients Served. You acknowledge that McKinsey Group clients provide the McKinsey Group with highly sensitive information and that your providing services to a direct competitor of a McKinsey Group client that you served during your employment with McKinsey would jeopardize the McKinsey Group's Client Confidences, Confidential Information and client relationships. Accordingly:
 - a. If you are employed as, or promoted to, an Engagement Manager, Expert (or an equivalent Impact Level Green or Band 4 role), you agree that during your employment by McKinsey, and for SIX (6) MONTHS following the termination of that employment for any reason, you will not, on your own behalf or behalf of anyone else, directly or indirectly, (i) be employed by or a contractor to, (ii) solicit the business of, or (iii) perform any services of the type you performed during your employment with McKinsey for, any direct competitor of a client that you personally served in the TWELVE (12) MONTH period prior to the termination of your employment with McKinsey.
 - b. If you are employed as, or promoted to, an Associate Partner, Senior Expert (or an equivalent Impact Level Blue or Band 5 role), you agree that during your employment by McKinsey, and for TWELVE (12) MONTHS following the termination of that employment for any reason, you will not, on your own behalf or behalf of anyone else, directly or indirectly, (i) be employed by or a contractor to, (ii) solicit the business of, or (iii) perform any services of the type you performed during your employment with McKinsey for, any direct competitor of a client that you personally served in the EIGHTEEN (18) MONTH period prior to the termination of your employment with McKinsey.
 - c. If you are employed as, or promoted to, a Firm Leader (or an equivalent Impact Level Indigo or Band 6 role), you agree that during your employment by McKinsey, and for EIGHTEEN (18) MONTHS following the termination of that employment for any reason, you will not, on your own behalf or behalf of anyone else, directly or indirectly, (i) be employed by or a contractor to, (ii) solicit the business of, or (iii) perform any services of the type you performed during your employment with McKinsey for, any direct competitor of a client that you personally served in the TWENTY-FOUR (24) MONTH period prior to the termination of your employment with McKinsey.

3. Non-Solicitation of Employees.

- a. If you are employed as, or promoted to, an Engagement Manager, Expert (or an equivalent Impact Level Green or Band 4 role), or an Associate Partner, Senior Expert (or an equivalent Impact Level Blue or Band 5 role), you agree that, during your employment, and for the TWELVE (12) MONTH period thereafter, you will not, directly or indirectly, solicit, hire or seek to hire (whether on your own behalf or on behalf of some other person or entity) any person who is at that time (or was during the prior six (6) months) an employee, consultant, independent contractor, representative or other agent of any member of the McKinsey Group (a) in any country in which you are employed by McKinsey, or (b) with whom you worked with in the TWENTY-FOUR (24) MONTH period prior to the termination of your employment by McKinsey. Nor will you during your employment by McKinsey, and for the TWELVE (12) MONTH period thereafter, directly or indirectly, on your own behalf or on behalf of any other person, entity or organization, induce or encourage any employee, consultant, independent contractor, representative or other agent of any member of the McKinsey Group covered by this paragraph to terminate or reduce his or her employment or other business relationship or affiliation with McKinsey.
- b. If you are employed as, or promoted to, a Firm Leader (or an equivalent Impact Level Indigo or Band 6 role), you agree that, during your employment, and for the EIGHTEEN (18) MONTH period thereafter, you will not, directly or indirectly, solicit, hire or seek to hire (whether on your own behalf or on behalf of some other person or entity) any person

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who is at that time (or was during the prior six (6) months) an employee, consultant, independent contractor, representative or other agent of any member of the McKinsey Group (a) in any country in which you are employed by McKinsey, or (b) with whom you worked within the THIRTY-SIX (36) MONTH period prior to the termination of your employment by McKinsey. Nor will you during your employment by McKinsey, and for the EIGHTEEN (18) MONTH period thereafter, directly or indirectly, on your own behalf or on behalf of any other person, entity or organization, induce or encourage any employee, consultant, independent contractor, representative or other agent of any member of the McKinsey Group covered by this paragraph to terminate or reduce his or her employment or other business relationship or affiliation with McKinsey.

C. Other Terms

- 1. If, during your employment with McKinsey, your role Band level changes, for purposes of determining the relevant restrictive covenant under Section B above while you are employed with McKinsey and after its termination, your then-current position and Band level will be determinative.
- 2. In the event you seek or obtain employment or some other business affiliation with any person or entity other than a member of the McKinsey Group, you agree to provide that person or entity with a copy of this Post-Employment Protections Agreement ("PPA"). You also agree that McKinsey may provide a copy of this PPA to any such person or entity.
- 3. You acknowledge that the restrictions contained in this PPA are fair, reasonable and necessary for the protection of the legitimate business interests of the McKinsey Group, and that McKinsey will suffer irreparable harm in the event of any actual or threatened breach by you. You therefore consent to the entry of a restraining order, preliminary injunction or other preliminary, provisional or permanent court order to enforce this PPA and expressly waive any security that might otherwise be required in connection with such relief. You agree that in the event of any actual or threatened breach by you, any request for relief by McKinsey shall be in addition and without prejudice to any claim for monetary damages that McKinsey might elect to assert. You further agree to pay McKinsey's reasonable attorneys' fees and other expenses in the event McKinsey prevails in a court in enforcing any claim against you arising from or related to this PPA. In the event you violate any provision of "Section B: Restrictive Covenants" of this PPA, the time periods set forth in those provisions shall be extended for the period of time you remain in violation of those provisions.
- 4. If any provision of this PPA is held to be unenforceable by a court, the remaining provisions shall be enforced to the maximum extent possible. If a court should determine that any portion of this PPA is overbroad or unreasonable, such provision shall be given effect to the maximum extent possible by narrowing or enforcing in part that aspect of the provision found overbroad or unreasonable. This PPA represents the entire agreement of the parties with respect to the subject matter covered, supersedes any and all prior written or oral agreements to the extent there is any conflict in terms, and cannot be modified except in a writing signed by both parties. The waiver by any party to this PPA of a breach of any of the provisions of this PPA shall not operate or be construed as a waiver of any subsequent or simultaneous breach.
- 5. For the avoidance of doubt, should any conflict exist with respect to your post-employment restrictions, the terms of this PPA will take precedent over any other terms.
- 6. This PPA shall be governed by and construed in accordance with the laws of India. The parties hereby submit to the non-exclusive jurisdiction of the courts of the Indian state where the firm home office to which you reported is located for any dispute arising out of or relating to this PPA.
- 7. You acknowledge that you understand the terms and conditions set forth in this PPA and have had adequate time to consider whether to agree to them and to consult a lawyer or other advisor of your choice if you wish to do so.

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McKinsey Global Services India Private Limited

—DocuSigned by:

Hanni S P —08234105F82A4DD...

Harini.

Signed Date: 23-sep-2021

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McKinsey HR Data Privacy Notice

McKinsey ("McKinsey" or "firm" or "we") is committed to respecting your privacy and protecting your personal data, which is any information that is capable of identifying you as an individual.

This HR Data Privacy Notice ("Privacy Notice") describes how we handle and protect your personal data in connection with our firm processes and activities. In case of a conflict between this Privacy Notice and applicable law, applicable law will govern.

This Privacy Notice only applies to the personal data of our firm members¹. Separate rules apply to the personal data of our external workers², clients, vendors or any other person from whom McKinsey collects personal data for other purposes.

Personal data we collect

The type of personal data we collect from you and the ways that we process it are determined by the requirements of the country in which you perform work for the firm, and not the country in which you reside.

We collect personal data at various stages during a working relationship, such as when you apply for a role with us, when we create a personnel file or engagement record, and through the management of our relationship with you. For example, we may collect:

- basic information like your name, surname, address, contact information (including home address, personal email and phone numbers);
- photographs and videos;
- employment administrative data (e.g., degrees, trainings, professional references, work experience);
- · bank information;
- employment and occupation related information (e.g., duties, classification, compensation, other benefits, absences, holidays);
- information necessary to perform background checks, to the extent permitted by applicable law, including education, work history, identity documents, and data relating to criminal offences or proceedings;
- performance and development related information;
- information regarding your use of and communications through firm information technology resources; and
- information about your dependents, your designated emergency contacts, and other individuals that you are authorized to provide that you voluntarily provide in connection with your employment.

We may also collect, under certain circumstances and to the extent permitted by applicable law, sensitive personal data, which is a subset of personal data and includes information about your ethnicity, health, trade union membership, religious beliefs, and sexual orientation. For instance, we may collect information related to health to manage a workplace accommodation for a medical condition or to manage sickness absence, or information about ethnicity, religion or sexual orientation to monitor and maintain our diversity commitments.

¹In this Privacy Notice, the term "firm member" is limited to any member of our firm who is employed by the firm through an employment contract or an offer letter for employment and expressly excludes external workers (see below).

²In this Privacy Notice, the term "external worker" refers to any individual who comprises part of the firm workforce supporting activities of the firm, but who is not employed by the firm. They may be engaged through a personal service company (e.g., LLC), through a vendor, through a partnering arrangement, or, in a few, select circumstances, as an individual.

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Use of your personal data

We use your personal data to address our responsibilities as your employer, to comply with our legal obligations, and to support activities related to administration and business management of the firm. For instance, we use your personal data:

- to support payroll processes and to administer the employment relationship, including employee performance and career management;
- to staff resources on clients' engagements;
- to provide you with hardware and other professional tools (like mobile phones) at their domicile;
- · to provide health, financial and other benefits to you;
- · to create tax returns and social declarations;
- to secure McKinsey's facilities and its information technology and telecommunications systems;
- to sustain the McKinsey Alumni program;
- to perform background checks, to the extent permissible by applicable law;
- to protect McKinsey's legal rights and to facilitate compliance with our legal and contractual obligations
- to investigate concerns or to provide advice if you or other firm members submit a concern through the Got a Concern? hotline; and
- to communicate with you or any designated emergency contacts that you voluntarily identify or to share with medical professionals or law enforcement or other public authorities in the event of an emergency or other incident, such as when the health or safety of you or one or more individuals may be endangered.

We may also analyze your personal data or aggregated/pseudonymized data to improve our recruiting and hiring processes, to augment our ability to attract and retain successful candidates, and to better understand the composition, performance and well-being of our workforce.

We do not make personnel-related decisions based solely on automated processing without human intervention.

Our processing of your personal data for the purposes mentioned above is based on the following grounds:

- in part, on our need to perform a contract of employment with you (for example to pay you and manage your career);
- in part, on our need to comply with our legal obligations, in particular under labor and employment law (for example, to create tax returns and investigate any grievances) and to comply with applicable reporting obligations under local law (for example, on equal treatment / pay);
- in part, on our legitimate interests in operating our business and protecting the firm (for example, to staff resources on client engagements, and to secure our facilities and systems); and
- in part, and where required by applicable law, on your consent.

Data recipients and international data transfers

Your personal data may be disclosed to recipients within our organization and with third parties in the country where you are located and in different countries (which may include countries where you have fewer rights than you have in your country of residence). For instance, your personal data may be processed by:

· our firm members at other McKinsey companies other than the entity that employs you, as well as

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- to support auditing, compliance, and corporate governance functions;
- · to protect our know-how and business secrets; or
- · to comply with any and all applicable laws.

Monitoring and related activities may be conducted only by authorized firm members or third parties acting on their behalf, subject to appropriate safeguards and as consistent with applicable law. You should not use the firm's information technology resources to send, receive or store non-work-related information which you, or those with whom you communicate, consider private in nature.

Your rights

We take reasonable measures that are designed to keep your personal data accurate, complete, and up-to-date.

Depending on applicable law, you may have certain rights related to your personal data. For instance, you may have the right:

- to request access and obtain a copy of your personal data;
- to rectify or delete your personal data;
- to object to the processing of your personal data;
- to provide us instructions as to the processing of your personal data in case of your death; and/or
- to lodge a complaint with a competent data protection authority.

Depending upon the circumstances and the request, we may not be permitted to provide you with access to your personal data or otherwise fully comply with your request, such as where producing your information may reveal the identity of someone else.

To help protect your privacy and security, we may take reasonable steps to verify your identity before granting you access to your personal data. We will make reasonable attempts to promptly investigate, comply with, or otherwise respond to your requests as may be required by applicable law.

We reserve the right to charge an appropriate fee for complying with your request where permitted by applicable law, and/or to deny your request where your request is excessive, or otherwise unacceptable under applicable law.

Contacts

If you have any questions about this HR Data Privacy Notice and about how we process your personal data, or if you would like to contact the relevant Data Protection Officer for your jurisdiction (including our EU Data Protection Officer) or the Data Privacy Team, please reach out to your local Human Resources representative.

McKinsey reserves the right to modify this Privacy Notice. We will post any changes to our HR Data Privacy Notice on the McKinsey Data Privacy website at https://thinkdata.intranet.mckinsey.com/hr-data-privacy-notice. Please check this page regularly to keep up-to-date.

By signing below, you agree that the firm processes and transfers your personal data as described in this Privacy Notice.

Docusigned by:

Hanni S P

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Harini.

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external workers working for the firm (e.g., members of the HR / IT / Professional Development / Staffing departments);

- clients and business associates of McKinsey;
- · our legal and professional advisors;
- suppliers and providers of services (e.g., benefit providers, transportation and hotel vendors, background check vendors) engaged by us at local or at global level; and
- government authorities (e.g., for tax purposes, immigration purposes).

We have implemented data transfer measures that are designed to ensure appropriate data protection of your personal data. In most cases and where legally appropriate, we rely on EU Standard Contractual Clauses.

Data retention

If McKinsey employs you, any relevant personal data collected during the recruiting period will become part of your personnel records and will be retained in accordance with specific country requirements. Some of the data may be also retained beyond the termination of our employment relationship with you, in accordance with the firm data retention schedules, but in no event longer than the period of time required or permitted by applicable law.

After the termination of your employment relationship with McKinsey, you may be eligible to join the McKinsey Alumni program. If you participate in this program, certain personal data will be retained until you decide to opt-out of the program. Data collected during your participation in the Alumni program will be treated in accordance with its specific Privacy Policy.

Analyzing the way McKinsey uses information technology

McKinsey is frequently looking for new ways to understand and improve how we use our information technology and communication tools. Accordingly, we may collect and analyze data on how our workforce uses our information technology (e.g., how many emails we send, when we send them, how we communicate internally and externally). Many of these projects use aggregate data (e.g., assessing information across a functional group, office, or firm-wide), but some projects may involve more specific analysis of individual communications. Any analytics will be conducted in accordance with applicable law.

Acceptable use of McKinsey information technology resources

McKinsey reserves the right to review, monitor, and/or disclose any information communicated using the firm's information technology resources (including email) to prevent, detect, and/or investigate any activity that may affect the security of the firm's systems or information (including client information). For example, McKinsey may review, monitor, and/or disclose any information communicated using the firm's information technology resources:

- if we are required to do so by law or legal process;
- to law enforcement authorities or other government officials;
- when we believe disclosure is necessary or appropriate to prevent physical harm or financial loss or in connection with an investigation of suspected or actual illegal activity;
- if disclosure is necessary to protect the vital interests of a person;
- to protect our property, services and legal rights;
- to prevent fraud against McKinsey, our subsidiaries, affiliates and/or business partners;
- to aid in the investigation of a suspected or actual breach of confidential information, firm policy, or a security incident of any kind;

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Compensation Breakdown Annex

Component	Amount
1. Basic Salary	INR 122,500
2. House Rent Allowance	INR 61,250
3. Conveyance/Leave Travel Allowance	INR 10,208
4. Statutory Bonus	INR 24,000
5. Special Allowance	INR 110,442
6. Employers Contribution to Provident Fund	INR 21,600
7. Total Base Salary (Sum of 1-6)	INR 350,000

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*For Accenture use only

Chandrika Landgey 23/2, WEAVERS STREET, TRIPLICANE, CHENNAI - 600005 600005 Management Level - 13 Sublevel - 3

Job Profile - Bus Process Delivery New Associate Job Family Group - Business Process Delivery Business Deal - Non Contact Center

Dear Chandrika,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in Chennai, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

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Candidate's Signature

Reference Id: 53ca7990-fa8a-4d1f-a028-25dcf6b9a36e_2

Signed By: Jal Rumi Master



DEPARTMENT OF BANK MANAGEMENT

04-Aug-2021

Ms. Harini Sridharan

No - 17/2 ,Shri damodhara nivas, mounaswamy madam street, villivakkam... Chennai-600049.

Mobile No.: 9087582563

Dear Harini,

Congratulations!!!

This refers to your application for employment and the subsequent interviews & discussions you have had with irs.

We are pleased to extend an offer of employment as; Executive (Department: F&A Services) with CMA CGM Global Business Services India Pvt. Ltd.

- 1. Cost to Company (CTC): Your total CTC will be Rs. 220008/- PA. detailed in the enclosed Annexure - I. This will be the cost to company (CTC) including all the components of the salary and subject to Income Tax as applicable.
- 2 Joining: You will be joining us on or before 05-Aug-2021 at 9:30 AM.
- 3. Location: Your place of posting will be Chennai 1 AMBIT. However based on the organisational requirements, at any time, during your service with the company, you are hable to be transferred to another location anywhere in India or abroad. In the event of such transfer, you shall be governed by and shall be subject to the rules and regulations of the business unit & location you are posted at.
- 4. Appointment letter: You will be given a detailed appointment letter with specific terms and conditions of employment at the time of joining.
- 5. This offer of employment is conditional and subject to you clearing the Reference Check. If we have reasons to believe that you have not discontinued your previous employment contract (if any) and CCGBSI finds or gets aware that currently as on date your employment with the previous employer is valid and existing while still in services with us or any of the information provided by you is false or incorrect, then we reserve our unconditional rights to terminate your services forthwith at our sole discretion without giving a further notice to you. Further the duration or period of your work in CCGBSI shall be treated null and void ab Initio.

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NAME: HARINI.S

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REG. NO: 1813321035084

DEPARTMENT OF BANK MANAGEMENT



- This offer of employment is contingent upon passing the Medical Examination Procedure scheduled by CCGBSI and upon receipt of Report by CCGBSI HR department on being medically fit for appointment.
- The detailed Compensation Structure applicable to your grade is enclosed for your reference.
 Please note that your compensation is a confidential matter between you and the company.
 The company shall view any breach of confidentiality with utmost seriousness.
- 8. We have a corporate tie-up with HDFC Bank for salary accounts. Please acknowledge that the said bank has not identified you as a defaulter and if you have been identified as one, please specify any such previous instance to the HR department. In the event that you have provided us incomplete / inaccurate details, this offer will be treated as null & void with retrospective effect.
- As a part of our procedure, you are requested to furnish the following testimonials in original along with one set of photocopy. The original documents will be returned after verifying the photocopies, on your date of joining.
 - Academic qualification certificates. (SSLC to the highest qualification)
 - Relieving letter of your previous employer.
 - Age Proof / Date of Birth Certificate.
 - d. Seven passport sized colour photographs with white background.
 - e. Form 16/ Provisional Tax certificate.
 - Last 3 months salary slips from the last employer.
 Experience & salary certificates of your previous employers, including the immediate past employer.
 - g. Copy of Passport and an Address proof
 - PAN Card (In case the PAN Card is not available, please carry the acknowledgement of the application for PAN card submitted to the Income tax Authorities – MANDATORY)

Please return the duplicate copy of this offer letter duly signed as an acknowledgement and acceptance of the offer on or before 05-Aug-2021 failing which this offer shall stand withdrawn. We look forward to having you on board.

For CMA CGM Global Business Services India Pvt. Ltd.

X

Arunshankar S General Manager - Human Resources Harini Sridharan

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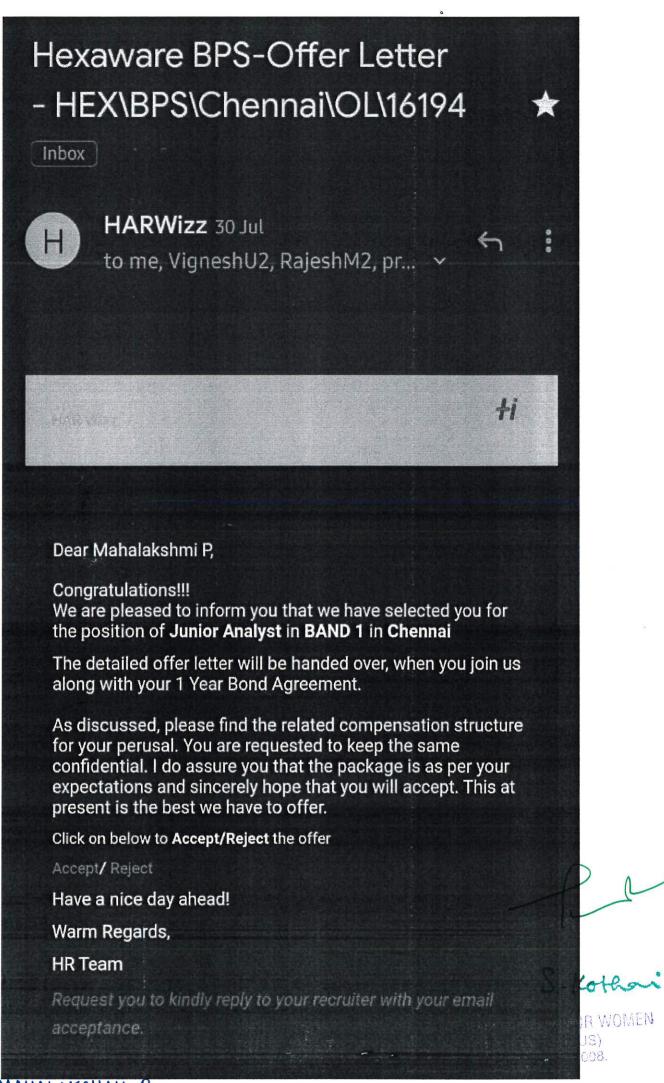
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NAME: MAHALAKSHMI P

From: Uma R <umar@indiafilings.com>

Date: Mon, 13 Sep, 2021, 2:12 pm

Subject: OFFER LETTER (INDIAFILINGS PRIVATE

LIMITED)

To: sreenidhisasikumar

<sreenidhisasikumar@gmail.com>

Cc: Jebasingh < jebasingh@indiafilings.com >, bajalkhan < bajalkhan@indiafilings.com >, suresha

<suresha@indiafilings.com>

Dear, SREENIDHI S,

Greetings of the day...!!!

We are pleased to congratulate and delighted to offer the employment and selected you as the best candidate for the position of **Compliance Advisor.**

We believe that your knowledge, skills and experience would be an ideal fit for our firm. We hope you will enjoy your role and make a significant contribution to the overall success of the company.

Please take time to review our offer letter attached & accept it by replying to the mail. We hope you'll choose to be part of this exciting opportunity and would be thrilled to have you as part of our team.

Once again congratulate and look forward for a positive response.

Regards,

NAME: SREENIDHI S

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1813321035086

Allsec Technologies Ltd

**R R Jana Swetha

Emp ID : 7013421

Designation : Trainee - HRO

D.O.B : 06-10-2000

BloodGroup : B+

Location : Chennal

Authorised Signatory: Purely.

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S. Kothai

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(AUTONOMOUS)
CHENNAI-600 008.

eClerx

Apprenticeship Offer cum Appointment Letter

Date: September 8, 2021

Ms. Sherlin Petriziya J 230 Solalyappan Street. Old Washermenpet, 600021.

Dear Shorlin,

Congratulations!!!

We are extremely pleased to extend a warm welcome to you from the eClerx family, under the Apprenticeship program (hereinafter referred to as "DOMAN"). Your designation under the Program would be an Analyst and functional title as Apprentice. We wish you a successful and professionally enriching experience with us.

Please find attached the additional terms and conditions under the Program which is to be treated as an integral part of your Apprenticeship contract (hereinafter referred to as "Contract"). Please return a duly signed duplicate copy of this letter for our records.

Your HR Business Partner will soon reach out to you for an introduction. Should you have any queries or concerns, they will be glad to assist you.

Once again, we welcome you to eClerx. We look forward to a long, fruitful, happy, and exciting association with you

Regards.

Sagar Shetty

- Human Resources

NAME: SHERLIN PETRIZIYA J

REG. NO: 1813321035113

Registered Cities

#Clera Services Ltd.

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Officel Address: #Clarx Services Ltd.,

Stock hep 1, 5° Floor, Quartern Business Park Limited.
Rain Gandle Inhanth Park, Plot hip. 21, Hersewall Phase II,

Value — 11 (5)7. Maharantitra, kelis.

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