

## SCMS School of Engineering Technology

### Department of Automobile Engineering

2.3.3 Ratio of students to mentor for academic and other related issues (Data for the latest completed academic year)

Details of mentor wise issues raised and resolved in the mentor system has been included Data for the latest completed academic year).

**Note:** During the pandemic period, the mentor-mentee interactions are done through online mode.

Sl. No	Mentor Name	Mentee Name	Semester and Section	Roll No	Issues	Counselling remarks	Actions Taken
1.	Aravind PV	Aneesh Menon	VIII	8	The final year project work was not completed on stipulated time	Necessary guidance and support were given. The students were asked to complete the project within a particular time span and to prepare an article of the same.	The project work "Electrification of Four-wheeler" was completed successfully and the journal paper was published
2	Anoop M S	Pranav P Pillai	VI	24	The student faced issue for getting promoted to next semester due to shortage of activity points.	Instructed to do MOOC courses accepted by KTU and secure the certificate to improve activity points.	Joined for Coursera course "Python for Everybody"
3	Amal P Dev	Ihsan Salim	VIII	16	The student faced issue with project topic as he was not well aware and confident about the topic.	Advised to change the topic. Asked the student to select a topic according to his area of interest. Also, instructed him to read	The whole team including the student completed the project on new topic successfully

						journal papers related to that topic.	
4	Koshy P Joseph	Madhav Hari	VIII	18	Preparation of manuscript for publication, and also to attend international conference	Guided the project group to prepare a manuscript and submit in ITEC India 2021 conference	Paper submitted and accepted for publication in IEEE explore.
5	Koshy P Joseph	Tony Sabu	VIII	28	Preparation of manuscript for publication, and also to attend international conference	Guided the project group to prepare a manuscript and submit in ITEC India 2021 conference	Paper submitted and accepted for publication in IEEE explore.
6	Manu Antony	Devadath Baburaj	VII	14	The student had less knowledge about electric vehicles even though he was interested about it.	Asked him to learn more about electric vehicle. Also instructed him to attend workshops and webinar related to electric vehicles	The student participated in a national event- "Electric and future mobility" at MACE Kothamangalam and several other internships.

7	Manu Antony	Abhiram K V	VII	4	The student faced issue for getting promoted to next semester due to shortage of activity points.	Asked him to participate in different events, webinars and workshops.	The student successfully completed several workshops and training programs.
8	Jayadevan P C	Vignesh S	VII	32	The student faced issue for getting promoted to next semester due to shortage of activity points.	Discussed the importance of acquiring the minimum activity points for the award of degree.	He has successfully completed 5-day internship and improved his activity points.

From: **Dr. A Madhav. Rao** <[madhavrao.lib@araiindia.com](mailto:madhavrao.lib@araiindia.com)>

Date: Thu, 16 Sep, 2021, 13:59

Subject: Manuscript Review Report - Approved with minor modifications

To: Aneesh Menon <[aneeshmenon6658@gmail.com](mailto:aneeshmenon6658@gmail.com)>

Cc: Dr. Kamal C. Vora <[vora.pga@araiindia.com](mailto:vora.pga@araiindia.com)>

Dear Author,

Thank you for submitting your paper " **ELECTRIFICATION OF 4-WHEEL SECTOR** " to the ARAI Journal of Mobility Technology. We are pleased to inform you that your paper has been approved by Editorial review with minor changes after careful consideration by the journal's editorial board and the expert reviewer.

I am including the reviewer comments in this email for your reference as attachment. Please upload the paper to our journal website, <https://araijournal.com/> once the modifications and corrections have

been completed. Download the copyright form, fill the details and send us the scanned copy via e-mail as soon as possible.

If you find any difficulty while uploading kindly contact us.

Yours sincerely,

*Dr K. C. Vora*

Sr. Dy. Director & Head, ARAI Academy & Knowledge Centre

Editor-in-Chief (ARAI Journal of Mobility Technology)

### The Automotive Research Association of India

Research Institution of the Automotive Industry

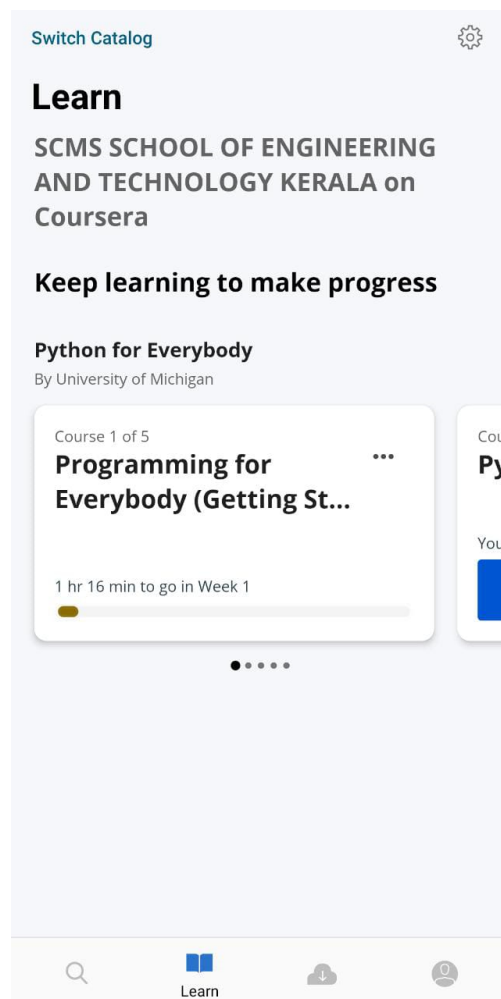
with the Ministry of Heavy Industries & Public Enterprises, Govt. of India

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Website: [www.araiindia.com](http://www.araiindia.com); [www.academy.araiindia.com](http://www.academy.araiindia.com)



**EMERGENCY AUTO EVACUATION SYSTEM FOR  
INTERCITY BUS**

**A PROJECT REPORT**

*Submitted by*

**NIDISH KUMAR**

**Register No. SCM17AU021**

**NIVIL T ROY**

**Register No. SCM17AU023**

**NIKHIL A NAIR**

**Register No. SCM17AU022**

**IHSAN SALIM**

**Register No. SCM17AU016**

*in partial fulfillment for the award of the degree*

*of*

**BACHELOR OF TECHNOLOGY**

*in*

**AUTOMOBILE ENGINEERING**



**SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY**

**VIDYA NAGAR, KARUKUTTY, ERNAKULAM – 683576**

**APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY**

**JULY 2021**



Koshy Joseph P <koshy@scmsgroup.org>

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**IEEE Copyright Transfer Confirmation for Article: SIMULATION OF GRAPHENE BATTERY AND OTHER BATTERY TECHNOLOGIES IN AN EV POWERTRAIN**

1 message

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15 October 2021 at 22:22

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Cc: anubhav.s27@gmail.com, joemonct04@gmail.com, antony2525@gmail.com, koshy@scmsgroup.org

IEEE Electronic Publication Agreement Receipt

Publication Title: 2021 IEEE Transportation Electrification Conference (ITEC-India)

Article Title: SIMULATION OF GRAPHENE BATTERY AND OTHER BATTERY TECHNOLOGIES IN AN EV POWERTRAIN

Author(s): MADHAV HARI, ANUBHAV S, JOEMON CT, TONY SABU and KOSHY JOSEPH

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Mar Athanasius College of Engineering  
Kothamangalam



Berike Innovations

# CERTIFICATE OF PARTICIPATION

This is to certify that Mr./Ms. **Devdath Baburaj** of **SCMS School Of Engineering And Technology** has participated in the **National Event - "Electric and Future Mobility"** in collaboration with **PRAVAIG, KSEB and KERALA VOLVO**, organised by **BERIKE INNOVATIONS** as a part of **TAKSHAK.ONLINE**, National Level Technical Fest of **Mar Athanasius College of Engineering**, Kothamangalam conducted on **22<sup>nd</sup> of May 2021**.

  
Devanand Ravindran  
Student Convener

  
Dr. Prabha C  
Staff Convener

  
Dr. Mathew K  
Principal

  
Deepak Rajan  
Berike Innovations

PRAVAIG KSEB KERALA VOLVO





# CERTIFICATE OF PARTICIPATION

THIS CERTIFICATE IS AWARDED TO

*Abhiram.k.v*

For successfully completing the online session on

## HACKING

hosted by Team Echo in association with the Department of  
Electronics & Communication Engineering of Christ College of  
Engineering, Irinjalakuda.

Mr. T.R. Rajiv  
HOD, ECE dept

Dr. Sajeev John  
Principal

Fr. John Paliakara  
Director

Mr. Anandhu U.S  
CTO, Echo



May 1, 2021



## SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY

Vidya Nagar, Palissery, Karukutty, Kerala-683576 - website: [www.scmgroup.org/sscet/](http://www.scmgroup.org/sscet/), Ph No: 0484 2882900

### CERTIFICATE OF PARTICIPATION

This is to certify that  
**Abhiram.K.V**

of

**AUTOMOBILE ENGINEERING**

has participated in the webinar titled 'Hardcore Engineers with Human Touch' organized by the  
Department of Basic Science and Humanities, SSET on May 13, 2021.

Ms. Reshma R.  
(Coordinator)

Dr. Sreelekha B  
(Head of the Department)

Dr. Praveensal C.J.  
(Principal)

Made for free with Certify'em





Department of Automobile Engineering  
**SCMS School of Engineering and Technology**  
 (Approved by AICTE and Affiliated to APJ Abdul Kalam Technological University)  
 Vidya Nagar, Karukutty, Ernakulam - 683576, Kerala.

# CERTIFICATE

This is to certify that Abhiram. K.V S6 AUTOMOBILE ENGINEERING  
 of SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY, KOCHI  
 has attended the webinar, "**From Product Conception till Start of Sale - Various stages of Automotive Product Development**" organised by Department of Automobile Engineering, SCMS School of Engineering and Technology, Karukutty, Cochin in association with SAEIndia Collegiate Club of SCMS held on 28<sup>th</sup> May, 2021.

Mr. Koshy P Joseph  
 Faculty Advisor  
 SAE INDIA Collegiate Club of SCMS

Dr. Manoj Kumar B  
 Head of the Department  
 Automobile Engineering

Dr. Praveensal C J  
 Principal  
 SSET, Karukutty



Mar Athanasius College of Engineering  
 Kothamangalam



Berike Innovations

# CERTIFICATE OF PARTICIPATION

This is to certify that Mr./Ms. Abhiram K V  
 of SCMS School Of Engineering And Technology has participated in the  
**National Event - "Electric and Future Mobility"** in collaboration with **PRAVAIG, KSEB and KERALA VOLVO**, organised by BERIKE INNOVATIONS as a part of TAKSHAK.ONLINE, National Level Technical Fest of **Mar Athanasius College of Engineering, Kothamangalam** conducted on 22<sup>nd</sup> of May 2021.

Devanand Ravindran  
 Student Convener

Dr. Prabha C  
 Staff Convener

Dr. Mathew K  
 Principal

Deepak Rajan  
 Berike Innovations

PRAVAIG KERALA VOLVO



Ph : 9447956069  
9495417074  
9495296630

# **PRINCE AUTOMOBILE WORKS**

## **(GOVT. APPROVED)**

MINI INDUSTRIAL ESTATE  
Near Block Office, P.O.Puthariyadukkam, Nileshwar, Kasaragod Dist. 671314

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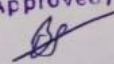
Date : .....

### **CERTIFICATE**

THIS IS TO CERTIFY THAT MR. ABHIRAM. K.V. (Reg. No.SAU/8066/18) FOURTH YEAR IN B-TECH AUTOMOBILE ENGINEERING STUDENT OF SCMS SCHOOL OF ENGINEERING & TECHNOLOGY HAS SUCCESSFULLY COMPLETED TEN DAYS IN AUTOMOBILE MECHANICAL WORKSHOP TRAINING IN THIS CONCERN DURING THE PERIOD FROM 17<sup>TH</sup> SEPTEMBER 2021 TO 29<sup>TH</sup> SEPTEMBER 2021. HIS CONDUCT AND CHARACTER WERE ASSESSED TO BE GOOD DURING THIS PERIOD.

MANAGING DIRECTOR  
FOR PRINCE AUTOMOBILE WORKS.

For Prince Automobile Works  
(Govt. Approved)

  
Proprietor



## INTERNSHIP CERTIFICATE

This is to certify that

**Mr. Vighnesh S**

of

**SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY**

has successfully completed the 5-Day internship with Hands on Experience on ECU Tuning organized by **Techmaghi** in association with **Code6Tuning** and **Takshak 21'** (National Level Technical Fest of Mar Athanasius College of Engineering, Kothamangalam) on 30th Dec 2021.

Deepak Rajan  
Chief Executive Officer,  
TECHMAGHI LLP

ORGANISED BY



Prof. Kiran Boby  
Staff Coordinator,  
TAKSHAK 21



## Department of Civil Engineering

S.No	Mentor Name	Mentee Name	Semester and Section	Roll No	Issues	Counselling remarks	Actions Taken
1	JERRY ANTO	AJITH C B	S7 CE	SCM18CE004	Communication skills needs to be improved and shyness to present before a team.	Very good student and well disciplined. Needs to improve public speaking and communication by actively taking part in skill development programmes.	He was asked to participate in mock interview sessions and group discussions thereby improve his communication skills. As a result he was able to crack the interview and got placed in TCS.
2	LAKSHMI PRIYA	ROHITH M MENON	S7CE	SCM18CE040	He is not able to concentrate on studies	Can improve more in studies. Advised the student to use	He was asked to participate in group study

					and not actively taking part in learning process.	peer learning approach to excel more in studies. He has good communication skills.	classes and attend mock interview sessions. He got placed in TCS and My Captain.
3	MERIN KURIAKOSE	ANUPA MA JYOTHIS	S7CE	SCM18CE027	Moderate communication skills ,leadership abilities and academics, but emotionally strong.	Good in solving problems, encouraged the student to focus more on studies, Capable of scoring more marks, needs to spend more time in learning process.	She was able to improve her SGPA consistently in the University examinations.
4	JERRY ANTO	ANUPA MA JYOTHIS	S7CE	SCM18CE008	Moderate communication skill and not concentrating in studies.	She is a capable student, but not taking studies seriously.Encouraged the student to participate in group activities of college.	She was able to improve her SGPA consistently in the University examinations.
5	SANTHOSH G	ARCHANA SUDAN	S7CE	SCM18CE012	Hardworking student with good communication skills. Not able to concentrate in studies.	She has improved in academics .Handling the tensed situation has improved.	She was able to improve her SGPA consistently in the University examinations.
6	TENNU SYRIAC	ANAGHA A P	PASSOUT STUDENT(Batch 17)	SCM17CE012	She is a brilliant and capable student but was not serious in her studies	She was constantly motivated and informed about the importance of academics and securing a good job	She was convinced about the importance of securing a good job. Then she took her studies seriously and attended placement opportunities. She



							secured a job in Cognizant group of companies
7	LAKSHMIPRIYA	ASWATHY P SUDHI	PASSOUT STUDENT(Batch 17)	SCM17CE027	Initially she was a reticent person who interacted with only within her friend circle. She had issues with her communication skills	Later she was encouraged and motivated to participate and lead in college activities	Her communication skills improved and performed well in placement interviews. As a result she got placed in TATA Consultancy Services
8	Sanju Sreedharan	Rahul KH	S5 CE	SCM19CE033	Good in academics. But need to be more interactive and needs to enhance communication skills	He was advised to participate in technical events conducted in college. It will improve his knowledge too in an effective way	Recently participated in a technical event conducted by college IEDC called 'NIRMAN'. He proposed a new concept on waste management with the guidance of his mentor and could win
9	Sanju Sreedharan	Vivitha V N	S5 CE	SCM19CE039	Initially she had one back paper in S1 and was not able to perform well in her academics	She was motivated and guided her to give the failed paper for revaluation and was passed	She got passed for the failed subject and now she among the toppers in S3



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218154127/Trivandrum**  
**Date: 03/11/2021**

Mr. Ajith C B  
Chethakkad House,  
Ezhakkad,  
Palakkad-678631,  
Kerala.  
Tel# -

Dear Ajith C B,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **`3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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**TCSL /DT20218154127**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Vismaya Building 6th Floor, Infopark, Kusumagiri PO., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

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

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of `14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

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

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

#### **1. House Rent Allowance (HRA)**

Your HRA will be `5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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





## **PERFORMANCE PAY**

### **Monthly Performance Pay**

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

### **Quarterly Variable Allowance**

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

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

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

## **CITY ALLOWANCE**

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

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

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

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunagirii PO., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

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

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



## 1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to `6,000/- per insured person per annum and basic hospitalization expenses up to `2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

## 2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for `12,00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

## Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

## Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of `250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

## Loans

You will be eligible for loans, as per TCSL's loan policy.

## Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



## **RETIRALS**

### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

### **Gratuity**

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

### **2. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your

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**6**

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunagirii PO, Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

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

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



### **3. Training Period**

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

### **4. Working Hours**

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

### **5. Mobility**

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

### **6. Compensation Structure / Salary components**

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

### **7. Increments and Promotions**

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

### **8. Alternative Occupation / Employment**

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

## 9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

## 10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL `50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

## 11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

## 12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related



documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

### **13. Terms and Conditions**

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

### **14. TATA Code of Conduct**

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

### **15. Notice Period**

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

### **16. Retirement**

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

### **17. Pre-employment Medical Certificate**

You are required to submit a Medical Certificate of Fitness (in the format prescribed by



TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

## 18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

## 19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

## 20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation (if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

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**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunagir P.O., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

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

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

- \*There is no criminal offence registered/pending against you
- \*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## 21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

## 22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

## 23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

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time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, these shall be communicated on internal portal/Ultimatix.

#### **24. Compliance to all clauses**

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

#### **25. Data Privacy Clause:**

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



### Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

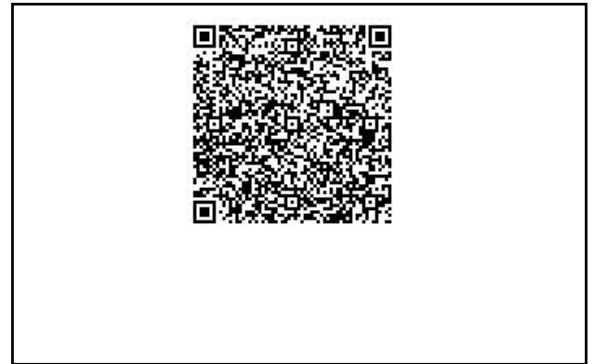
We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**Girish V. Nandimath**

**Global Head Talent Acquisition & AIP**



Encl: Annexure 1: Benefits and Gross Salary  
Annexure 2: List of TCS Xplore Centres  
Annexure 3: Confidentiality and IP Terms

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**TATA CONSULTANCY SERVICES**

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Ajith C B</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Scms School Of Engineering And Technology</b>

Table 1: Compensation Details (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>
<b>Xplore/ Learning Incentive****</b>		<b>Upto 60,000</b>

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSLdefined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCSXplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>

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## Annexure

<p><b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p><b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p><b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p><b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p><b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p><b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 &amp; A-45,Ground, 1st to 5th Floor &amp; 10th floor, Glaxy Business Park, Block - C &amp; D, Sector - 62, Noida - 201 309,UP</p>
<p><b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p><b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p><b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 &amp; 169-B, Super Corridor, Village Tigariya Badshah &amp; Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p><b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p><b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p><b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p><b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p><b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &amp; 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p><b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



## Annexure

### Confidentiality and IP Terms and Conditions

#### 1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



## 2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

## 3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



#### **4. Prior knowledge**

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

#### **5. Use of third party material**

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

#### **6. Security policies and Guidelines.**

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

#### **7. Working in SBWS Framework:**

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

## **8. Restriction on Associate's Rights**

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

## **9. No License**

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.





## 10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

## 11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



## APJ Abdul Kalam Technological University

### Semester Grade Card

<b>Name of Candidate</b>	ANUPAMA JYOTHIS	<b>Register No</b>	SCM18CE008
<b>Name of College</b>	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	<b>Branch</b>	CIVIL ENGINEERING
<b>Semester</b>	S3	<b>Program</b>	B.Tech

Course Name	Code	Grade	Credits	Month & Year of Examination
LINEAR ALGEBRA & COMPLEX ANALYSIS	MA201	B+	4.0	December-2019
MECHANICS OF SOLIDS	CE201	B	4.0	December-2019
FLUID MECHANICS I	CE203	B	4.0	December-2019
ENGINEERING GEOLOGY	CE205	A	4.0	December-2019
SURVEYING	CE207	B+	3.0	December-2019
LIFE SKILLS	HS210	A+	3.0	December-2019
CIVIL ENGINEERING DRAFTING LAB	CE231	B+	1.0	December-2019
SURVEYING LAB	CE233	O	1.0	December-2019
<b>Total Earned Credits</b>			24	
<b>SGPA</b>			7.96	

Controller of Examinations\*





## APJ Abdul Kalam Technological University

### Semester Grade Card

<b>Name of Candidate</b>	ANUPAMA JYOTHIS	<b>Register No</b>	SCM18CE008
<b>Name of College</b>	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	<b>Branch</b>	CIVIL ENGINEERING
<b>Semester</b>	S4	<b>Program</b>	B.Tech

Course Name	Code	Grade	Credits	Month & Year of Examination
PROBABILITY DISTRIBUTIONS, TRANSFORMS AND NUMERICAL METHODS	MA202	A+	4.0	May-2020
STRUCTURAL ANALYSIS I	CE202	A+	4.0	May-2020
CONSTRUCTION TECHNOLOGY	CE204	A+	4.0	May-2020
FLUID MECHANICS II	CE206	A+	3.0	May-2020
GEOTECHNICAL ENGINEERING I	CE208	O	3.0	May-2020
BUSINESS ECONOMICS	HS200	A+	3.0	May-2020
MATERIALS TESTING LAB I	CE232	O	1.0	May-2020
FLUID MECHANICS LAB	CE234	A+	1.0	May-2020
<b>Total Earned Credits</b>			23	
<b>SGPA</b>			9.17	

Controller of Examinations\*





## APJ Abdul Kalam Technological University

### Semester Grade Card

<b>Name of Candidate</b>	ANUPAMA JYOTHIS	<b>Register No</b>	SCM18CE008
<b>Name of College</b>	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	<b>Branch</b>	CIVIL ENGINEERING
<b>Semester</b>	S5	<b>Program</b>	B.Tech

Course Name	Code	Grade	Credits	Month & Year of Examination
DESIGN OF CONCRETE STRUCTURES I	CE301	O	4.0	December-2020
STRUCTURAL ANALYSIS II	CE303	B+	3.0	December-2020
GEOTECHNICAL ENGINEERING II	CE305	O	3.0	December-2020
GEOMATICS	CE307	O	3.0	December-2020
WATER RESOURCES ENGINEERING	CE309	O	3.0	December-2020
ADVANCED CONCRETE TECHNOLOGY	CE361	O	3.0	December-2020
DESIGN PROJECT	CE341	A+	2.0	December-2020
MATERIALS TESTING LAB II	CE331	O	1.0	December-2020
GEOTECHNICAL ENGINEERING LAB	CE333	O	1.0	December-2020
<b>Total Earned Credits</b>			23	
<b>SGPA</b>			9.65	

Controller of Examinations\*





## APJ Abdul Kalam Technological University

### Semester Grade Card

<b>Name of Candidate</b>	ANUPAMA JYOTHIS	<b>Register No</b>	SCM18CE008
<b>Name of College</b>	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	<b>Branch</b>	CIVIL ENGINEERING
<b>Semester</b>	S6	<b>Program</b>	B.Tech

Course Name	Code	Grade	Credits	Month & Year of Examination
DESIGN OF HYDRAULIC STRUCTURES	CE302	O	4.0	July-2021
DESIGN OF CONCRETE STRUCTURES II	CE304	O	3.0	July-2021
COMPUTER PROGRAMMING AND COMPUTATIONAL TECHNIQUES	CE306	O	3.0	July-2021
TRANSPORTATION ENGINEERING I	CE308	A+	3.0	July-2021
PRINCIPLES OF MANAGEMENT	HS300	O	3.0	July-2021
GROUND IMPROVEMENT TECHNIQUES	CE362	O	3.0	July-2021
TRANSPORTATION ENGINEERING LAB	CE332	O	1.0	July-2021
COMPUTER AIDED CIVIL ENGINEERING LAB	CE334	O	1.0	July-2021
COMPREHENSIVE EXAM	CE352	B+	2.0	July-2021
<b>Total Earned Credits</b>			23	
<b>SGPA</b>			9.7	

Controller of Examinations\*





## APJ Abdul Kalam Technological University

### Semester Grade Card

<b>Name of Candidate</b>	ARCHANA SUDHAN	<b>Register No</b>	SCM18CE012
<b>Name of College</b>	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	<b>Branch</b>	CIVIL ENGINEERING
<b>Semester</b>	S3	<b>Program</b>	B.Tech

Course Name	Code	Grade	Credits	Month & Year of Examination
LINEAR ALGEBRA & COMPLEX ANALYSIS	MA201	B+	4.0	December-2019
MECHANICS OF SOLIDS	CE201	B	4.0	December-2019
FLUID MECHANICS I	CE203	B	4.0	December-2019
ENGINEERING GEOLOGY	CE205	A	4.0	December-2019
SURVEYING	CE207	A+	3.0	December-2019
LIFE SKILLS	HS210	A+	3.0	December-2019
CIVIL ENGINEERING DRAFTING LAB	CE231	B+	1.0	December-2019
SURVEYING LAB	CE233	O	1.0	December-2019
<b>Total Earned Credits</b>			24	
<b>SGPA</b>			8.08	

Controller of Examinations\*





## APJ Abdul Kalam Technological University

### Semester Grade Card

<b>Name of Candidate</b>	ARCHANA SUDHAN	<b>Register No</b>	SCM18CE012
<b>Name of College</b>	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	<b>Branch</b>	CIVIL ENGINEERING
<b>Semester</b>	S4	<b>Program</b>	B.Tech

Course Name	Code	Grade	Credits	Month & Year of Examination
PROBABILITY DISTRIBUTIONS, TRANSFORMS AND NUMERICAL METHODS	MA202	A+	4.0	May-2020
STRUCTURAL ANALYSIS I	CE202	A+	4.0	May-2020
CONSTRUCTION TECHNOLOGY	CE204	A+	4.0	May-2020
FLUID MECHANICS II	CE206	A+	3.0	May-2020
GEOTECHNICAL ENGINEERING I	CE208	A+	3.0	May-2020
BUSINESS ECONOMICS	HS200	A+	3.0	May-2020
MATERIALS TESTING LAB I	CE232	O	1.0	May-2020
FLUID MECHANICS LAB	CE234	O	1.0	May-2020
<b>Total Earned Credits</b>			23	
<b>SGPA</b>			9.09	

**Controller of Examinations\***







## APJ Abdul Kalam Technological University

### Semester Grade Card

<b>Name of Candidate</b>	ARCHANA SUDHAN	<b>Register No</b>	SCM18CE012
<b>Name of College</b>	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	<b>Branch</b>	CIVIL ENGINEERING
<b>Semester</b>	S5	<b>Program</b>	B.Tech

Course Name	Code	Grade	Credits	Month & Year of Examination
DESIGN OF CONCRETE STRUCTURES I	CE301	A	4.0	December-2020
STRUCTURAL ANALYSIS II	CE303	O	3.0	December-2020
GEOTECHNICAL ENGINEERING II	CE305	O	3.0	December-2020
GEOMATICS	CE307	B+	3.0	December-2020
WATER RESOURCES ENGINEERING	CE309	O	3.0	December-2020
ADVANCED CONCRETE TECHNOLOGY	CE361	A+	3.0	December-2020
DESIGN PROJECT	CE341	A	2.0	December-2020
MATERIALS TESTING LAB II	CE331	O	1.0	December-2020
GEOTECHNICAL ENGINEERING LAB	CE333	O	1.0	December-2020
<b>Total Earned Credits</b>			23	
<b>SGPA</b>			9.22	

Controller of Examinations\*





## APJ Abdul Kalam Technological University

### Semester Grade Card

<b>Name of Candidate</b>	ARCHANA SUDHAN	<b>Register No</b>	SCM18CE012
<b>Name of College</b>	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	<b>Branch</b>	CIVIL ENGINEERING
<b>Semester</b>	S6	<b>Program</b>	B.Tech

Course Name	Code	Grade	Credits	Month & Year of Examination
DESIGN OF HYDRAULIC STRUCTURES	CE302	O	4.0	July-2021
DESIGN OF CONCRETE STRUCTURES II	CE304	A+	3.0	July-2021
COMPUTER PROGRAMMING AND COMPUTATIONAL TECHNIQUES	CE306	A+	3.0	July-2021
TRANSPORTATION ENGINEERING I	CE308	A+	3.0	July-2021
PRINCIPLES OF MANAGEMENT	HS300	O	3.0	July-2021
TRAFFIC ENGINEERING AND MANAGEMENT	CE366	O	3.0	July-2021
TRANSPORTATION ENGINEERING LAB	CE332	O	1.0	July-2021
COMPUTER AIDED CIVIL ENGINEERING LAB	CE334	O	1.0	July-2021
COMPREHENSIVE EXAM	CE352	B	2.0	July-2021
<b>Total Earned Credits</b>				23
<b>SGPA</b>				9.35

Controller of Examinations\*





## APJ Abdul Kalam Technological University

### Semester Grade Card

<b>Name of Candidate</b>	MARIYA JULIYA	<b>Register No</b>	SCM18CE027
<b>Name of College</b>	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	<b>Branch</b>	CIVIL ENGINEERING
<b>Semester</b>	S3	<b>Program</b>	B.Tech

Course Name	Code	Grade	Credits	Month & Year of Examination
LINEAR ALGEBRA & COMPLEX ANALYSIS	MA201	B	4.0	December-2019
MECHANICS OF SOLIDS	CE201	B	4.0	December-2019
FLUID MECHANICS I	CE203	B	4.0	December-2019
ENGINEERING GEOLOGY	CE205	B+	4.0	December-2019
SURVEYING	CE207	A+	3.0	December-2019
LIFE SKILLS	HS210	A+	3.0	December-2019
CIVIL ENGINEERING DRAFTING LAB	CE231	B+	1.0	December-2019
SURVEYING LAB	CE233	O	1.0	December-2019
<b>Total Earned Credits</b>			24	
<b>SGPA</b>			7.83	

**Controller of Examinations\***





## APJ Abdul Kalam Technological University

### Semester Grade Card

<b>Name of Candidate</b>	MARIYA JULIYA	<b>Register No</b>	SCM18CE027
<b>Name of College</b>	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	<b>Branch</b>	CIVIL ENGINEERING
<b>Semester</b>	S4	<b>Program</b>	B.Tech

Course Name	Code	Grade	Credits	Month & Year of Examination
PROBABILITY DISTRIBUTIONS, TRANSFORMS AND NUMERICAL METHODS	MA202	A+	4.0	May-2020
STRUCTURAL ANALYSIS I	CE202	A+	4.0	May-2020
CONSTRUCTION TECHNOLOGY	CE204	A+	4.0	May-2020
FLUID MECHANICS II	CE206	A	3.0	May-2020
GEOTECHNICAL ENGINEERING I	CE208	A	3.0	May-2020
BUSINESS ECONOMICS	HS200	A	3.0	May-2020
MATERIALS TESTING LAB I	CE232	O	1.0	May-2020
FLUID MECHANICS LAB	CE234	A+	1.0	May-2020
<b>Total Earned Credits</b>			23	
<b>SGPA</b>			8.85	

**Controller of Examinations\***





## APJ Abdul Kalam Technological University

### Semester Grade Card

<b>Name of Candidate</b>	MARIYA JULIYA	<b>Register No</b>	SCM18CE027
<b>Name of College</b>	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	<b>Branch</b>	CIVIL ENGINEERING
<b>Semester</b>	S5	<b>Program</b>	B.Tech

Course Name	Code	Grade	Credits	Month & Year of Examination
DESIGN OF CONCRETE STRUCTURES I	CE301	A	4.0	December-2020
STRUCTURAL ANALYSIS II	CE303	O	3.0	December-2020
GEOTECHNICAL ENGINEERING II	CE305	O	3.0	December-2020
GEOMATICS	CE307	A	3.0	December-2020
WATER RESOURCES ENGINEERING	CE309	O	3.0	December-2020
ENVIRONMENT AND POLLUTION	CE371	B+	3.0	December-2020
DESIGN PROJECT	CE341	A+	2.0	December-2020
MATERIALS TESTING LAB II	CE331	O	1.0	December-2020
GEOTECHNICAL ENGINEERING LAB	CE333	O	1.0	December-2020
<b>Total Earned Credits</b>			23	
<b>SGPA</b>			9.2	

Controller of Examinations\*





## APJ Abdul Kalam Technological University

### Semester Grade Card

<b>Name of Candidate</b>	ANUPAMA JYOTHIS	<b>Register No</b>	SCM18CE008
<b>Name of College</b>	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	<b>Branch</b>	CIVIL ENGINEERING
<b>Semester</b>	S6	<b>Program</b>	B.Tech

Course Name	Code	Grade	Credits	Month & Year of Examination
DESIGN OF HYDRAULIC STRUCTURES	CE302	O	4.0	July-2021
DESIGN OF CONCRETE STRUCTURES II	CE304	O	3.0	July-2021
COMPUTER PROGRAMMING AND COMPUTATIONAL TECHNIQUES	CE306	O	3.0	July-2021
TRANSPORTATION ENGINEERING I	CE308	A+	3.0	July-2021
PRINCIPLES OF MANAGEMENT	HS300	O	3.0	July-2021
GROUND IMPROVEMENT TECHNIQUES	CE362	O	3.0	July-2021
TRANSPORTATION ENGINEERING LAB	CE332	O	1.0	July-2021
COMPUTER AIDED CIVIL ENGINEERING LAB	CE334	O	1.0	July-2021
COMPREHENSIVE EXAM	CE352	B+	2.0	July-2021
<b>Total Earned Credits</b>			23	
<b>SGPA</b>			9.7	

Controller of Examinations\*



**Date :27th Jan 2022**

**Dear Rohith m menon,**

Congratulations! We are pleased to offer you to join MyCaptain, Bangalore under the following terms and conditions-

**Role: Business Operations Executive**

**Location: Bangalore ,India**

**Compensation :We confirm offering annual compensation of INR 4,50,000/- (Four Lakh Fifty thousand only) comprising INR 3,24,000/- (Fixed Component) & variable component of INR 1,26,000/-**

### **Probation**

You will be under probation for a period of 90 days (3 months) from the date of joining and will be made a confirmed employee after a review of your performance during the probationary period.

### **Benefits**

You are eligible for Annual Leave as per the company Leave Policy post your probation. You will also be eligible for Medical Insurance for yourself.

We have prepared a Terms of Employment for your review and acceptance which details the complete terms of your employment with MyCaptain available in the Annexure. If you choose to accept this offer of employment, please revert to our mail confirming your acceptance. We hope you accept this offer and we look forward to working with you.

Sincerely,



**Anush Ramachandran**  
**Senior HR Manager**



Climber Knowledge & Careers Pvt Ltd  
3rd Floor, Classic Arena, Hosur Road  
AECS Layout - A Block, Singasandra  
Bengaluru, Karnataka 560068  
CIN: U93000MH2016PTC273870

✉ Email : [hr@mycaptain.in](mailto:hr@mycaptain.in)  
☎ Phone: +91 9513987661

**EMPLOYEE STATEMENT:**

I agree with and accept the terms set forth in this letter.

Print Name

Signature

Date



## ANNEXURE

### TERMS OF EMPLOYMENT

Your employment for MyCaptain will be governed by Company's policies, as modified, from time to time and at Company's sole discretion. The terms and conditions contained herein ("Terms of Employment") must be read as part of all of the Company's current policies. These Terms of Employment and the policies shall be subject to modifications, from time to time.

#### Effectiveness

This agreement shall become effective on the commencement of your employment with the Company.

The Company reserves the right to withdraw the offer made to you even after the acceptance of such an offer by you, if the Company becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made by the Company. The start date of your employment at MyCaptain will be informed by the company.

You are requested to abide by guidelines and regulations of the office and required to maintain the code of conduct and disciplinary rules, which may be framed or modified from time to time.

During the course of your employment, you will employ yourself efficiently and diligently to the best of your ability and devote your whole time and attention to the interests of the company and carry out all duties and responsibilities assigned to you and shall comply with all lawful orders and directions given to you by the Management.

#### Probation

You will be on probation for a period of Ninety(90 days) from the date of commencement of employment with the company. While on probation the company may terminate your services by providing one (1) month's notice in writing. The company reserves the right to extend your probation beyond ninety(90 days) due to performance or behavior issues. Your probation period will expire after a period of ninety (90 days) after your effective start date unless otherwise communicated by the company. If you desire to resign from employment during the probation

Your salary during the probation period shall be **INR 18,000 plus incentives**, comprising INR 15,000 (Fixed Component) & INR 3,000 (Variable Component) .

### **Hours of Work**

A working day will comprise 9 hours which is inclusive of a break of 1 hour. Your working hours will be 11.30 am to 8.30 pm Monday to Saturday. In view of your position in the company, you will effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever it is required. The company may also introduce staggered work shifts from time to time. You are requested to make changes to your work timings to accommodate these changes.

### **Salary and Benefits**

Your monthly salary package will be as per the terms mentioned in this letter. Your compensation package may differ based on period reviews. This is as per the compensation policy applicable to other employees of your category in your respective department as detailed below.

Your compensation will be reviewed on an yearly basis and any salary increase will depend on various factors including your performance during the preceding performance period. Notwithstanding the above, you acknowledge that it is Company's policy to review the salary payable to its employees for successive years and such compensation may be higher or lower than the salary received for the previous year depending on various factors, including the overall performance of the Company. The Company may, at any time and in its sole discretion amend, suspend, vary and modify any of the terms and conditions of these benefits and/or policies. The salary and/or benefits offered to you by the Company may be pro-rated depending upon your effective start or effective termination date.

### **Leave**

You will be eligible for 30 days of Annual leave as per the company's leave policy, prorated from your date of joining. During the probation of 90 days and subsequent extension of probation you are not eligible for any leaves. All employees are eligible for holidays as per the holiday calendar published for the year. The Leave Policy may be amended from time to time as per the discretion of the Company.

## Notice Period and Termination of Services

Your services may be terminated by your giving one months' notice to the company or the company giving you one month's notice in writing. However, in a situation where a written undertaking is given by you to serve the Company for a specified period of time, the applicable notice period from your end to terminate the appointment will be as per the written undertaking given. Notice pay and any other outstanding, which may be due from you, will be deducted from Company dues payable to you on separation / and recovered from you as the case may be. During your notice period you are not entitled to leave. In case leave is granted for any emergency, this may result in extension of the notice period if the situation demands it. Company may terminate your employment immediately, with or without notice, on the occurrence of your: a. Embezzlement, intoxication or illegal drug abuse, unauthorized absence in excess of the Company leave policy, unauthorized disclosure or misuse or attempted unauthorized disclosure or misuse of the Company's Confidential Information, gross insubordination, or receipt or attempted receipt of any impermissible rebate, kickback or other similar remuneration or consideration in connection with any potential or existing opportunity for the Company and its affiliates and their employees, contractors and clients; b. Engaging in misconduct (willful, intentional or otherwise) during or in connection with the performance of your obligations hereunder or being arrested, charged or convicted in a criminal proceeding or similar proceeding that involves a matter which Company believes, in its sole discretion, may affect the performance of your obligations hereunder, may affect the Company and/or its affiliates and their employees, contractors and/or clients or may otherwise bring the Company and/or its affiliates and their employees, contractors and/or clients any disrepute, whether or not such matter is directly related to the affairs of the Company and/or its affiliates and their employees, contractors or clients; and/or c. Involvement in any act of moral turpitude. (the term "moral turpitude" includes crimes having an inherent quality of baseness, vileness, or depravity with respect to a person's duty to the society in general such as rape, forgery, theft, solicitation, etc.), (ii) sexual harassment (adjudicated guilty as per the Company's policy and local laws) or (iii) other act that threatens or likely to damage Company's reputation or (iv) any misconduct or breach of terms and conditions outlined in this contract of employment including the Company's policies. (v) any activity leading to loss of business. d. Prolonged incompetent delivery of duties and responsibilities as judged by the Company. Upon termination or expiration of your employment, for any reason, or as otherwise requested by the Company, you will return to the Company a. Any property belonging to the Company such as laptop, desktop, SIM card, mobile phone, access card or other devices with details of any passwords or user ids installed therein. b. All confidential information and work product, including any documents and information, of whatever form or intangible, in your possession, together with copies, notes or summaries of such documents. Upon termination or expiration of your employment, all amounts due or payable from or to you by the Company shall be settled in full and an acknowledgment of such settlement shall be recorded in writing. The Company shall be entitled to, at its sole discretion, pursue any remedy available in law or in contract to ensure settlement of any amounts owed by you. The Company may be, at its sole discretion, entitled to withhold your relieving letter and all other documents regarding your employment hereunder. Any termination of employment or these Terms of Employment by Company shall be without any

further liability of Company and its affiliates and their employees, contractors or clients to you or to your successors-in-interest or assigns.

### **Non-Disclosure Agreement**

During your employment, you may have access to trade secrets or confidential business information belonging to the Company (including, but not limited to “source code”, “graphical assets”, “source repositories”, “technical documentation”, “development binaries”, “company internet accounts”, etc.). By accepting this offer, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company, all of its property, equipment, and documents, including but not limited to electronically stored information. You agree to hereby indefinitely assign ownership of any intellectual property rights and copyrights to the Company for any and all work that is done as part of your employment with the Company.

### **Non-Compete and Non-Solicitation**

The Employee undertakes, agrees and covenants with the Company that for a period of 6 (Six) months from the termination/ expiry of this contract, as the case may be (“Non-Compete Period”), the Employee shall not, either directly or indirectly work with any company, association, firm, individual or carry on any activity, which is the same as, or similar to, or which competes or is reasonably likely to compete with, the business of the Company, including, but not limited, to any company involved in the field of Education technology. The Employee acknowledges that the restrictions on competitive activity of the Employee set forth in this contract are mainly to protect the value of the Company due to loss of an employee. The Employee acknowledges and agrees that the covenants contained in this clause are no more extensive than is reasonable to protect the interests of the Company and to protect the business of the Company. During this Agreement and for a period of 6 months following the termination of this Agreement, you shall not (i) induce or attempt to induce any employee of MyCaptain to terminate, or in any way interfere with, the relationship between MyCaptain and any employee thereof, or (ii) hire directly or through another entity any person who was an employee of MyCaptain at any time during the term of this Agreement.

You agree that any rights, title and interest whatsoever, including, but not limited to, patents, copyright trade secret and design rights, mask rights, whether registered or not, arising or created as a result of the development of and/or the application of any tangible or intangible work product or materials produced by you during or as a consequence of your employment, whether alone or in conjunction with others and whether during normal working hours or not, including, but not limited to, any invention, design, discovery, improvement, computer program, documentation, or other material which you conceive, discover or create during or in consequence of employment hereunder (“Work Product”) shall belong exclusively to the Company. You hereby convey ownership in such rights, title and interest to the Company and its affiliates upon inception or development.

All Work Products shall constitute a work(s) made for hire under all copyright acts. To the extent that any Work Product does not constitute a work made for hire under the foregoing laws, you hereby irrevocably assign all worldwide right, title, and interest (including without limitation, patents, copyright, trade secret, trademarks, design rights, contract and licensing rights) in such Work Product to Company and its affiliates. You retain no rights to use the Work Product and agree not to challenge the validity of the Company's and its affiliates' ownership in the Work Product. You hereby forever waive all moral rights in the Work Product and any results or proceeds there from, even if after expiration or termination of your employment hereunder. If you have any rights to the Work Product that cannot be assigned to MyCaptain or its affiliates, you hereby unconditionally and irrevocably waive the enforcement of such rights and all claims and causes of action of any kind against MyCaptain and its affiliates and their employees, contractors or clients with respect to such rights and grant to MyCaptain and its affiliates an exclusive, irrevocable, perpetual, worldwide, sub licensable, fully paid-up and royalty free license to such Work Product, or part thereof. On termination or expiration of your employment or these Terms of Employment, you will deliver to the Company all Work Product, including any parts or copies thereof completed, created and/or prepared up through the date of termination and all copies thereof. You agree to, for no further consideration, execute any documents and take any other actions reasonably requested by Company and its affiliates and their clients and contractors to achieve the objectives of this Section (including waiver of any such rights including authors' special rights under Section 57 of the Copyright Act 1957). In the event that Company is unable for any reason, after reasonable effort, to secure your signature on any document needed to perfect the title of Company and its affiliates, you hereby irrevocably designate and appoint Company and its duly authorized officers and agents as your agent and attorney in fact to act for and on your behalf to execute, file and verify such documents and to do all other lawfully permitted acts with the same legal force and effect as if executed by you. You agree that you will not violate or attempt to violate the intellectual property rights, interests or title of any third party. Your obligations under this Section shall remain in effect and survive any termination or expiration of your employment or these Terms of Employment. The Company shall be entitled to immediate injunctive or similar relief upon a potential or actual breach of this section by you.

We hope you have a great learning experience with us and grow in the process of this role.

Climber Knowledge & Careers Pvt Ltd  
3rd Floor, Classic Arena, Hosur Road  
AECS Layout - A Block, Singasandra  
Bengaluru, Karnataka 560068  
CIN: U93000MH2016PTC273870

<b>Annexure</b>			
<b>Name</b>	<b>Rohith m menon</b>		
<b>Designation</b>	<b>Business Operations Executive</b>		
<b>Department</b>	Operations		
<b>Job Location</b>	Bengaluru,Karnataka		
<b>A.</b>	<b>Fixed Components</b>	<b>INR(p.m)</b>	<b>INR(p.a)</b>
1.	Basic Salary	15000	180000
2.	HRA	6000	72000
3.	Special Allowance	6000	72000
<b>B.</b>	<b>Variable Components</b>		
	Annual Variable Cash		126000
<b>C.</b>	<b>Deductions</b>		
	Professional Tax	200	2400
	PF Employee	1800	21600
	<b>Gross Deduction</b>	2,000	24000
<b>(A+B)</b>	<b>Cost to Company</b>		450000
<b>A-C</b>	<b>Net Salary Pay</b>	25000	300000



## TCS Offer Letter

1 message

**TCS Recruitment - Entry Level** <recruitment.entrylevel@tcs.com>  
Reply to: recruitment.entrylevel@tcs.com  
To: rohithmadhu2000@gmail.com

Wed, 3 Nov, 2021 at 12:02 pm

Dear **Rohith Menon**,

Congratulations! We are delighted to inform you that you have been successfully completed our initial selection process. We are pleased to share the TCS Offer Letter with you.

Your Offer Letter is available to in your NextStep account.

Follow the instructions given below to accept your Offer Letter:

1. Connect to the internet and click on the link: <https://nextstep.tcs.com>.
2. Login to the system using your Login Credentials.
3. To accept the offer letter, click on Offer Letter.
4. Click on **I Accept** button to accept the offer
5. Once you accept the offer letter, you can download the same.

We will be in touch with you to keep you abreast of the latest happenings at TCS. Looking forward to hearing from you soon!

For any query, please contact 1800-209-3111(toll free) / [ilp.support@tcs.com](mailto:ilp.support@tcs.com)

Warm Regards,  
Talent Acquisition Group  
TATA Consultancy Services

TCS NextStep (<https://nextstep.tcs.com>) can also be accessed from Android and iPhone.

=====  
Notice: The information contained in this e-mail message and/or attachments to it may contain confidential or privileged information. If you are not the intended recipient, any dissemination, use, review, distribution, printing or copying of the information contained in this e-mail message and/or attachments to it are strictly prohibited. If you have received this communication in error, please notify us by reply e-mail or telephone and immediately and permanently delete the message and any attachments. Thank you



**23-Nov-2021**

**Dear Anagha A P,**  
B.Tech, Civil

SCMS School of Engineering and Technology, Ernakulam

**Candidate ID – 18987538**

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 Analyst 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 **401,988/-**. This includes an annual target incentive of INR **22,500**

**/-** 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. **450,500/-**. This includes an annual target incentive of INR **22,500/-** 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. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Please note:

1. This appointment is subject to satisfactory background verification including 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

2. 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.



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.

#### 2.1 Cognizant Internship:

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program.

#### 2.2 Continuous Skill Development (CSD) Program:

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrollment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

#### 2.3 GenC Training Post joining:

- a) Cognizant continues to invest in skill building of the entry-level talent and GenC training is a formal on-the-job training offered to trainees based on the business specific skilling needs. The terms and conditions of this training will be governed by Cognizant GenC program guidelines.
- b) The Cognizant Internship or the Continuous Skill Development (CSD) completion may qualify as the entry criteria to the GenC training and is used as basis towards your allocation to projects/roles.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

**For Cognizant Technology Solutions India Pvt. Ltd.**



Maya Sreekumar

**Vice President – Human Resources**

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

**Signature:**

**Date:**

### Compensation and Benefits

**Name:** Anagha A P

**Designation:** Programmer Analyst

SI. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	<b>Annual Gross Compensation</b>		<b>359,988</b>
	Incentive Indication (per annum)**		22,500
	<b>Annual Total Compensation</b>		<b>382,488</b>
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	<b>Annual Total Remuneration</b>		<b>401,988</b>

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

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act

#### Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

### **Provident Fund Wages:**

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

### **Employees State Insurance:**

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

\* **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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

\*\*\* **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. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

## Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of \_\_\_\_\_ between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Anagha A P, 22, residing at \_\_\_\_\_ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

### 1. Duties and Responsibilities

- a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

### 2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

### 3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit,

systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

#### **4. Confidentiality**

- a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

#### **5. Data Protection**

By signing below,

- a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

#### **6. Work Schedule**

- a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the

any Company policy and which will be notified to you in advance.

c. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

## **7. Background Check**

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

## **8. Compliance with Company Policies**

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination of your employment without notice period.

## **9. Non-Compete and Non-Solicit Restrictions**

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

## **10. Representations and Warranties**

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms

b. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

e. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

## **11. Indemnity**

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

## **12. Business Engagement, Learning and Development and Project Deployment**

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

## **13. Unauthorized Absence**

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

## **14. Retirement**

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

## **15. Termination of Employment**

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude

· Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

## 16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

## 17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

## 18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

## 19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto), are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

**Cognizant Technology Solutions India Private Limited    Anagha A P**

Sign: \_\_\_\_\_

Sign: \_\_\_\_\_

Name:

Name:





**Offer: Computer Consultancy**

**Ref: TCSL/DT20207250807/Trivandrum**

**Date: 10/03/2021**

Ms. Aswathy P Sudhi  
Pararath House Elthuruth,  
Kodungallur,  
Kodungallur-680664,  
Kerala.  
Tel# -

Dear Aswathy P Sudhi,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

**TCS Confidential**

TCSL/DT20207250807

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunagirip O., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

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

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of `14,784/- per month.

### **BOUQUET OF BENEFITS (BoB)**

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

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

#### **1. House Rent Allowance (HRA)**

Your HRA will be `5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

#### **2. Leave Travel Allowance**

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

#### **3. Food Card**

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



## **PERFORMANCE PAY**

### **Monthly Performance Pay**

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

### **Quarterly Variable Allowance**

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

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

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

## **CITY ALLOWANCE**

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

## **XPLORE/ LEARNING INCENTIVES**

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

## **OTHER BENEFITS**

### **Health Insurance Scheme**

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

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TCSI /DT20207250807

**TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunagiri PO, Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

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

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



## 1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to `6,000/- per insured person per annum and basic hospitalization expenses up to `2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

## 2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for `12,00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

## Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

## Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of `250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

## Loans

You will be eligible for loans, as per TCSL's loan policy.

## Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



## **RETIRALS**

### **Provident Fund**

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

### **Gratuity**

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

## **TERMS AND CONDITIONS**

### **1. Aggregate Percentage Requirements**

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/ revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

### **2. Pre requisites for Joining**

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your

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**TATA CONSULTANCY SERVICES**

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### **3. Training Period**

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

### **4. Working Hours**

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

### **5. Mobility**

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

### **6. Compensation Structure / Salary components**

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

### **7. Increments and Promotions**

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

### **8. Alternative Occupation / Employment**

Either during the period of your traineeship or during the period of your employment as a



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

## 9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

## 10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL `50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

## 11. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

## 12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.



### **13. TATA Code of Conduct**

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

### **14. Notice Period**

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL `50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

### **15. Retirement**

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

### **16. Pre-employment Medical Certificate**

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

### **17. Employment of Non Indian Citizens**

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

### **18. Background Check**

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action

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including termination of traineeship/service without notice.

## 19. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PANcard along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with theJoining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
  - \*There is no criminal offence registered/pending against you
  - \*There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

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- \*PAN Card (Permanent Account Number)
- \*Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- \*Passport
- \*NSR E-Card

## 20. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

## 21. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

## 22. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

## 23. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.



## 24. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



**Withdrawal of Offer**

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**K Ganesan**

**Global Head Talent Acquisition & AIP**



Encl: Annexure 1: Benefits and Gross Salary  
Annexure 2: List of TCS Xplore Centres  
Annexure 3: Confidentiality and IP Terms



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Aswathy P Sudhi</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Scms School Of Engineering And Technology</b>

Table 1: Compensation Details (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
<b>3) City Allowance</b>	200	2,400
<b>4) Annual Components/Retirals</b>		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>
<b>Xplore/ Learning Incentive****</b>		<b>Upto 60,000</b>

# Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSLdefined Structure as given in Table 2 will be applicable.

\* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

\*\*The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

\*\*\* For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

\*\*\*\* Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCSXplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>

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## Annexure

<p><b>Ahmedabad</b> TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p><b>Bangalore</b> TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p><b>BUBANESHWAR</b> TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024</p>	<p><b>Chennai</b> TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p><b>DELHI – Gurgaon</b> TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p><b>DELHI – Noida</b> TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 &amp; A-45,Ground, 1st to 5th Floor &amp; 10th floor, Glaxy Business Park, Block - C &amp; D, Sector - 62, Noida - 201 309,UP</p>
<p><b>Guwahati</b> TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p><b>Hyderabad</b> TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p><b>INDORE</b> TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 &amp; 169-B, Super Corridor, Village Tigariya Badshah &amp; Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh</p>	<p><b>KOLKATA</b> TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords</p>
<p><b>KOCHI</b> TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p><b>MUMBAI</b> TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p><b>NAGPUR</b> TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p><b>PUNE</b> TCS XP HR Lead Tata Consultancy Services, Plot No. 2 &amp; 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p><b>Trivandrum</b> TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



## Annexure

### Confidentiality and IP Terms and Conditions

#### Confidentiality and IP Terms and Conditions - Annexure 3:

##### 1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



## 2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

## 3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.





#### **4. Prior knowledge**

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

#### **5. Use of third party material**

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

#### **6. Security policies and Guidelines.**

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

#### **7. Restriction on Associate's Rights**

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

#### **8. No License**

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



## 9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

## 10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.



## APJ Abdul Kalam Technological University

### Semester Grade Card

<b>Name of Candidate</b>	VIVITHA V N	<b>Register No</b>	SCM19CE039
<b>Name of College</b>	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	<b>Branch</b>	CIVIL ENGINEERING
<b>Semester</b>	S1	<b>Program</b>	B.Tech

Course Name	Code	Grade	Credits	Month & Year of Examination
LINEAR ALGEBRA AND CALCULUS	MAT101	C	4.0	December-2019
ENGINEERING PHYSICS B	PHT110	B+	4.0	December-2019
ENGINEERING MECHANICS	EST100	P	3.0	December-2019
BASICS OF ELECTRICAL AND ELECTRONICS ENGINEERING	EST130	C	4.0	December-2019
LIFE SKILLS	HUN101	P	0.0	December-2019
ENGINEERING PHYSICS LAB	PHL120	S	1.0	December-2019
ELECTRICAL AND ELECTRONICS WORKSHOP	ESL130	B	1.0	December-2019
<b>Total Earned Credits</b>			17	
<b>SGPA</b>			6.94	

Controller of Examinations\*





## APJ Abdul Kalam Technological University

### Semester Grade Card

<b>Name of Candidate</b>	VIVITHA V N	<b>Register No</b>	SCM19CE039
<b>Name of College</b>	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	<b>Branch</b>	CIVIL ENGINEERING
<b>Semester</b>	S2	<b>Program</b>	B.Tech

Course Name	Code	Grade	Credits	Month & Year of Examination
VECTOR CALCULUS, DIFFERENTIAL EQUATIONS AND TRANSFORMS	MAT102	B+	4.0	May-2020
ENGINEERING CHEMISTRY	CYT100	B+	4.0	May-2020
ENGINEERING GRAPHICS	EST110	B+	3.0	May-2020
BASICS OF CIVIL AND MECHANICAL ENGINEERING	EST120	B+	4.0	May-2020
PROFESSIONAL COMMUNICATION	HUN102	P	0.0	May-2020
PROGRAMMING IN C	EST102	B	4.0	May-2020
ENGINEERING CHEMISTRY LAB	CYL120	S	1.0	May-2020
CIVIL AND MECHANICAL WORKSHOP	ESL120	A	1.0	May-2020
<b>Total Earned Credits</b>				21
<b>SGPA</b>				8.02



## APJ Abdul Kalam Technological University

### Semester Grade Card

<b>Name of Candidate</b>	VIVITHA V N	<b>Register No</b>	SCM19CE039
<b>Name of College</b>	SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY	<b>Branch</b>	CIVIL ENGINEERING
<b>Semester</b>	S3	<b>Program</b>	B.Tech

Course Name	Code	Grade	Credits	Month & Year of Examination
PARTIAL DIFFERENTIAL EQUATION AND COMPLEX ANALYSIS	MAT201	A+	4.0	December-2020
MECHANICS OF SOLIDS	CET201	S	4.0	December-2020
FLUID MECHANICS AND HYDRAULICS	CET203	C	4.0	December-2020
SURVEYING AND GEOMATICS	CET205	A+	4.0	December-2020
PROFESSIONAL ETHICS	HUT200	A+	2.0	December-2020
SUSTAINABLE ENGINEERING	MCN201	S	0.0	December-2020
CIVIL ENGINEERING PLANNING AND DRAFTING LAB	CEL201	B	2.0	December-2020
SURVEY LAB	CEL203	B+	2.0	December-2020
<b>Total Earned Credits</b>			22	
<b>SGPA</b>			8.5	



Rahul KH and his team receiving prize  
for NIRMAN from their mentor and  
IEDC nodal officer SSET

## Department of Computer Science and Engineering

S.No	Mentor Name	Mentee Name	Semester and Section	Roll No	Issues	Counselling remarks	Actions Taken
1	Dr.Anu V.R	Athul.V Nair	S3	36	Slow Learner	Agreed to do MOOC Course-NPTEL	Given sessions for doing additional courses
2	Litty Koshy	Abay Raju	S3	1	Student with high potential.	Motivated to do extra courses like NPTEL ,Coursera	Given sessions for Advanced learners
3	Ms.Nisha S Raj	Mithran C	S3	17	Had one backlog in first semester,Cleared it in s3	Responded positively to the counselling sessions	Remedial Sessions were conducted
4	Ms.Geethu S Kumar	Hyder Rasak	S3	1	Average Learner	Agreed to do MOOC Course	Given sessions for doing additional courses
5	Ms.Rosebel l Paul	Varsha Mohandas	S3	54	Average Learner	Agreed to do MOOC Course	Given sessions for doing additional courses
6	Binu John	Merin Mary Sabu	S5	3	Had more than 3 backlog in first 3 semesters	Responded positively to the counselling sessions	Remedial Sessions were conducted
7	Susmi Jacob	Sourav PC	S5	32	Had more than 3 backlogs in first 3 semesters	Agreed to concentrate more on studies	Remedial Sessions were conducted



8	Susmi Jacob	Vivek N	S5	40	Had more than 3 backlogs in first 3 semesters	Agreed to concentrate more on studies	Remedial Sessions were conducted
9	Dr. Sreeja Rajesh	Sohan James	S7	36	Below average student	He agreed to study well	Remedial Sessions were conducted
10	Sindhya K Nambiar	Ramachandran TH	S7	16	Had backlogs, Activity Point was below 100	Responded positively to the counselling sessions and cleared NPTEL exam	Remedial Sessions were conducted
11	Bini Omman	Maria Raphael	S7	3	Intelligent student with high potential.	Got motivated for doing higher studies and cleared GATE exam	Advanced Learner session conducted
12	Mrs. Shilpa P C	ALVIN JOSE	S7	13	Slow learner and Had more than 3 backlog in final year	Responded positively to the counselling sessions and could make himself motivated to clear papers to attain a job.	Remedial Sessions were conducted for failed subjects.

13	Mrs. Neenu Sebastian	Joel Mathew Paul	S7	49	Smart and intelligent student with high potential.	Motivated to go for higher studies and appeared various entrance exams. Came out with incredible scores.	Advanced Learner session conducted
14	Mrs. Arshey M	Arjun Suresh	S7	26	Student with determined mind to achieve his passion.	Motivated to go for higher studies and appeared and cleared exams for M Des programme in Indian Institute of Science.	Advanced Learner session conducted

This certificate is computer generated and can be verified by scanning the QR code given below. This will display the certificate from the NPTEL repository, <https://nptel.ac.in/noc/>

Roll No: NPTEL21CS33S11420286

To  
ATHUL V NAIR  
PERUMITTATH HOUSE  
THATTAMPADY, KARUMALLOOR P.O, ALANGAD  
ERNAKULAM  
KERALA - 683511  
PH. NO :8156941130



Score	Type of Certificate
>=90	Elite+Gold
75-89	Elite+Silver
>=60	Elite
40-59	Successfully Completed
<40	No Certificate

**No. of credits recommended by NPTEL:1**

An additional 1 credit may be awarded if the University deems it fit, based on the actual student effort involved.



# NPTEL Online Certification

(Funded by the Ministry of HRD, Govt. of India)



This certificate is awarded to

**ATHUL V NAIR**

for successfully completing the course

**Python for Data Science**

with a consolidated score of **55** %

Online Assignments	19.08/25	Programming Exam	11.75/25	Proctored Exam	24.49/50
--------------------	----------	------------------	----------	----------------	----------

Total number of candidates certified in this course: **1468**

*Devendra Jalihal*

**Prof. Devendra Jalihal**  
Chairman  
Centre for Continuing Education, IITM

Jan-Feb 2021  
(4 week course)

*Prof. Andrew Thangaraj*

**Prof. Andrew Thangaraj**  
NPTEL, Coordinator  
IIT Madras



Indian Institute of Technology Madras



Roll No: NPTEL21CS33S11420286

To validate and check scores: <https://nptel.ac.in/noc>

This certificate is computer generated and can be verified by scanning the QR code given below. This will display the certificate from the NPTEL repository, <https://nptel.ac.in/noc/>

Roll No: NPTEL21CS23S12410065

To  
ABAY RAJU M  
MANDUMPAL HOUSE, GURUVAYOOR ROAD  
NEAR G M G H S S  
KUNNAMKULAM  
KERALA - 680503  
PH. NO :9747221112



Score	Type of Certificate
>=90	Elite+Gold
75-89	Elite+Silver
>=60	Elite
40-59	Successfully Completed
<40	No Certificate

No. of credits recommended by NPTEL:2

An additional 1 credit may be awarded if the University deems it fit, based on the actual student effort involved.



Elite

# NPTEL Online Certification

(Funded by the Ministry of HRD, Govt. of India)



This certificate is awarded to

**ABAY RAJU M**

for successfully completing the course



**Data Science for Engineers**

with a consolidated score of **75** %

Online Assignments	19.79/25	Proctored Exam	55.13/75
--------------------	----------	----------------	----------

Total number of candidates certified in this course: **1160**

*Devendra Jalihal*

**Prof. Devendra Jalihal**  
Chairman  
Centre for Continuing Education, IITM

Jan-Mar 2021  
(8 week course)

*Prof. Andrew Thangaraj*

**Prof. Andrew Thangaraj**  
NPTEL, Coordinator  
IIT Madras



Indian Institute of Technology Madras



Roll No: NPTEL21CS23S12410065

To validate and check scores: <https://nptel.ac.in/noc/>

MITHRAN C

Name

SCMS SCHOOL OF  
ENGINEERING AND TECHNOLOGY

Name Of College

S1

Semester

SCM19CS076

Register Number

COMPUTER SCIENCE &  
ENGINEERING

Branch

Course Name	Code	Grade	Credits	Month & Year of Examination
LINEAR ALGEBRA AND CALCULUS	MAT101	C	4.0	December-2019
ENGINEERING CHEMISTRY	CYT100	C	4.0	December-2019
ENGINEERING GRAPHICS	EST110	C	3.0	December-2020
BASICS OF CIVIL AND MECHANICAL ENGINEERING	EST120	D	4.0	December-2019
LIFE SKILLS	HUN101	P	0.0	December-2019
ENGINEERING CHEMISTRY LAB	CYL120	A+	1.0	December-2019
CIVIL AND MECHANICAL WORKSHOP	ESL120	B+	1.0	December-2019
Total Earned Credits			17	
SGPA			6.62	



May 23, 2021

**HYDER RASAK**

has successfully completed

**Introduction to Cloud Identity**

an online non-credit course authorized by Google Cloud and offered through Coursera

*Google Cloud Training*

**COURSE  
CERTIFICATE**



Verify at [coursera.org/verify/YD3QZL27YYXT](https://coursera.org/verify/YD3QZL27YYXT)  
Coursera has confirmed the identity of this individual and their participation in the course.



**S3 RESULTS OF**

**SCM18CS046 - Merin Mary Sabu**

**SCM18CS075 - Sourav PC**

**SCM18CS083 - Vivek N**

SCM18CS046	MA201(FE), HS200(B), CS201(F), CS203(F), CS205(F), CS207(F), CS231(C), CS233(B)
SCM18CS075	MA201(F), HS200(F), CS201(F), CS203(F), CS205(F), CS207(F), CS231(P), CS233(B+)
SCM18CS083	MA201(F), HS200(F), CS201(F), CS203(F), CS205(F), CS207(F), CS231(P), CS233(B)

**S6 RESULTS OF**

**SCM18CS046 - Merin Mary Sabu**

**SCM18CS075 - Sourav PC**

**SCM18CS083 - Vivek N**

SCM18CS046	HS300(B), CS302(C), CS304(B), CS306(B), CS308(B+), CS368(C), CS332(A), CS334(B+), CS352(B)
SCM18CS075	HS300(B+), CS302(C), CS304(B+), CS306(F), CS368(F), CS332(A), CS334(A+), CS352(B+)
SCM18CS083	HS300(B+), CS302(F), CS304(F), CS306(C), CS368(B+), CS332(B+), CS334(B+), CS352(C)





## PROVISIONAL OFFER LETTER

Letter Release Date: 12/10/2021

Dear Mr. Sohan James,

Mindpool Technologies Ltd. is pleased to offer you a Provisional Offer for the position of "Intern". You will be appointed at the client location.

The CTC (Cost to Company) being offered to you for this position is **Rs. 21682 Per Month**. Please find annexure-1 on page-2 for CTC Break-up in details.

**Date of Joining on:** 18/10/2021

**Base Location:** Bangalore

**Work Location:** Allscripts India LLP

'B' Wing, 4th Floor, Maruthi Infotech Centre, Amarjyothi Layout, Intermediate Ring Road, Domlur, Inner Ring Road, Embassy Golf Links Business Park, Challaghatta, Bengaluru, Karnataka 560071

**Contract End:** 13/10/2022

**Please note : This Offer letter shall automatically stand withdrawn in case we do not receive your acceptance within two days from issue of this letter**

### Pre-Onboarding Guidelines

We at Mindpool Technologies feel pre-on boarding process to be a critical and foremost responsibility of the new joiner hence to simplify it, we would request you to follow the process mentioned below:

Joining Document Type	Keep file name of your document as per below (No spaces allowed)	Remarks
Last Two Companies Relieving / Experience Letter (if experienced) combined in one document	Separation	All the documents shall be submitted on or before joining date else joining can't be considered.
Last 3 Months Salary Slip combined in one document (if experienced)	Salary	
Cancelled Cheque/Bank Account Information Snapshot	Bank	
Highest Education Certificate	Education	
PAN Card	PAN	All the documents should be submitted in soft copy (pdf, jpg, png) format only.
Aadhaar Card	Aadhaar	
Passport Size Photo (100*100 Pixel-Resize in Paint)	Photo	
Permanent Address Proof (Passport / Aadhaar/ Light Bill/ Rent Agreement etc)	Address	
HRIS Form	HRIS	One document size should not exceed 1 MB.
Form-F (Gratuity Nomination)	Gratuity	
Form-2 (PF Nomination)	PFN	
Form-11 (PF Declaration)	PFD	
Wage Nomination	Wage	

Please note that your Employment is conditional upon receipt of a satisfactory Background Check.

Appointment Letter will be issued to you only after verification of document which will have all the employment terms & conditions in details

We welcome you to Mindpool Technologies and look forward to along and mutually beneficial association.

### **Mindpool Technologies Limited**

Regd. Office: Awfis Space, 3<sup>rd</sup> & 4<sup>th</sup>, GK Mall, Near Konkane Chowk, Pimple Saudager, Pune, Maharashtra – 411027 (IN)

E-Mail: [Info@mindpooltech.com](mailto:Info@mindpooltech.com) [www.mindpooltech.com](http://www.mindpooltech.com)

CIN NO: L72900PN2011PLC138607

This certificate is computer generated and can be verified by scanning the QR code given below. This will display the certificate from the NPTEL repository, <https://nptel.ac.in/noc/>

Roll No: NPTEL20CS65S42400001

To  
RAMACHANDRAN T H  
SREERAM, DR A R MENON ROAD, NAICKANAL  
THRISSUR  
KERALA - 680001  
PH. NO :9633590965



Score	Type of Certificate
>=90	Elite+Gold
75-89	Elite+Silver
>=60	Elite
40-59	Successfully Completed
<40	No Certificate

**No. of credits recommended by NPTEL:2**

An additional 1 credit may be awarded if the University deems it fit, based on the actual student effort involved.



**Elite**

# NPTEL Online Certification

(Funded by the Ministry of HRD, Govt. of India)



This certificate is awarded to  
**RAMACHANDRAN T H**  
for successfully completing the course

## Cloud Computing

with a consolidated score of **64** %

Online Assignments	22.71/25	Proctored Exam	41.15/75
--------------------	----------	----------------	----------

Total number of candidates certified in this course: **2209**

**Prof. G P Raja Sekhar**  
Dean, Continuing Education  
IIT Kharagpur

Sep-Nov 2020  
(8 week course)

**Prof. Debjani Chakraborty**  
Coordinator, NPTEL  
IIT Kharagpur



Indian Institute of Technology Kharagpur



Roll No: NPTEL20CS65S42400001

To validate and check scores: <https://nptel.ac.in/noc>



# GATE 2021 Scorecard

## Graduate Aptitude Test in Engineering (GATE)



Candidate's Details

Name: **MARIYA RAPHEL**

Parent's / Guardian's Name: **V O RAPPAI**

Registration Number: **CS21S61301051**      Date of Birth: **02-Jun-1999**

Examination Paper: **Computer Science and Information Technology (CS)**



Performance

GATE Score: **366**      Number of Candidates Appeared in this paper: **101922**

Marks out of 100\*: **27.41**      All India Rank in this paper: **12988**

Qualifying Marks\*\*

General	EWS/OBC (NCL)	SC/ST/PwD
26.1	23.4	17.4

**Valid up to 31<sup>st</sup> March 2024**

*Deepankar*  
19<sup>th</sup> March 2021

**Prof. Deepankar Choudhury**  
Organising Chairperson, GATE 2021  
(on behalf of NCB - GATE, for MoE)



18213faa7982faa8326af853b12816bc

\* Normalized marks for Civil Engineering (CE), Computer Science and Information Technology (CS) and Mechanical Engineering (ME) Papers.

\*\* A candidate is considered qualified if the marks secured are greater than or equal to the qualifying marks mentioned for the category for which valid category certificate, if applicable, is produced along with this scorecard.

The GATE 2021 score is calculated using the formula

$$GATE\ Score = S_q + (S_t - S_q) \frac{(M - M_q)}{(\bar{M}_t - M_q)}$$

where,

$M$  is the marks obtained by the candidate in the paper, mentioned on this GATE 2021 scorecard

$M_q$  is the qualifying marks for general category candidate in the paper

$\bar{M}_t$  is the mean of marks of top 0.1% or top 10 (whichever is larger) of the candidates who appeared in the paper (in case of multi-session papers including all sessions)

$S_q = 350$ , is the score assigned to  $M_q$

$S_t = 900$ , is the score assigned to  $\bar{M}_t$

In the GATE 2021 score formula,  $M_q$  is 25 marks (out of 100) or  $\mu + \sigma$ , whichever is greater. Here  $\mu$  is the mean and  $\sigma$  is the standard deviation of marks of all the candidates who appeared in the paper.

Qualifying in GATE 2021 does not guarantee either an admission to a post-graduate program or a scholarship/assistantship. Admitting institutes may conduct further tests and interviews for final selection.

**Codes for XE and XL Paper Sections (compulsory section and any other two sections)**

**XE: Engineering Sciences**

- A – Engineering Mathematics (compulsory)
- B – Fluid Mechanics
- C – Materials Science
- D – Solid Mechanics
- E – Thermodynamics
- F – Polymer Science and Engineering
- G – Food Technology
- H – Atmospheric and Oceanic Sciences

**XL: Life Sciences**

- P – Chemistry (compulsory)
- Q – Biochemistry
- R – Botany
- S – Microbiology
- T – Zoology
- U – Food Technology

Graduate Aptitude Test in Engineering (GATE) 2021 was organized by Indian Institute of Technology Bombay on behalf of the National Coordination Board (NCB) - GATE for the Department of Higher Education, Ministry of Education (MoE), Government of India.



02 December 2021

Ref. No.: 016/GXX/11/21

**Mr. Alvin Jose**  
Neerolippara  
Karukutty  
Ernakulam  
PIN – 683576  
Kerala

Dear Alvin,

**Re: Conditional Offer of Employment**

Congratulations!

You have successfully completed our initial selection process and we are delighted to offer you conditional employment in the position of “**Associate**” with GXX India Private Limited (“**G10X**”).

You shall be scheduled for an initial training session for a period of 3 months starting from the reporting date.

The following are your reporting details for your training:

Reporting Location: **Cochin**  
Reporting Date: **06 December 2021**  
Contact Person: **Manasi Balan Mayadevi**  
Email ID: **recruitmentteam@g10x.com**

During the training period, you will be paid a monthly stipend of **INR 10,000 (Ten Thousand Only)**. After successful completion of the training, your total annual compensation including all benefits and allowances (“**Cost to the Company**”) will be **INR 4,00,000 (Four Lakhs Only)**.

Further details of your compensation post successful completion of your training will be provided to you in your final offer letter that will be issued to you on successful completion of the training by you.

Please note that all your applicable taxes resulting from the foregoing stipend and the Cost to the Company shall have to be borne by you, and they will be paid to you after deducting all statutory, income tax and required deductions.

As explained to you during the selection process, this offer is subject to:

- (i) satisfactory results from the background verification checks,

## Test Report Form

ACADEMIC

**NOTE** Admission to undergraduate and post graduate courses should be based on the ACADEMIC Reading and Writing Modules.  
GENERAL TRAINING Reading and Writing Modules are not designed to test the full range of language skills required for academic purposes.  
It is recommended that the candidate's language ability as indicated in this Test Report Form be re-assessed after two years from the date of the test.

Centre Number  Date  Candidate Number

### Candidate Details

Family Name   
First Name   
Candidate ID

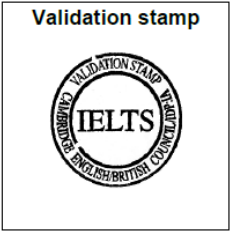
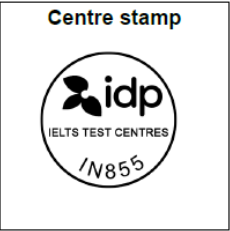


Date of Birth  Sex (M/F)  Scheme Code   
Country or Region of Origin   
Country of Nationality   
First Language

### Test Results

Listening  Reading  Writing  Speaking  Overall Band Score  CEFR Level

### Administrator Comments



Administrator's Signature

Date

Test Report Form Number



# TEST TAKER SCORE REPORT

Note: This report is not valid for transmission of scores to an institution.

**JOEL MATHEW PAUL**

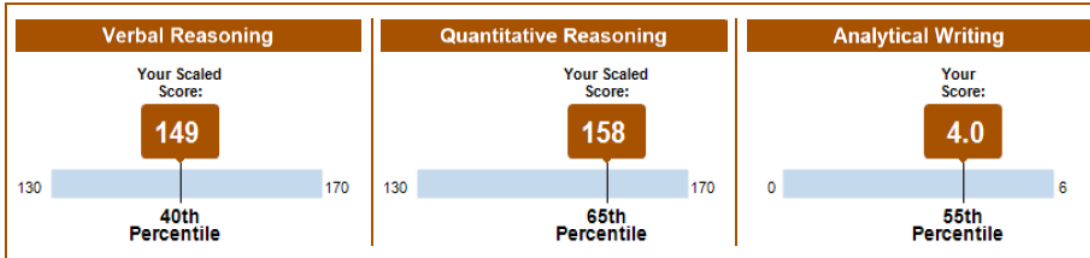
**Most Recent Test Date: October 27, 2020**

**Address:** POTTAYIL (H.O), PADIMARUTHU (P.O), KANHANGAD, Kerala, 671531 India

Registration Number: 8342736  
Print Date: November 4, 2020

**Email:** joelmathewpaul007@gmail.com  
**Phone:** 91-9207040929  
**Date of Birth:** September 10, 1999  
**Social Security Number (Last Four Digits):**  
**Gender:** Male  
**Intended Graduate Major:** Computer Science (0402)

## Your Scores for the General Test Taken on October 27, 2020



## Your Test Score History

### General Test Scores

Test Date	Verbal Reasoning		Quantitative Reasoning		Analytical Writing	
	Scaled Score	Percentile	Scaled Score	Percentile	Score	Percentile
October 27, 2020	149	40	158	65	4.0	55

### Subject Test Scores

You do not have reportable test scores at this time.

## Your Score Recipient(s)

### Undergraduate Institution

Report Date	Institution (Code)	Department (Code)	Test Title	Test Date
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### Designated Score Recipient(s)

Report Date	Score Recipient (Code)	Department (Code)	Test Title	Test Date
-------------	------------------------	-------------------	------------	-----------



# TEST TAKER SCORE REPORT

Note: This report is not valid for transmission of scores to an institution.

**JOEL MATHEW PAUL**

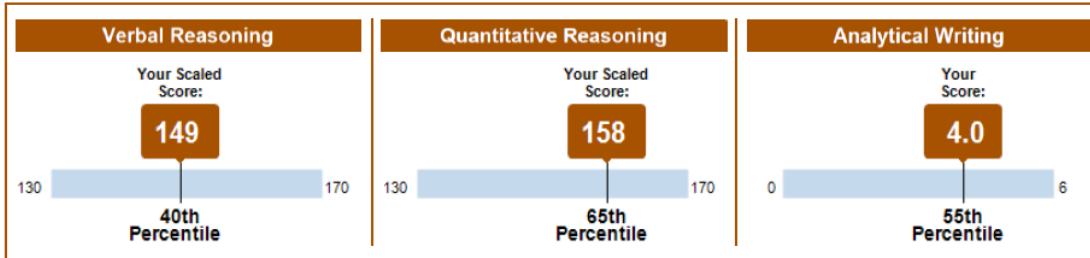
**Most Recent Test Date: October 27, 2020**

**Address:** POTTAYIL (H.O), PADIMARUTHU (P.O), KANHANGAD, Kerala, 671531 India

**Registration Number:** 8342736  
**Print Date:** November 4, 2020

**Email:** joelmathewpaul007@gmail.com  
**Phone:** 91-9207040929  
**Date of Birth:** September 10, 1999  
**Social Security Number (Last Four Digits):**  
**Gender:** Male  
**Intended Graduate Major:** Computer Science (0402)

## Your Scores for the General Test Taken on October 27, 2020



## Your Test Score History

### General Test Scores

Test Date	Verbal Reasoning		Quantitative Reasoning		Analytical Writing	
	Scaled Score	Percentile	Scaled Score	Percentile	Score	Percentile
October 27, 2020	149	40	158	65	4.0	55

### Subject Test Scores

You do not have reportable test scores at this time.

## Your Score Recipient(s)

### Undergraduate Institution

Report Date	Institution (Code)	Department (Code)	Test Title	Test Date
-------------	--------------------	-------------------	------------	-----------

### Designated Score Recipient(s)

Report Date	Score Recipient (Code)	Department (Code)	Test Title	Test Date
-------------	------------------------	-------------------	------------	-----------

**ACADEMIC SECTION**  
ADMISSIONS UNIT  
INDIAN INSTITUTE OF SCIENCE  
BANGALORE - 560012



PHONE: 22932210, 2333  
email : admission.acad@iisc.ac.in

---

10/07/2021

**Application No: 21301700**

**Sub : Offer Letter of Admission to M Des Programme**

Dear Mr./ Ms./ Mrs. ARJUN SURESH

We are delighted to inform you that, you have been provisionally selected for admission to the **M Des Programme** in **PRODUCT DESIGN AND ENGINEERING**, under the **GN** category.

Your provisional selection is based on your **CEED – 51 marks** , and performance in the online test/interview and academic. Please go through the terms and conditions attached with this letter and also Annexure-A before accepting the offer.

Applicant selected through GATE Mode of Entry (MoE) please complete your online admission formalities by logging on to COAP portal (<http://coap.iitd.ac.in/>) as per the timelines mentioned on COAP website. If you accept and freeze the offer on COAP portal, please complete admission procedure by logging on to IISc Applicant's Interface and **pay the admission fee by July 14, 2021**.

Applicant selected through CEED must **pay the admission fee by July 14, 2021** by logging onto IISc admission portal through Applicant's Interface.

Applicant are advised to go through terms and conditions given in the Offer Letter and Annexure A available on applicant interface before accepting the offer.

If you have any queries / need clarifications, you may contact us at email:admission.acad@iisc.ac.in / ar.acad@iisc.ac.in or call us on 080-22932977/2333.

We look forward to your joining the programme.

Best Wishes,



## Department of Electronics and Communication Engineering

Sl.No	Mentor Name	Mentee Name	Semester and Section	Roll No	Issues/Achievement	Counseling remarks	Actions Taken
1.	Ms.Mary Catherine	Tejas C J	S7 ECE	31	Backlogs in previous semester	Need individual attention in learning	Extended support and guidance to achieve Full pass in S6 University results
2.	Ms.Retty George	Amal T	S7 ECE	4	Difficulty in learning core subjects	Student with average CGPA	Mentoring helped to get placed in a well reputed company
3	Mr. Vinoj P G	Agatha Aji	S7 ECE	1	Student Entrepreneur	Student with average CGPA	Motivated and extended to initiate a start up
4	Ms.Tini Susan Abraham	Kavya Krishna	S5 ECE	10	Achievement in Social Innovation challenge	Fast learner and has an interest in doing projects	Motivated the student to do socially relevant projects
5.	Dr. Parvathy M	Vishnu M	S5 ECE	18	Initiated a Startup Company	Has an Innovative mind to	Extended all support and guidance for

						develop new projects	establishing a Start up
6.	Ms. Nithya M	Yunus AA	S3 ECE	30	NPTEL Certification for Course 'Innovation by Design'	Has an aptitude for learning engineering subjects	Motivated the student to take extra MOOC courses to enhance knowledge in core area
7.	Ms. Nithya M	Sidharth K S	S3 ECE	28	Achievement in Social Innovation challenge	Has an interest to involve in socially relevant projects	Motivated the student to present ideas in various competitions
8.	Ms. Nithya M	Sreelakshmi T U	S3 ECE	29	Achievement in Social Innovation challenge	Ambitious student with keen interest in updating technical knowledge	Motivated the student to present ideas in various competitions
9.	Ms. Hazel Elsa John	Anand M	S3 ECE	4	Backlogs in previous semester	Difficulty in learning problem solving subjects	By constant mentoring student is able to achieve full pass in S2 University results

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## Semester Grade Card Details



TEJAS-SCM17EC031

Course	Grades
EC302 - DIGITAL COMMUNICATION	C
EC304 - VLSI	C
EC306 - ANTENNA & WAVE PROPAGATION	C
EC308 - EMBEDDED SYSTEMS	C
EC312 - OBJECT ORIENTED PROGRAMMING	B
EC366 - REAL TIME OPERATING SYSTEMS	B
EC332 - COMMUNICATION ENGG LAB (ANALOG & DIGITAL)	A
EC334 - MICROCONTROLLER LAB	A
EC352 - COMPREHENSIVE EXAM	C





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20219046292/Hyderabad**  
**Date: 30/12/2021**

Mr. Amal T  
1/1442/B "Jayageetham" B.G Road Westhill P.O Calicut 673005B.G Road,  
Near Underground Pathway,  
Calicut-673005,  
Kerala.  
Tel# 91-9744310441

Dear Amal T,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/DT20219046292**

**1**

**TATA CONSULTANCY SERVICES**

**Tata Consultancy Services Limited**

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: [www.tcs.com](http://www.tcs.com)

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

TCS Careers ServiceLine: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



START UP COMPANY NAME : CKITZZ

OWNERS

HARIKRISHNAN V

AGATHA AJI

DANI PAUL

SUPRIYA BABU

SARANYA PREMAN

PRODUCT NAME: AUTOMATIC HAND SANITIZER DISPENSER

In this COVID situation, Even though automatic hand sanitizer's are extensively available in the market, most of them are not affordable in local shops. In this situation our product achieves a noticeable market value. This boosted our product's market value. Also we made dispenser with different capacity (1L, 3L, and 5L).



# SOCIAL INNOVATION CHALLENGE



## CERTIFICATE OF ACHIEVEMENT



is, hereby, granted to:

### Kavya Krishna

for outstanding performance and securing **2<sup>nd</sup> Prize (Water Management)**  
in the **Social Innovation Challenge**,  
jointly hosted by the Centre for Society and Policy at Indian Institute of Science, India  
and India-Japan Laboratory at Keio University, Japan

January 29, 2021



**Professor Rajib Shaw**

Director, India-Japan Laboratory,  
Keio University, Japan



**Professor Anjula Gurtoo**

Chairperson, Centre for Society  
and Policy, IISc, India

**TECHAFE**  
BRAINSTROM WITH A CUP OF COFFEE



*“How when we gather around with our favorite people, at the right place, and the vibe is just right we have our best ideas. Well, techcafe is the best place to have a special cup of coffee and brainstorm with your friends and come up with the innovative ideas .Techcafe, is a friendly safe space to gather your ambitious thoughts and to be able/to share that with everyone.”*



Amidst the Covid19 pandemic, the rapid increase in cases have brought out serious concern in the sanitation facilities. As a part of the ongoing crisis, we decided our first product should be a safer way of the use of hand sanitizers in and around the district.

## TEAM LEADER

Name: Vishnu M

Department: EC

Phone No: 7012437627

Email: [vishnum241999@gmail.com](mailto:vishnum241999@gmail.com)

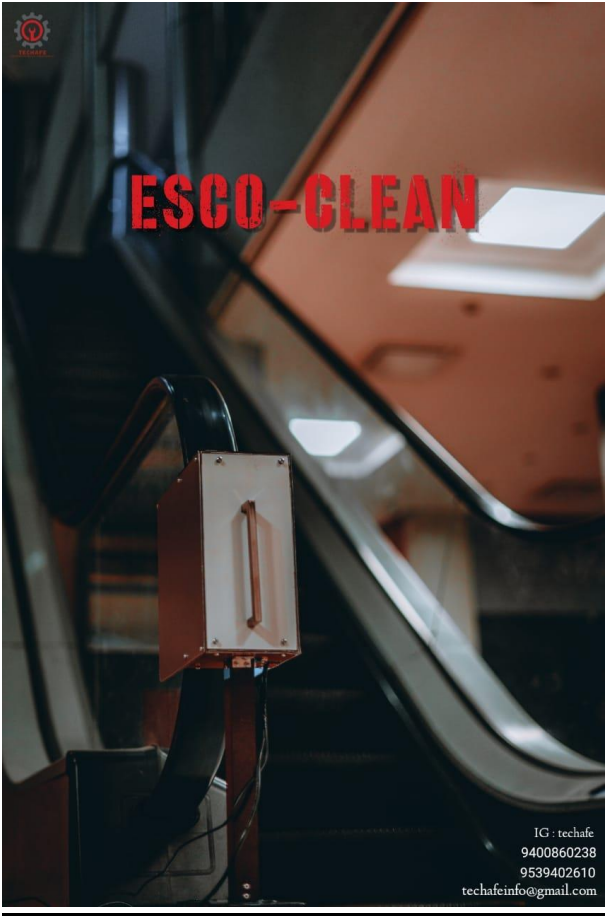
## AUTOMATIC HAND SANITIZER DISPENSER



SANITATION UNIT FOR ICU AND COVID WARD



AUTOMATIC STERILIZATION OF ESCALATOR HANDRAILS





Elite

# NPTEL Online Certification

(Funded by the Ministry of HRD, Govt. of India)



This certificate is awarded to

**YUNUS A A**

for successfully completing the course

**Innovation by Design**

with a consolidated score of **72** %

Online Assignments	20/25	Proctored Exam	51.51/75
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Total number of candidates certified in this course: 136

Feb-Mar 2021  
(4 week course)

**Prof. Sridhar Iyer**  
Head CDEEP & NPTEL Coordinator  
IIT Bombay



Indian Institute of Technology Bombay



Roll No: NPTEL21DE05S13440179

To validate and check scores: <https://nptel.ac.in/noc>



# SOCIAL INNOVATION CHALLENGE

## CERTIFICATE OF ACHIEVEMENT



is, hereby, granted to:

**Sidharth K S**

for outstanding performance and securing **2<sup>nd</sup> Prize (Healthcare)**  
in the **Social Innovation Challenge**,  
jointly hosted by the Centre for Society and Policy at Indian Institute of Science, India  
and India-Japan Laboratory at Keio University, Japan

January 29, 2021



**Professor Rajib Shaw**  
Director, India-Japan Laboratory,  
Keio University, Japan



**Professor Anjula Gurtoo**  
Chairperson, Centre for Society  
and Policy, IISc, India





# SOCIAL INNOVATION CHALLENGE

Keio University



## CERTIFICATE OF ACHIEVEMENT



is, hereby, granted to:

**Sreelakshmi T U**

for outstanding performance and securing **2<sup>nd</sup> Prize (Healthcare)**  
in the **Social Innovation Challenge**,

jointly hosted by the Centre for Society and Policy at Indian Institute of Science, India  
and India-Japan Laboratory at Keio University, Japan

January 29, 2021



**Professor Rajib Shaw**  
Director, India-Japan Laboratory,  
Keio University, Japan



**Professor Anjula Gurtoo**  
Chairperson, Centre for Society  
and Policy, IISc, India

Semester 2

## Semester Grade Card Details



ANAND-SCM19EC004

Course	Grades
PHT100 - ENGINEERING PHYSICS A	C+
EST100 - ENGINEERING MECHANICS	C+
EST130 - BASICS OF ELECTRICAL AND ELECTRONICS ENGINEERING	C+
PHL120 - ENGINEERING PHYSICS LAB	B+
ESL130 - ELECTRICAL AND ELECTRONICS WORKSHOP	A+
MAT102 - VECTOR CALCULUS, DIFFERENTIAL EQUATIONS AND TRANSFORMS	C+
HUN102 - PROFESSIONAL COMMUNICATION	P
EST102 - PROGRAMMING IN C	C

## Department of Electrical and Electronics Engineering

S.No	Mentor Name	Mentee Name	Semester and Section	Roll No	Issues	Counselling remarks	Actions Taken
1.	Ms. Deepa.S	Adithya Harish	S5 EEE	Roll no: 1 and admission number SEE//8589/19	Absenteeism in class. Percentage Of attendance for most of the subject was below 30%	Told him to attend class regularly and do the lab and submit records correctly.	Meeting with Class co-ordinator, Hod with the mentor helped him to understand the difficulties faced in studies
2.	Dr.Divyanath K	Anson K Simon	S7EEE	2	Activity Points	Coursera	completed
3.	Ms.Jayalakshmi S	Muhammed Sahil M.S	S7EEE	11	Activity Points	Coursera	completed
4.	Ms.Beena Puthillath	Sreelekshmi A	S2EEE	8	Activity Points	NPTEL	Completed
5.	Ms.LekshmiBabu	Pranav Ramakrishnan	S7EE	16. SEE/7874/17	Placement support	Mentoring session was on 02/07/2021 and advised to prepare well for placement interviews.	Placed in TCS and Wipro
6.	Mr Varun Jose	Gokul G Nadh	S7EEE	SCM17EE016	Failed in one S7 subject for University exam which he had written very well	He was dejected initially as he had got placement Advised him to give for revaluation .	He applied for revaluation and passed the subject. Completed degree without any arrears .



**MENTOR-MS.DEEPA.S**

**MENTEE-ADITHYA HARISH-S5 EE**

SCMS School of Engineering & Technology							
, Vidya Nagar, Palissery, Karukutty, Ernakulam - 683 576 Kerala,							
91-484-2882900							
sset@scmsgroup.org							
CONSOLIDATED REPORT ( 18-11-2021 - 15-02-2022 )							
Batch : EEE2019, Semester :S5							
Faculty(s) : LEKSHMI BABU				Created date: 15-02-2022			
TW : Total Working Days, HD : Half Day Absent, FD : Full Day Absent, TDP : Total Days Present							
Sl.No.	Roll No	Name	TW	HD	FD	TDP	TDP(%)
1	01	ADITYA HARISH	60	44	0	38	63.33
2	02	AJMAL C B	60	20	0	50	83.33
3	03	ALBERT GEORGE	60	22	0	49	81.67
4	04	AMAL PRADEEP	60	28	0	46	76.67
5	05	ARJUN ANIL KUMAR	60	35	0	42.5	70.83
6	06	DEVIKA KRISHNAN E K	60	13	0	53.5	89.17
7	07	MOHAMMED ADIL V A	60	23	0	48.5	80.83
8	08	SALMAN P Y	60	28	0	46	76.67
9	09	SOORYA SATHYAN	60	26	0	47	78.33
10	11	LEYON JOY	60	12	0	54	90.00
11	12	PAUL P ANTAPPAN	60	14	0	53	88.33

MENTOR-Dr.DIVYANATH K

MENTEE-ANSON K SIMON-S7 EE



THE UNIVERSITY  
of EDINBURGH

May 30, 2021

**Ansan K Simon**

has successfully completed

**Introduction to Philosophy**

an online non-credit course authorized by the University of Edinburgh and offered through Coursera

Dave Ward, Duncan Richardson, Eddie LeVelle, Matthew Chismar, Allan Taylor, Michela Mastini, Alexander Kieferstein  
Department of Philosophy  
University of Edinburgh

COURSE  
CERTIFICATE



Verify at [coursera.org/verify/SjVfM9K7K2BG](https://coursera.org/verify/SjVfM9K7K2BG)

Coursera has confirmed the identity of this individual and their participation in the course.



May 31, 2021

**Ansan K Simon**

has successfully completed

**Aruba Networking Basics**

an online non-credit course authorized by Aruba, a Hewlett Packard Enterprise company and offered through Coursera

Syreeta Bhojwani  
Operations Manager  
Aruba Education Services

**COURSE  
CERTIFICATE**



Verify at [coursera.org/verify/02803d051164](https://coursera.org/verify/02803d051164)  
Coursera has confirmed the identity of this individual and their participation in the course.



Jun 3, 2021

**Ansan K Simon**

has successfully completed

**Introduction to AWS Identity and Access Management**

an online non-credit course authorized by Amazon Web Services and offered through Coursera

Leigh Johnson, Senior Cloud Technologist  
Alexis Legros, Technical Curriculum Developer  
Michael Chen, Senior Developer Advocate

**COURSE  
CERTIFICATE**



Verify at [coursera.org/verify/60V79252PV2V](https://coursera.org/verify/60V79252PV2V)  
Coursera has confirmed the identity of this individual and their participation in the course.

MENTOR-**Ms.JAYALAKSHMI .S**

MENTEE-**MUHAMMED SAHIL M S-S7 EE**

 **University of Colorado**  
Boulder | Colorado Springs | Denver | Anschutz Medical Campus

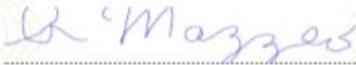
JUN 12, 2021

**MUHAMMED SAHIL MS**

has successfully completed

**Science of Exercise**

an online non-credit course authorized by University of Colorado Boulder and offered through Coursera



Robert Mazzeo, Ph.D.  
Professor, Department of Integrative Physiology  
University of Colorado at Boulder

**COURSE CERTIFICATE**



Verify at [coursera.org/verify/8757CMWKRNCG](https://coursera.org/verify/8757CMWKRNCG)

MENTOR-MS.BEENA PUTHILLATH

MENTEE-SREELEKSHMI A-S3 EE



Elite

# NPTEL Online Certification

(Funded by the Ministry of HRD, Govt. of India)



This certificate is awarded to

**SREELEKSHMI A**

for successfully completing the course

## Appreciating Carnatic Music

with a consolidated score of **64** %

Online Assignments	22.08/25	Proctored Exam	41.63/75
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Total number of candidates certified in this course: **71**

**Prof. Devendra Jalihal**  
Chairman  
Centre for Continuing Education, IITM

Aug-Oct 2021  
(8 week course)

**Prof. Andrew Thangaraj**  
NPTEL, Coordinator  
IIT Madras



Indian Institute of Technology Madras



**MENTOR-Ms.LEKSHMI BABU**

**MENTEE-PRANAV RAMAKRISHNAN-S7 EE**



**APPOINTMENT LETTER**

January 22, 2022

Dear Pranav Ramakrishnan,

Welcome to Wipro Limited (Company/Wipro) and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

**1. Appointment Details:**

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218154855/Trivandrum**  
**Date: 03/11/2021**

Mr. Pranav Ramakrishnan  
Kaithavalappil(H)Mr 16,  
St. Josephs Hospital,  
Edapally-683501,  
Kerala.  
Tel# 91-9539341429

Dear Pranav Ramakrishnan,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

**MENTOR-Mr VARUN JOSE**

**MENTEE-GOKUL G NATH-2021 PASS OUT**

<b>Name :</b> GOKUL G NADH
<b>Register Number :</b> SCM17EE016
<b>Semester :</b> S7
<b>Exam Month Year :</b> December 2020

<b>College :</b> SCMS SCHOOL OF ENGINEERING AND TECHNOLOGY
<b>Branch :</b> ELECTRICAL AND ELECTRONICS ENGINEERING
<b>Exam :</b> B.Tech S7 (R,S) Exam Dec 2020

<b>Course</b>	<b>Grade</b>	<b>Credits</b>
EE401-ELECTRONIC COMMUNICATION	F	



**APJ ABDUL KALAM TECHNOLOGICAL UNIVERSITY**

(A State Government University)

Thiruvananthapuram, Kerala, India - 695 016



*Upon the recommendation of  
the Board of Governors hereby confers  
the Degree of  
Bachelor of Technology (Honours)  
in  
Electrical and Electronics Engineering  
on  
GOKUL G NADH*

*having fulfilled the requirements as prescribed under the regulations  
at the examination held in  
June 2021*

*Given under the seal of the University, this day, the 15<sup>th</sup> of September 2021*

## Department of Mechanical Engineering

S.No	Mentor Name	Mentee Name	Semester and Section	Roll No	Issues	Counselling remarks	Actions Taken
1.	Mr Vishnu H	Jerin Jose	S7 ME1	SME/7523/17	He was interested in thermal engineering and want to study few additional courses regarding Thermal Engineering.	After discussion a Courseera course on thermal engineering was suggested to him.	Successfully Completed the course.
2.	Dr VidyaChandran	Ivan Davis	S7 ME1	SME/7828/17	He is interested in design engineering and want to gather more knowledge in design stream. 360	After a detailed discussion a course on courseera "Introduction to Mechanical Engineering Design and Manufacturing with Fusion" was recommended to him to study	Successfully Completed the course.
3.	Dr.Mahesh Rengaraj	Febin C Jose	S7 ME1	SME/8005/17	He is interested in design engineering and want to gather more knowledge in design stream.	After a detailed discussion a course on courseera "Introduction to Mechanical	Successfully Completed the course.

					360	Engineering Design and Manufacturing with Fusion” was recommended to him to study	
4.	Mr. Francis Thomas	Ashish George Biju	S7 ME1	SME/7526/17	He wanted to learn software Programming for getting placed in software companies.	After discussion with the student we have recommended a courseera course “Python Programming for everybody”	Successfully Completed the course
5.	Mr Ajith Kumar	Arun Krishnak	S7 ME1	SME/7821/17	He is interested in learning advanced topics in manufacturing engineering	We recommended him to study the NPTEL course “Manufacturing Automation”	Successfully Completed the course
6.	Mr Rakesh A	Aswanth R	S7 ME1	SME/8060/17	He is interested in doing projects based on AI	We advised him to do course on “Machine Learning for All”	Successfully Completed the course
7.	Mr. Manoj Kalathil	Dixon Paul	S7 ME1	SME/7531/17	He wanted to learn software Programming for getting placed in	After discussion with the student we have recommended a courseera	Successfully Completed the course

					software companies.	course “Python Programming for everybody”	
8.	Mr Sajith E	Akhil Saji	S7 ME1	SME/802 3/17	He wanted to study a certification course on CAD/CAM	We suggested him to study “Introduction to CAD, CAM, and Practical CNC Machining” in Courseera	Successfully Completed the course
9.	Mr Suraj R	Avinesh V	S7 ME1	SME/788 3/17	He wanted to learn software Programming for getting placed in software companies.	After discussion with the student we have recommended a courseera course “Python Programming for everybody”	Successfully Completed the course
10.	Dr.Mahesh Rengaraj	Anston Sejo	S7 ME1	SME/754 6/17	He wanted to learn software Programming for getting placed in software companies	We recommended him to study the course on Python Data Structures	Successfully Completed the course
11.	Mr Sajith E	Aravind S	S7 ME1	SME/755 5/17	He wanted to study some advanced topics in engineering mechanics	We recommended him to learn “Application of engineering mechanics”	Successfully Completed the course

						through Courseera	
--	--	--	--	--	--	----------------------	--



Aug 11, 2020

**JERIN JOSE**

has successfully completed

**Introduction to Thermodynamics: Transferring  
Energy from Here to There**

an online non-credit course authorized by University of Michigan and offered through  
Coursera

A handwritten signature in black ink that reads 'Margaret Woodhewer'.

Arthur F. Thurman Professor,  
Mechanical Engineering, Aerospace Engineering

COURSE  
CERTIFICATE



Verify at [coursera.org/verify/H5G6RY77Y6WZ](https://coursera.org/verify/H5G6RY77Y6WZ)

Coursera has confirmed the identity of this individual and their  
participation in the course.





Sep 28, 2020

**Ivans Davis**

has successfully completed

**Introduction to Mechanical Engineering Design  
and Manufacturing with Fusion 360**

an online non-credit course authorized by Autodesk and offered through Coursera

A handwritten signature in black ink, appearing to read 'Andrew Aragnocet'.

Andrew Aragnocet, President and Chief Executive Officer of Autodesk, Inc.

COURSE  
CERTIFICATE



Verify at [coursera.org/verify/HD7D2RHSUFTP](https://coursera.org/verify/HD7D2RHSUFTP)  
Coursera has confirmed the identity of this individual and their  
participation in the course.



11-Sep-2020

**Febin C Jose**

has successfully completed

**Introduction to Mechanical Engineering Design  
and Manufacturing with Fusion 360**

an online non-credit course authorized by Autodesk and offered through Coursera

A handwritten signature in black ink, appearing to read 'Andrew Aragnost'.

*Andrew Aragnost, President and Chief Executive Officer of Autodesk, Inc.*

COURSE  
CERTIFICATE



Verify at [coursera.org/verify/QNRCV659DF55](https://coursera.org/verify/QNRCV659DF55)  
Coursera has confirmed the identity of this individual and  
their participation in the course.



Sep 14, 2020

Ashish George Biju

has successfully completed

Programming for Everybody (Getting Started with Python)

an online non-credit course authorized by University of Michigan and offered through Coursera

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

Charles Severance  
Clinical Professor, School of Information  
University of Michigan

COURSE  
CERTIFICATE



Verify at [coursera.org/verify/BZVZHS7JYR9](https://coursera.org/verify/BZVZHS7JYR9)  
Coursera has confirmed the identity of this individual and their participation in the course.

This certificate is computer generated and can be verified by scanning the QR code given below. This will display the certificate from the NPTEL repository, <https://nptel.ac.in/noc/>



Roll No: NPTEL19ME78S11250219

To  
ARJUN KRISHNA K  
KRISHNA MANDHIRAM, VADUTHALA JETTY  
AROOR  
ALAPPUZHA  
KERALA  
688535  
PH. NO :7994807935



Score	Type of Certificate
>=90	Elite+Gold
75-89	Elite+Silver
>=60	Elite
40-59	Successfully Completed
<40	No Certificate

No. of credits recommended by NPTEL:1

An additional 1 credit may be awarded if the University deems it fit, based on the actual student effort involved.



Elite

## NPTEL Online Certification

(Funded by the Ministry of HRD, Govt. of India)



This certificate is awarded to  
**ARJUN KRISHNA K**  
for successfully completing the course  
**Manufacturing Automation**

with a consolidated score of **64** %

Online Assignments	19.00/25	Proctored Exam	45/75
--------------------	----------	----------------	-------

**Prof. Rajesh M. Hegde**  
Chairman, Centre for Continuing Education  
IIT Kanpur

Total number of candidates certified in this course: **890**

**Jul-Aug 2019**  
**(4 week course)**

**Prof. Satyaki Roy**  
NPTEL Coordinator  
IIT Kanpur



Indian Institute of Technology Kanpur



Roll No: NPTEL19ME78S11250219

To validate and check scores: <https://nptel.ac.in/noc/>



**UNIVERSITY  
OF LONDON**

Sep 15, 2020

**Aswanth R**

has successfully completed

**Machine Learning for All**

an online non-credit course authorized by University of London and offered through  
Coursera

Dr. Marco Gillies  
Computing Department,  
Goldsmiths, University of London

**COURSE  
CERTIFICATE**



Verify at [coursera.org/verify/VQCWDBY75TQ5](https://coursera.org/verify/VQCWDBY75TQ5)  
Coursera has confirmed the identity of this individual and  
their participation in the course.



08/16/2020

**DIXON PAUL**

has successfully completed

**Programming for Everybody (Getting Started with Python)**

an online non-credit course authorized by University of Michigan and offered through Coursera

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

Charles Severance  
Clinical Professor, School of Information  
University of Michigan

**COURSE  
CERTIFICATE**



Verify at [coursera.org/verify/CYJYVY7FWVP3](https://coursera.org/verify/CYJYVY7FWVP3)  
Coursera has confirmed the identity of this individual and  
their participation in the course.



Sep 27, 2020

**Akhil Saji**

has successfully completed

**Introduction to CAD, CAM, and Practical CNC Machining**

an online non-credit course authorized by Autodesk and offered through Coursera

A handwritten signature in black ink, appearing to read 'Andrew Anagnost'.

Andrew Anagnost, President and Chief Executive Officer of Autodesk, Inc.

COURSE  
CERTIFICATE



Verify at [coursera.org/verify/FTDHJ5R5GK4](https://coursera.org/verify/FTDHJ5R5GK4)

Coursera has confirmed the identity of this individual and their participation in the course.



08/16/2020

**Avinesh V**

has successfully completed

**Programming for Everybody (Getting Started with Python)**

an online non-credit course authorized by University of Michigan and offered through Coursera

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

Charles Severance  
Clinical Professor, School of Information  
University of Michigan

**COURSE  
CERTIFICATE**



Verify at [coursera.org/verify/PUHR24MDPHVV](https://coursera.org/verify/PUHR24MDPHVV)  
Coursera has confirmed the identity of this individual and their participation in the course.





08/17/2020

**ANSTON SEJO**

has successfully completed

**Python Data Structures**

an online non-credit course authorized by University of Michigan and offered through Coursera

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

Charles Severance  
Clinical Professor, School of Information  
University of Michigan

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08/08/2020

**Aravind S**

has successfully completed

**Applications in Engineering Mechanics**

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Wayne E. Whiteman, Ph.D., P.E. | Dr. Nelson Baker  
Senior Academic Professional | Dean of Professional Education  
Woodruff School of Mechanical Engineering  
Georgia Institute of Technology

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