



Industry Institute Planning Cell

Industry Funded Labs

S.No	Department	Industry	Fund Amount (Rs.)	Lab Setup
1	Mechanical, ECE & EEE	Bosch Ltd-Joint Certification Centre	16 Lakhs (Jointly)	Automotive & Electrical
2	ECE, EEE & Mechanical	AICRA	10 Lakhs	Embedded Robotics
3	Mechanical	AIEMA	Administrative support	Technical Co-operation and Consultancy in the areas of Design and Manufacturing by pooling the resources available at Dr.MGR Educational and Research Institute as well as the member industries of AIEMA in Ambattur
4	All Engineering Department	Software Interns.Com (Unit of IGL)	7.8 Lakhs	3 Phases Basic Programming Skills using Project Based Learning (PBL) Real-Life Projects using Latest Technologies such as IoT/Edge Computing Internship Selection and Start Projects
5	BBA	Bosch CSR	4.36 Lakhs	Professional Skill Development centre
6	Architecture, Civil, Mechanical, Electrical	Swifterz Academy	1,14,00000	Software Application from ACCA & AutoDesk



INDIA NON JUDICIAL

Government of National Capital Territory of Delhi

e-Stamp

Certificate No.	IN-DL48661680917468U
Certificate Issued Date	20-Jun-2022 11:00 AM
Account Reference	IMPACC (IV) di905203 DELHI DL-DLH
Unique Doc. Reference	SUBIN-DL90520381332926308968U
Purchased by	COUNCIL FOR ROBOTICS AND AUTOMATION
Description of Document	Article Others
Property Description	Not Applicable
Consideration Price (Rs.)	0 (Zero)
First Party	COUNCIL FOR ROBOTICS AND AUTOMATION
Second Party	DR M G R EDUCATIONAL AND RESEARCH INSTITUTE
Stamp Duty Paid By	COUNCIL FOR ROBOTICS AND AUTOMATION
Stamp Duty Amount(Rs.)	100 (One Hundred only)



Please verify the stamp on the document

AGREEMENT FOR CENTER OF EXCELLENCE

This agreement is made as of the 23rd day of June in the year 2022 at Chennai, Tamil Nadu

By and between

Council for Robotics & Automation (AICRA), a section 8 not for profit company registered under company's act 1956, India, (Hereinafter referred to as 'AICRA' which expression shall, unless repugnant to the context or meaning thereof and include its successors and permitted assigns) of the One Part;

Signature of AICRA

This document is a non-judicial stamp duty certificate. It should be verified as to whether the stamp duty is paid on the document. If not, the document is not valid. The stamp duty is paid on the document. The stamp duty is paid on the document. The stamp duty is paid on the document.

The stamp duty is paid on the document. The stamp duty is paid on the document. The stamp duty is paid on the document.

The stamp duty is paid on the document. The stamp duty is paid on the document. The stamp duty is paid on the document.

- viii. Changes in terms and conditions of the agreement: MGR University agrees and understands that AICRA shall be entitled to make at any time and from time-to-time changes in the terms and

conditions of this Agreement with mutual discussion with MGR University, becomes necessary due to any change in business requirements / emergencies, provisions of law, rules or regulations.

- ix. CoE Stock: MGR University agrees to keep entire CoE stock in safe custody (applicable in case of Zero Inception Cost Lab). Post completion of agreement duration, institute will hand over the stock to AICRA or payment in lieu of that.
- x. Duration of Agreement: This is an exclusive agreement to setup CoE Lab at institute. MGR University agrees to not to have similar kind of agreement with any other company during mentioned period.

COMMERCIAL:

In consideration for the setup of CoE, Institute shall pay to AICRA the payments as follows. Such payment will be made on or before signing of this agreement.

CoE Inception Cost (To be borne by AICRA)	: INR 10,00,000/- appx.
200 Members Registration Fee (INR 2500 per member)	: INR 500,000/- (Waived off by AICRA)
Member Training Fee (per member)	: INR 6000 /- (Per Semester)
Certification Fee (per member)	: INR 600 /- Per level (Optional for members)

*18% GST as applicable

IN WITNESS WHEREOF,

AICRA and the Institute cause this agreement to be executed by their duly authorized representatives identified below:

For,
AICRA

Signature & Stamp: _____

Name: Mr. RAJKUMAR SHARMA

Designation: President

For
MGR University

Signature & Stamp: _____

Name:

Designation:





தமிழ்நாடு தமில்நாடு TAMILNADU

11 FEB 2022

AIEMA

CP 211991
S.R. PANDITHAN
STAMP VENDOR
L. No. 104/37/97
No. 4/434, Mugalair West,
Chennai - 600 037.

MEMORANDUM OF UNDERSTANDING

This **MEMORANDUM OF UNDERSTANDING** executed at Chennai on this **11th day of February, 2022.**

BETWEEN

AIEMA (AMBATTUR INDUSTRIAL ESTATE MANUFACTURERS' ASSOCIATION) (hereinafter referred to as AIEMA), having its office at AIEMA Road, Ambattur Industrial Estate, Chennai 600 058, Tamilnadu, India represented by its President **Mr. A.N. Gireeshan**, hereinafter called the **PARTY OF THE FIRST PART,**

AND

DR. M.G.R. EDUCATIONAL AND RESEARCH INSTITUTE, Deemed to be University, U/S 3 of UGC Act 1956 at Periyar E.V.R. High road, Maduravoyal, Chennai - 95, Tamilnadu (hereinafter referred to as Dr. MGR University

1

C. S. Balasubramanian
REGISTRAR
Dr. M.G.R.
EDUCATIONAL AND RESEARCH INSTITUTE
(Deemed to be University)
Periyar E.V.R. High Road,
Maduravoyal, Chennai 600 095

For AIEMA
President

parties shall be honoured and continued by both parties until such commitments are completed.

7. AIEMA's role and requirements in the current M.O.U.:

AIEMA on its part will strive / facilitate to provide:

a. Guest lecturers in different areas of specialization from the Member-units at Ambattur and would also invite Dr. MGR Educational & Research Institute faculty for delivering lectures at seminars organized by AIEMA.

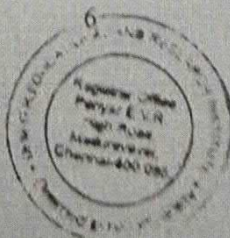
b. Technical Co-operation and Consultancy in the areas of Design and Manufacturing by pooling the resources available at Dr. MGR Educational & Research Institute as well as the member Industries of AIEMA in Ambattur with or without additional support from reputed institutions like IIT etc., for the benefit of the unit-holders in Ambattur as well as the under-graduate and post-graduate students in different fields of Engineering at DR. MGR Educational & Research Institute.

c. AIEMA members could avail the facilities of the Dr. MGR Educational & Research Institute's Sri Lalithambigai Medical College & Hospital & A.C.S Medical College & Hospital located at Adayalampattu & Velappanchavadi Campus at a discounted rate of 20% on the rack rates for inpatient admissions with outpatient and pharmacy services excluded.

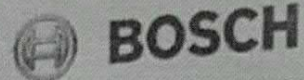
A.C.S. Medical College & Hospital will conduct medical camps, Vaccination camps etc at AIEMA, on a periodical basis based on requests from AIEMA.

8. AIEMA will extend full support and co-operation in formulating course curriculum and syllabus for the various UG and PG academic programmes.

C.D. Selanivelu
REGISTRAR
Dr. M.G.R.
EDUCATIONAL AND RESEARCH INSTITUTE
(Deemed to be University)
Pettigar, E.V.R. High Road,
Maduravoyal, Chennai - 600 095



For AIEMA
[Signature]
President



Dr.C.Balakrishna
Head-Industry Institute Planning Cell
Dr. MGR Educational and Research Institute
(Deemed to be University)
Periyar E.V.R High Road, Maduravoyal
Chennai -600 095

Bosch Limited
Post Box. No. 3000
Hosur Road, Adugodi
Bangalore - 560 030
India
www.boschindia.com
CIN : LB5110KA1951PLC000761

Tel : 080 67522131

Fax :

Date 16-12-2019

Your ref/date

Our ref

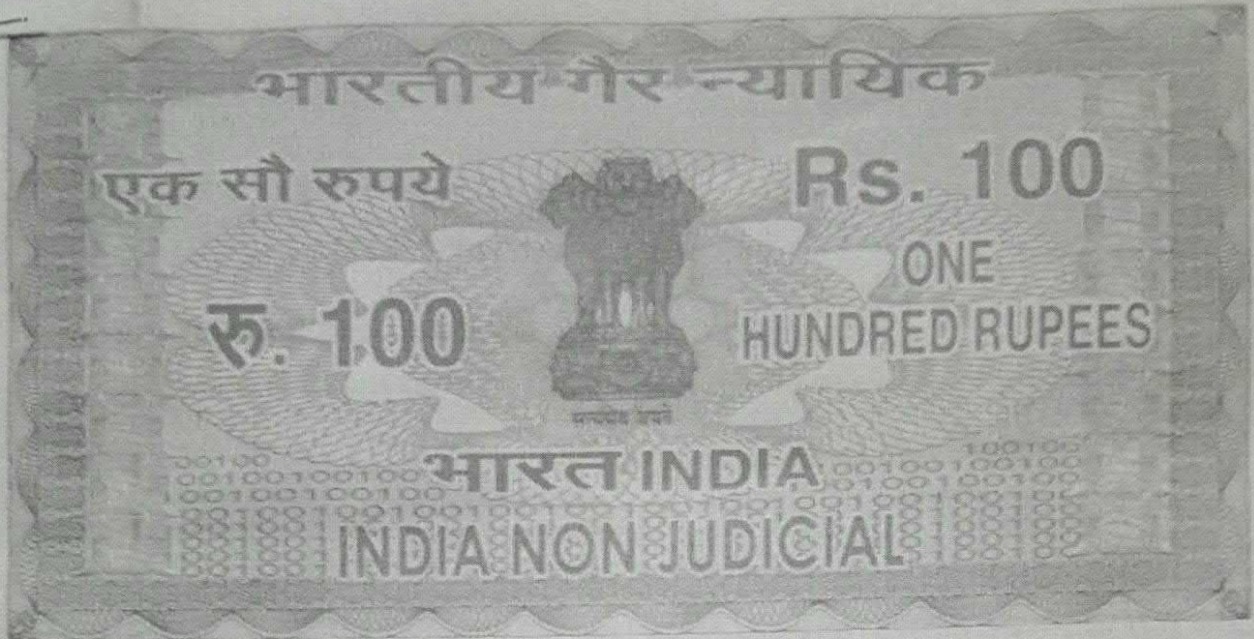
Sub: Confirmation of BRIDGE Model centre upgradation budget.

Based on your e-mail request and subsequent telephonic discussions, we confirm to you that, the total amount spent by Bosch for upgrading one Model centre at your campus is Rs. 4.34 Lakhs. (Rupees Four Lakh Thirty Four Thousand only).

This information is confidential and sent only for your internal purposes and not to disclose with others.

Regards,

(Dr. O.P. GOEL)
Head - Bosch India Foundation,
CSR & Skill Development



4/06/2022 தமிழ்நாடு தமிழ்நாடு TAMILNADU
Swifterz Creative Services T. KAVITHA - CR 148673
LLP - Cbe - 15 STAMP VENDOR
1/29-A, SAKTHIESWARNAGAR,
VELLALORE, COIMBATORE,
TAMILNADU
REF. No : 7323/B1/2008/4

Memorandum of Understanding

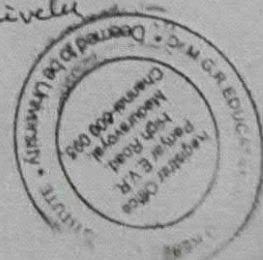
For becoming an Academic Partner with Swifterz

This agreement is made on 23 Jun 2022 Thursday between "SWIFTERZ ACADEMY" a part of SWIFTERZ PLATFORM owned by SWIFTERZ CREATIVE SERVICES (LLP) Head quartered at Coimbatore, Tamil Nadu and having its regional office in Bangalore, Karnataka (Here in after referred to as the second Party) and M/s. Dr. M.G.R.Educational & Research Institute, Maduravoyal, Chennai-95 (Here in after referred to as the first Party).

Now this agreement witness as follows:

01. That the first party is an UGC approved engineering college with to conduct the technical programs, FDP's, Workshops, Webinars, Industry connects either at First Party campus or Online.
02. That the Second Party is a AEC PLATFORM exclusively created for the AEC Domain to improvise the Industry Standards and function as Virtual Training & Placement Cell for Academia.

C.B. Subramanian



Annexure 1 - Investment

Party 1:

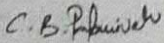
INFRASTRUCTURE		
Sl.No	Description	Qty
1	Computers: Minimum Configuration of i5 Processor, 5th generation & above, 8 GB RAM, 4 GB Graphics Card, 500 GB SSD HDD with Monitor and other peripherals.	30 Nos.
2	Standalone Network Setup for the 30 computers.	General Standards
3	Internet Facility	With Good Bandwidth

Party 2:

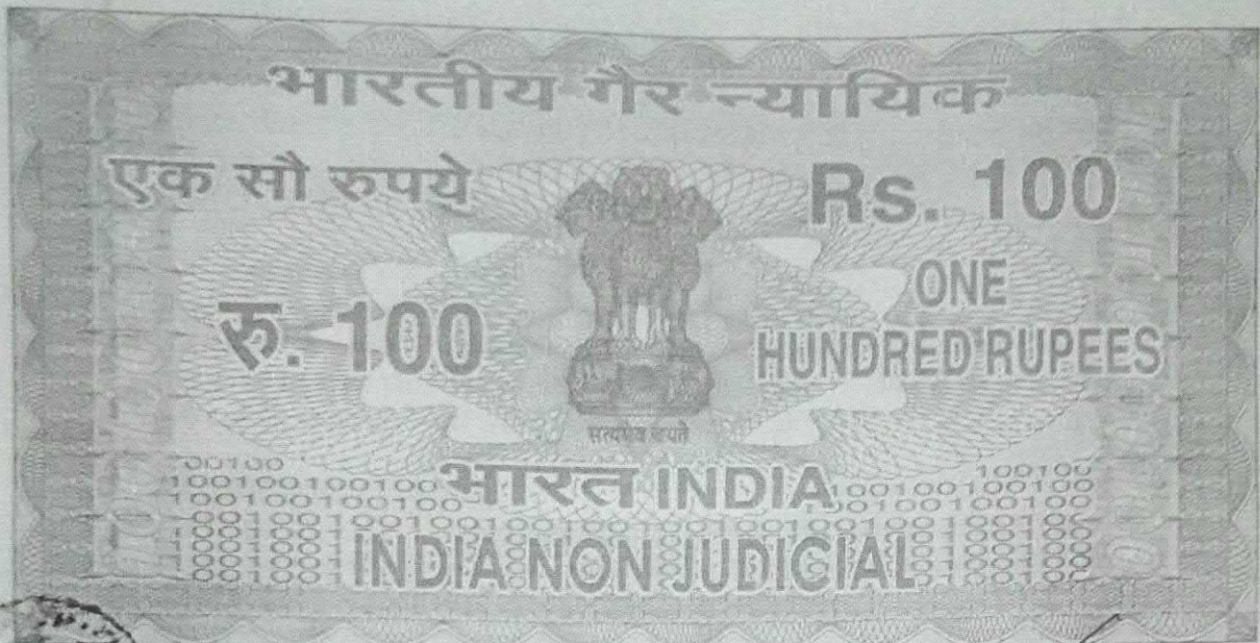
Technology Implementation:

Modeling & Designing Softwares being used in AEC Industry.

TECHNOLOGY IMPLEMENTATION			
Sl.No	Description	Qty	Worth
1	Architectural Application from AutoDesk	25 Licenses	Rs. 20,00,000
2	Architectural Application from ACCA	15 Licenses	Rs. 15,00,000
3	Training & Implementation for Faculties	10 Faculties	Rs. 3,00,000
4	Structural Application from AutoDesk	25 Licenses	Rs. 20,00,000
5	Structural Application from ACCA	15 Licenses	Rs. 15,00,000
6	Training & Implementation for Faculties	10 Faculties	Rs. 3,00,000
7	Mechanical Application from AutoDesk	25 Licenses	Rs. 20,00,000
8	Mechanical Application from ACCA	15 Licenses	Rs. 15,00,000
9	Training & Implementation for Faculties	10 Faculties	Rs. 3,00,000
10	Electrical Application from AutoDesk	25 Licenses	Rs. 20,00,000
11	Electrical Application from ACCA	15 Licenses	Rs. 15,00,000
12	Training & Implementation for Faculties	10 Faculties	Rs. 3,00,000
Total			Rs. 1,14,00,000


REGISTRAR
Dr. M.G.R.
EDUCATIONAL AND RESEARCH INSTITUTE
(Deemed to be University)
 Periyar E.V.R. High Road,
 Madhavayal, Chennai - 600 095





தமிழ்நாடு தமிழ்நாடு TAMILNADU

03 JAN 2022

CL 747378

N. JYOTHISELVAM
STAMP VENDOR
L.No. CH(S) 2008.
Parameshwaran Nagar,
Sholinganallur, Chennai-119.

MEMORANDUM OF UNDERSTANDING

MEMORANDUM OF UNDERSTANDING between M/S Instagana Live (IGL) Private Limited, a company registered under section 7 of the Companies Act, 2013, having registered office at old No. 3/391, New No. 3/764, Moutbatten Street, Thuraipakkam, Chennai, Tamilnadu 600097 represented by Dr. Krishnakumar Narayanan, Executive Director, (which expression shall where the context so admits include its successors in office and assigns)

And

Dr. M.G.R. Educational and Research Institute, (Deemed to be University), Periyar E.V.R. High Road, Maduravoyal, Chennai-600095, represented by its Registrar, Prof. Dr. C.B.Palanivelu hereinafter referred to as Dr. MGRERI, University

The Prime Objective of MOU is to make the students more employable under Campus to Company (C2C) Program Valid for one year up to one year by way of providing Inplant Training, Academic Projects and job oriented skill development courses to be conducted by IGL Pvt Ltd online or at Dr. MGRERI facilities in Chennai.

(Signature)
KRISHNAN

(Signature)
C.B. Palanivelu

REGISTRAR
Dr. M.G.R.

EDUCATIONAL AND RESEARCH INSTITUTE
(Deemed to be University)
Periyar E.V.R. High Road,
Maduravoyal, Chennai 600095

For InstaGana Live Pvt. Ltd.

Managing Director



InstaGana Live Private Limited

✉ info@instaganalive.com ☎ 9361129106 🌐 www.iglhandson.com

The following tables depict the roles and responsibilities and investment made by IGL and Company at the "Technology Excellence Centre" (TEC) formed at Dr. M.G.R. Educational and Research Institute, (Deemed to be University), Periyar E.V.R. High Road, Maduravoyal, Chennai-600095

Roles and Responsibilities at Technology Excellence Centre (TEC)		
College	Company (Ecrio)	IGL
Provide space and equipment such as computers, Wi-Fi, Furniture, Electricity for lab; Also offer a firewall between equipment dedicated for multiple companies.	Provide technical domain expertise	Coordinate the TEC activities among college and company
Assign faculty for lab activities	Optionally provide hardware and software needed for lab	Assign resources to conduct technical training
Assign faculty for training and project work	Assign resources to support the lab activities needed	Assign resources to manage internship projects
Promote the benefits of TEC among college students and faculty		Assign resources to conduct soft skills training
Offer support during web-based meetings, webinars, and Faculty Development Program (FDP)		Provide technical, and project guidance for college and company

Investment from IGL and Company at Technology Excellence Centre (TEC) for 2022				
Category	Company (Ecrio USA and Ecrio India)		IGL India	
	Cost (Rs)	Details	Cost (Rs)	Details
Human Resources	300000	2 Senior Engineers, 1 CTO spending part time supporting TEC (0.5 Staff Year of work estimated)	240000	2 Senior Business Consultants, 1 MD spending part time supporting TEC for project management, logistics and coordination
Equipment	200000	4 Edgecore Gateways (Rs.30,000 each) and 4 sets of ST-Micro IoT Boards/Gateways (Rs.20,000 each set); 1 Edgecore Gateway and 1 ST-Micro IoT set is already delivered;	0	N/A
Travel	15000	Engineers visit college for workshops, meetings, and discussions	25000	Managers visit college for workshops, meetings, and discussions
SUB TOTAL	515000		265000	
TOTAL	780000			

Krishnakumar Narayanan

Dr. Krishnakumar Narayanan, Ph.D
Managing Director, InstaGana Live Private Limited, India
Chennai, Dated: 10th January 2022



InstaGana Live Private Limited, 3/764 Mount Batten Street, Thuraippakkam, Chennai 600097



தமிழ்நாடு தமிலநாடு TAMILNADU

CM 560893

T. ILANGO
STAMP VENDOR
L. No 38/TRP/2000/09
POLLACHI, TAMILNADU

IBM India (P) Ltd.
Bengaluru.

"This page has been intentionally left blank by the parties & forms an integral part of the agreement" Career Education MoU Amendment 1

e-Signed by Dr. Palanivelu C.B
on 2021-12-06 16:17:21 IST

Dr.M.G.R Educational and Research Institute(Deemed to be Univ)

e-Signed by Jagadish K G
on 2021-12-03 11:38:52 IST

IBM India Pvt Ltd.

Amendment No. 1 to MoU

This Amendment No. 1 to Memorandum of Understanding (hereinafter referred to as the "Amendment") made on this day 03-12-2021 entered into by and between

IBM India Pvt. Ltd a company incorporated under the Companies Act, 1956 having its registered office at Subramanya Arcade, 12 Bannerghatta Road, Bangalore 560029 hereinafter referred to as "IBM"; and

Dr.M.G.R Educational and Research Institute(Deemed to be University) having its registered office at Maduravoyal, Chennai, Tamil Nadu 600095. hereinafter unless the context otherwise requires be referred to as "**Dr.M.G.R**".

WHEREAS the Parties have signed the Memorandum of Understanding for Career Education Program on 02nd March 2021 (hereinafter referred to as the "**MoU**")

NOW, in consideration of the mutual covenants and promises contained hereinafter for other good and valuable consideration, the sufficiency whereof is hereby acknowledged, the Parties agree to amend the MoU as follows:

1. This Amendment hereby adds Annexure 1 to the MoU as is attached as Attachment 1 to this Amendment.
2. Except as specifically amended hereby, the MoU and all terms contained therein, remain in full force and effect. This Amendment is incorporated into and deemed to be part of the MoU.

The Parties agree that this Amendment and the MoU are the complete understanding between the Parties, superseding all prior oral or written communications between the Parties relating to this subject. The execution, delivery and performance of this Amendment has been duly authorized by all requisite corporate action of the Parties and upon execution hereof, will constitute a legally binding obligation.

This Amendment is effective as of 06-12-2021.

IN WITNESS WHEREOF, the parties hereto have executed this Amendment on the date, month and year, hereinabove written.

For **Dr.M.G.R Educational and Research Institute**
(Deemed to be University)

Dr. Palanivelu C.B

Name:

Registrar

Designation:

Signature:

e-Signed by Dr. Palanivelu C.B
on 2021-12-06 16:18:51 IST

For **IBM India Pvt. Ltd.**

Jagadish K G

Name:

Business Program

Designation: **Manager**

Signature

e-Signed by Jagadish K G
on 2021-12-03 11:43:20 IST

Annexure- 1

Attachment 1 – Program Structure

Foreseen benefits of the collaboration for Dr.M.G.R Educational and Research Institute

1. Opportunity to emerge as one of the competent entities in the academic circles in various areas of Information technology.
2. Opportunity to be recognized by the Industry and academic circles as one of the preferred location/institutions for acquiring training and skills in latest technology and software.
3. Opportunity to students and faculty members to increase their knowledge and acquire skills on best-in-class IBM Software.
4. Opportunity to design innovative curriculum and on various industry specialization using relevant IBM Software.
5. Opportunity to learn from the practitioners in the industry from IBM or business partners.
6. Opportunity for students and faculty members to avail professional and global certification on IBM Software.
7. Opportunity to receive Courseware from IBM designed by professionals in IBM Software Labs
8. Opportunity to conduct various seminar and workshops with IBM in the institution.
9. Opportunity to co-market with IBM to promote Programs.
10. Propagation of IBM Software and technology knowledge & skill to various students and faculty members

IBM and Dr.M.G.R Educational and Research Institute acknowledge the need for IBM Software skills, in the IT education and training sector. The objective is to have a number of graduating professionals skilled on IBM Software. Both IBM and Dr.M.G.R Educational and Research Institute are keen to cooperate in a way that shall benefit DR.M.G.R students pursuing a career in the industry.

Dr.M.G.R Educational and Research Institute shall rollout **Under-Graduate / Certificate / value added programs** with specialization aligned with relevant IBM Software delivering all or any of such programs to enrolled students and faculty members. IBM shall provide reasonable support as set-forth below to have DR.M.G.R commence and conduct this initiative. Such support may include assistance in the form of providing free IBM software products, identified courseware and academic support through Subject Matter Experts thru the IBM Business Partner. The provision of software, IBM materials and services shall be under a relevant IBM agreement executed by the parties. Such agreement shall govern the use of software, IBM materials by Dr.M.G.R Educational and Research Institute

Following are the Proposed activities,

- a) IBM
 - Participate in Curriculum Design for Co-Branded Programs & BoS
 - Provide the participation certificates for all the students who have successfully completed the course.
- b) IBM Business Partner
 - To provide IBM Career Education courses for the students as required and agreed in the Work order.
 - Provide orientation workshops for the faculty nominated by DR.M.G.R for the program.
 - Deploy SMEs for covering/deliver Courses (including practical/Lab hours) agreed as per the curriculum, for students as mutually agreed as per the curriculum.

e-Signed by Dr. Palanivelu C.B
on 2021-12-06 16:18:55 IST

e-Signed by Jagadish K G
on 2021-12-03 11:43:22 IST

- c) Dr.M.G.R Educational and Research Institute
- To help IBM to co-develop the curriculum of the program as required
 - Promote the program through various channels, develop collateral and market
 - Conduct the admissions, deliver Courses agreed as per the curriculum, conduct evaluations/assessments and issue IBM certificate accordingly
 - Provide detailed session plan
 - Share the student data with IBM Business Partner who apply and enroll to the program as per prescribed format from IBM
 - Nominate faculty members for the orientation program
 - Provide the required infrastructure and other support for running the courses as per IBM's specification to IBM designated Business Partner resources
 - Confirm and process the payments to IBM Business Partner in advance on agreed schedule.

Course Details:

1. For 2020 Admissions Batch Balance Semesters.

Student Development program – B.Tech Computer Science Engineering in AI & DS

Semester#	Program / Course Name	No. of Hours
3	Cloud Application Developer	40
4	Predictive Modelling	40
5	Big Data Engineer	40
6	Machine Learning using Watson Studio	40
7	Artificial Intelligence Analyst	40

2. For 2021 Admissions Batch

a) Student Development program – B.Tech Computer Science Engineering in AI & DS

Semester#	Program / Course Name	No. of Hours
1	Digital Skills (Python Programming)	40
2	Java Programming	40
3	Cloud Application Developer	40
4	Predictive Modelling	40
5	Big Data Engineer	40
6	Machine Learning using Watson Studio	40
7	Artificial Intelligence Analyst	40

e-Signed by Dr. Palanivelu C.B
on 2021-12-06 16:18:57 IST

e-Signed by Jagadish K G
on 2021-12-03 11:43:24 IST



महाराष्ट्र MAHARASHTRA

© 2020 ©

AZ 380035

प्रधान मुद्रांक कार्यालय, मुंबई
प.मु.दि.क्र. ८०००००९
- 8 DEC 2020
सदस्य अधिकारी

श्री. दि. क. गवई

AGREEMENT

THIS AGREEMENT (the "Agreement") is made at Mumbai on this 14th day of December 2020 ("Execution Date") and shall be effective from 1st July 2020 ("Effective Date"), by and between:

Bennett, Coleman & Co. Ltd. (Times Professional Learning Division), a company registered under the Companies Act, 1956, (CIN U80301DL2007PLC165200) having its corporate office at Gr. floor, Vakratunda Corporate Park, Vishweshwar Nagar, CTS No 256, Goregaon (East), Mumbai 400 063 (hereinafter referred to as "BCCL" or "Company"), which expression shall, unless repugnant to the meaning or context thereof, be deemed to include its holding, subsidiary, group companies and affiliates and assigns of the First Part;

AND

DR. M.G.R. EDUCATIONAL AND RESEARCH INSTITUTE, a private university formed under Section 3 of the UGC Act, registered under Dr. M.G.R. Educational and Research Institute trust having PAN No. AADTM8372L with its registered office at Periyar EVR High Road, Maduravoyal, Chennai-95 and campus situated at Periyar E.V.R. High Road, Vishwas Nagar, Maduravoyal, Chennai, Tamil Nadu 600095 (hereinafter referred to as the "Institute(s)" or "Campus", which expression shall, unless repugnant to the meaning or context thereof, be deemed to include its permitted assigns and administrators) of the OTHER PART.

Confidential

Bennett, Coleman & Company Ltd

C. B. Babuvelu Page 1



ANNEXURE 1

DETAILS OF BUSINESS UNDERSTANDING (PROGRAM MODEL).

Program Names: MBA / PGDM with certification in PGDB in BFSI + by BCCL and B. Com / BBA with certification in PGDBM +
 Program Objective: Training graduates and Post graduate learners for banking industry.
 Program Duration: 400 Hours for B. Com / BBA and 100 Hours for MBA / PGDM

PGDBM+forBBA&B.Comstudent		PGDB + for MBA / PGDM students	
Course	No of Hours	Course	No of Hours
A. Domain Knowledge includes Finacle and ET Finpro	200 Hours	A. Domain Knowledge includes ET Finpro	82 Hours
B. Sales and Distribution in BFSI	40 Hours	B. Customer service skills	04 Hours
C. Personality grooming and effectiveness	100 Hours	C. Sales and Relationship Management	10 Hours
D. NISM Preparation	30 Hours	D. Interview preparedness	04 Hours
E. Immersion program and industry insight	30 Hours		
Total Program Duration	400 Hours	Total Program Duration	100 Hours

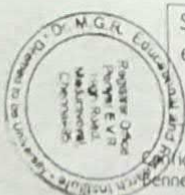
PROGRAM DELIVERY FROM BCCL:

TAP test and interview to be conducted during semester one before the commencement of the delivery of BCCL program in semester one. The students who qualify the screening test would only be able to participate in BCCL delivered programs.

PGDBM + for BBA / B. Com Students – 400 Hours		PGDB in BFSI for MBA / PGDM students – 100 Hours	
Semester I to IV	60 Hours delivery per semester	Semester I & II	20 Hours delivery per Semester
Semester V & VI	80 Hours per Semester delivery	Semester III & IV	30 Hours delivery per Semester

DELIVERY MODEL:

Semester	PGDBM (For BBA / B. Com)	No of Hours	Semester	PGDB in BFSI (For MBA)	No of Hours



Confidential
 Bennett, Coleman & Company Ltd

CD Sharma Page 11

[Handwritten signature]

I to IV	BCCL faculty will deliver the program through ILT / Online mode.	60 Hours delivery per semester	I & II	BCCL faculty will deliver the program through ILT / Online mode	20 Hours delivery per semester
V & VI		80 Hours delivery per semester	III & IV		30 Hours delivery per semester

ELIGIBILITY CRITERIA FOR STUDENTS SELECTION FOR THE CERTIFICATION PROGRAM BY TIMESPRO

- Minimum of 50% in graduation (any stream)
- Minimum of 45% in class X and XII

**Content Delivery Plan for MGR University
PGDBM+ for BBA and B.Com Students**

A. Domain Knowledge includes Finacle and ET Finpro (200 Hours)

1. Principles and Practices of Banking
2. Retail Banking
3. Financial planning & Wealth Management
4. Technology in Banking Management
5. Insurance Management
6. Core Banking Solution – Finacle
7. ET Finpro Modules

B. Sales & Distribution of Financial Management (40 Hours)

- a. Sales and Distribution in BFSI
- b. Customer Relationship Management

C. Personality Grooming and Effectiveness (100 Hours)

- A. Communication
- B. Personality Grooming, Effectiveness and Soft Skills
- C. Interview Preparation and Public Speaking

D. NISM Preparation (30 Hours)

1. NISM V-A Mutual Fund Distributor
2. NISM VII Securities Operations & Risk Management
3. NISM VIII Equity Derivatives

E. Immersion program and Industry Insight (30 Hours)

Confidential
Bennett, Coleman & Company Ltd

C.S. Selvaraj

Page 12



1. Program – Banking Needs Assessment Survey (BNAS)
2. Immersion Program: Branch Banking
3. Immersion Program: Rural Management

Semester	Subject	Subject Title	L	T	P	C	Hours
A. Domain Knowledge includes Finance and ET Finpro (200 Hours)							
I	1	Principles and Practices of Banking	4	0	0	4	40
II	2	Retail Banking	2	0	0	2	30
III	3	Financial planning & Wealth Management	2	0	0	2	30
IV	4	Technology in Banking Management	0	0	1	1	20
VI	5	Insurance Management	2	0	0	2	20
IV	6	Core Banking Solution – Finance	1	0	1	2	30
V	7	ET Finpro Modules	1	1	0	2	30
Credit Sub Total						15	200
B. Sales & Distribution of Financial Management (40 Hours)							
III	a.	Sales and Distribution in BFSI	4	0	0	4	20
III	b.	Customer Relationship Management					20
Credit Sub Total						4	40
C. Personality Grooming and Effectiveness (100 Hours)							
V	A	Communication	No credit				30
V	B	Personality Grooming, Effectiveness and Soft Skills	No credit				40
V	C	Interview Preparation and Public Speaking	No credit				30
Credit Sub Total						8	100
D. NISM Preparation (30 Hours)							
III	1	NISM V-A Mutual Fund Distributor *	No credit				10
IV	2	NISM VII Securities Operations & Risk Management*	No credit				10
V	3	NISM VIII Equity Derivatives*	No credit				10
						Hours	30
E. Immersion program and Industry Insight (30 Hours)							
III	1	Program – Banking Needs Assessment Survey (BNAS) *	No credit				10
IV	2	Immersion Program: Branch Banking *	No credit				10
V	3	Immersion Program: Rural Management*	No credit				10
Total Number of Hours delivery						Hours	30
							400
*Specimen BFSI sector related input from TimesPro							

* Specific BFSI sector related input from TimesPro



Confidential
Bennett, Coleman & Company Ltd

**Content Delivery Plan for MGR University
PGDB+ for MBA/PGDM Students**

F. Domain Knowledge includes Finacle and ET Finpro (82 Hours)

1. Banking Management
2. Financial Planning & Wealth Management
3. Core Banking Solution – Finacle
4. ET Finpro Modules

G. Customer Service Skills (4 Hours)

H. Sales and Relationship Management (10 Hours)

1. Sales Management for Financial Product
2. Customer Relationship Management

I. Interview Preparedness (4 Hours)

Semester	Subject	Subject Title	L	T	P	C	Hours	
A. Domain Knowledge includes Finacle and ET Finpro (82 Hours)								
III	1	Banking Management	2	0	0	2	30	
III	2	Financial Planning & Wealth Management	2	0	0	2	30	
	3	Core Banking Solution – Finacle	No credit				12	
	4	ET Finpro Modules	No credit				10	
		Credit Sub Total					4	82
B. Customer Service Skills (4 Hours)			No credit				4	
C. Sales and Relationship Management (10 Hours)								
	5	Sales Management for Financial Product	No credit				5	
	6	Customer Relationship Management	No credit				5	
D. Interview Preparedness (4 Hours)			No credit				4	
			Total Hours				100	

C. D. Selvaraj





कमिन्का 6 तमिलनाडु TAMILNADU

5/4
14/04/2022

CONFEDERATION OF INDIAN INDUSTRY

CP 353978
A. DEVAMANOHARI
STAMP VENDOR
Plot No. 533, Sivaraman Street,
Ram Nagar North Extn.,
Madipakke, Chennai-600 091.
L.No.25/CH(S)2010 Date: 22-03-2011

MEMORANDUM of AGREEMENT

Between

CONFEDERATION OF INDIAN INDUSTRY

And

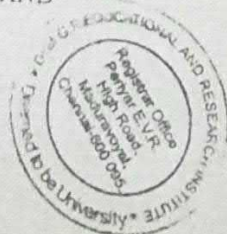
Dr. M.G.R EDUCATIONAL AND RESEARCH INSTITUTE

This services agreement "Agreement" is renewed on 23 May 2022 by and between:

CII Institute of Logistics established by Confederation of Indian Industry, a society registered under the Societies Registration Act 1860, having its registered office at the Mantosh Sondhi Centre, 23 Institutional Area, Lodhi Road, New Delhi], having its Branch office at Phase - II, "B", 9th floor IIT Madras Research Park, Kanagam Road, Taramani, Chennai, hereinafter referred to as the "**Service Provider**" which expression shall, unless the context otherwise requires, include its successors in business, of the **FIRST PART.**

Y.

AND



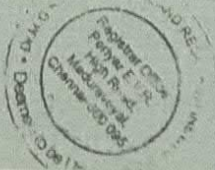
C. B. Selvaraj

SCHEUDLE A

SERVICES SPECIFICAITONS

(Logistics and Supply Chain Knowledge Partner and Industry Support)

Description of Services	Intensive training, industry immersion and job placement facilitation in Dr. MGR Educational and Research Institute, Chennai	
Batch Number	Commencement Date	Completion Date
1		
2		
Description of deliverables	Service	Units
1	Semester 1 a. Delivery of subjects scheduled in the first semester b. One industrial visit a. One Guest Lecture on Logistics and Supply chain sector	CII IL Class hours as per the number of credits, sessions, and subjects.
2	Semester 2 b. Delivery of subjects scheduled in the second semester c. One Guest lecture on Logistics and Supply chain sector d. One industrial visit	CII IL Class hours are as per the requirements of credits, sessions, and subjects.
3	Summer internship	days
4	Semester 3 a. Delivery of subjects scheduled in the third semester b. One Guest lecture on Logistics and Supply chain sector c. Two industrial visits	CII IL Class hours are as per the requirement of credits, sessions and subjects.
5	Semester 4 a. Project Work b. Placement Preparatory Program (PPP) Internship and Project External Guidance. <u>(a+b=20 Hrs) by CII IL</u>	CII IL would train the students with PPP and externally guide students



C. Palanivelu

CII IL LSCM Program Delivery Scope

1. CII IL's session/class hours along with Timetables will be circulated. CII IL's Academia-Industry experienced internal and external Faculties will be handling the scheduled sessions.
2. CII IL Faculty Panel would guide the students on Internship Methodologies, Trends, Modus Operandi, Project Work.
3. CII IL will offer Placement Preparatory Program that include Interview Skills, Industry Current Trends and Sectoral inputs, On the Job Trainings and Mock Interview Programmes.
4. Besides Placement Preparatory Programme conducted, the CII IL Faculty Panel would evaluate and shortlist the eligible students based on structured assessment criteria and methodologies of the Program with detailed Assessment Report mailed to Dr. MGR Educational and Research Institute Faculty In-charge and LSCM Program In-charge.
5. CII IL will provide one Interview opportunity for shortlisted and eligible students.
6. The Client (Dr. MGR Educational and Research Institute) shall provide:
 - a. Session rooms, Timetable to the University Staff and Faculty (as prepared by CII IL in consultation with Dr. MGR Educational and Research Institute Program In-charge/HOD) and Teaching equipment such as White board and pens, Internet connectivity, LCD projector, Public Address System and Stationeries.
 - b. For Industrial Visits, Transport arrangements for students from the University to the industrial location. A Faculty In-charge for students to be arranged during Industrial Visit by DR. MGR Educational Research Institute.
 - c. For conducting Guest Lectures, Lecture Hall, Internet Connectivity, LCD Projector, White Board with marker, Public Address System, and a Co-ordination Faculty to be offered by Client (Dr. MGR) for smoot facilitation of Guest Lecture Program.
7. The Client shall designate:
 - a. an authorized class representative to register participants' attendance, for monitoring timetable, transportation, refreshments, discipline, and safety arrangements of the participants during industrial visit.
 - b. an authorized representative for coordinating timetable, transportation, guest room, refreshments, and safety arrangements of Service Provider representatives during intensive training period



CD Palaniappan

SCHEDULE B

SERVICE FEES SCHEDULE

Service	Number of Participants	Fee per Participant per Semester (INR)	Service Fee Calculation (INR)
	i	ii	iii = i x ii
Content Development Session Delivery, Intensive training for placement and industry immersion in Dr MGR Educational and Research Institute, E.V.R Periyar Salai (NH4 Highway), Maduravoyal, Chennai - 600095. Tamilnadu, India.	30	20,784/-+ 18% applicable Taxes	7,35,750

Payment Terms

1. The Service Provider shall provide invoice at the start of each semester
2. Payment terms and conditions are as per considering clause 3 in the Agreement
3. A batch size shall comprise minimum of 30 students and maximum of 60 students
4. Every additional student above 30, payment of INR 20,784/-+ 18% applicable Taxes per student per semester is applicable.
5. 10% cost escalation charges apply beyond 2 years from the effective date of this Agreement



C.D. Selamish

B. Ach (202) 2018 - passed out

EMPLOYMENT OFFER LETTER

Capgemini Engineering Ref. 4332351/1315354,

05/19/2022,
Kammili Lakshman Karthik.

A-205, Markaz Maryada Apts Vidyanagar Adikmet Hyderabad 500044
Hyderabad, Telangana
India.

Confidential

Dear Kammili Lakshman Karthik,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Altran Technologies India Private Limited ('Capgemini Engineering' or 'Company') starting from 05/20/2022 (or such other date as may be communicated to you by the Company), as per details given below

- A) Your current designation will be Senior Professional I/C1.
- B) You will be required to work at the Company's offices in CGE_Hyderabad.
- C) You have to report by 8:30 am at CGE_Hyderabad office, for joining formalities and contact security at the main gate for your entry pass at:

Address
"Level - 8, Phase IV(Block Capella), The V - Ascendas IT Park, Plot no 17, Software units Layout, Madhapu"
Hyderabad - 500 081.

Please note that your name mentioned in the offer letter will be used to create your employee records in Capgemini Engineering & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

- D) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 2,400,002.00 (Rupees Twenty Four Lakh And Two Only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any - skill allowance payout as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

Senior Professional I

Total Cost to Company (CTC).

Rs.2,400,002.00

Monthly Components	Per Month	Annualized
Basic	Rs.63,339.00	Rs.760,068.00
House Rent Allowance	Rs.38,003.00	Rs.456,036.00
Other Allowances and Reimbursements - 1 #	Rs.28,300.00	Rs.339,600.00
Other Allowances and Reimbursements - 2 +	Rs.40,679.00	Rs.488,148.00
Gross monthly salary	Rs.170,321.00	Rs.2,043,852.00
Statutory payments ++		
Company's contribution to PF *	Rs.7,601.00	Rs.91,212.00
Gratuity (accrual only)		Rs.36,564.00
Total Fixed Compensation		Rs.2,171,628.00
Annual Variable Compensation**		Rs.217,164.00
Total Cash Compensation		Rs.2,388,792.00
Benefits		
Medical, Accident & Life Insurance Premium		Rs.11,210.00
Total Cost to Company		Rs. 2,400,002.00

You need to choose any of the following optional instruments that are a part of the Other Allowance and Reimbursements - 1 to avail tax benefits. Balance amount that is not claimed will be paid as taxable component on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 1	Annualized
Remote Working Allowance	60,000.00
Books and Journals	36,000.00
Professional Pursuit	180,000.00
Conveyance Allowance	63,600.00

+ You may choose any of the following optional instruments that are a part of the Other Allowances and Reimbursements - 2 to avail tax benefits. Balance amount that is not claimed will be paid as taxable personal allowance on monthly basis after withholding taxes.

Other Allowance & Reimbursements - 2	Annualized
Leave Travel Assistance	90,000.00
Meal Card	26,400.00
Vehicle & Driver Reimbursement	39,600.00
National Pension System	76,007.00

Note:

1. The payroll processing will be as per Company policy notified from time to time.
2. Employees should decide on the Other Allowances and Reimbursements (OAR) at the time of joining; any changes will be accepted as per Company policy applicable from time to time.
3. For claiming tax benefit in case of admissible allowances and reimbursements (e.g. Leave Travel Assistance, Vehicle and Driver Reimbursement etc), you will have to submit supporting (bills) to the Company's satisfaction along with the reimbursement claim form in the prescribed format and within the timeline stipulated by the Company. The reimbursements will be processed as per the applicable Company's policies, which are subject to change without notice. The payments described above will not be further grossed up for taxes and you will be responsible for the payment of all taxes due with respect to such payments, which will be deducted at source as per the applicable law. In case of any under-withholding, you shall be responsible to pay the necessary tax and any interest/penalty thereon.
4. In cases where Permanent Account Number (PAN) is not produced, highest tax rates will apply to all amounts on which tax is deductible at source under the applicable tax law.
5. The Company reserves the right to change the compensation structure and/or the compensation components from time to time.
- ++ These statutory payments are included based on current applicable practice and law and are subject to changes based on changes in law from time to time. Also, please further note, that any changes / modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate email communication, about any changes/ modification to statutory payment.
- * Employee's contribution towards PF will be made from the monthly salary as defined by Law.
The Benefits (Accidental & Medical as applicable) amount has been arrived at by considering the maximum eligibility under each of the components.
- ** Annual Variable Compensation Payout will be as per the Variable Compensation Scheme; Annual Variable Compensation payout can range from INR 0 to the amount mentioned above.
- # All components under Other Allowance and Reimbursement - 1 will be paid along with monthly salary. Tax benefit as per proof submission will be passed into tax liability calculation basis bills submission.
- + This is the maximum limit you are eligible for. You may choose any of the optional components under 'Other Allowance & Reimbursements -2' Nontaxable components (except Meal Card) would be paid based on a voluntary claim by employee through payroll. Taxable component would be paid on a monthly basis. All payments will be based on Company's policies.

E.) The following elements are included in the compensation package stated above:

1. Provident Fund- You will be covered under the Altran Technologies India Private Limited Employees' Provident Fund (PF) scheme wherein, the Company will contribute towards PF at the statutory rate as may be defined by the government from time to time. Your contribution and the Company's contribution have been included as a part of the above-mentioned compensation.
2. Gratuity- Gratuity shall be paid as per the Payment of Gratuity Act, 1972.
3. Annual Variable Compensation (Variable Pay)- You will be eligible to participate in the Company's Annual Variable Compensation as per the Company's Variable Compensation Scheme and your performance in the relevant assessment year. You will be eligible to participate in the variable compensation scheme subject to you joining the Company on or before 30th September in a given year.

NOTE:

- a.) All statutory payments are demonstrated based on current applicable practice and law and may be subject to changes based on changes in law from time to time. Further, any changes/modification to statutory payments, due to change and/or amendment in law, shall not be treated as change in service condition(s) and therefore no notice of such change will be provided to you. However, Company shall endeavor to inform you, via separate communication, about any changes/modification to statutory payment and consequent changes to the statutory deductions from your salary, if any.

F.) As an employee of the Company, you shall be entitled to the following benefits subject to any change made by the Company from time to time:

1. Group Medical Insurance- In accordance with the Company's policy, you and your immediate family (as defined in the Company's policy) shall be covered under the Medical Insurance policy held by the Company. Additionally, if you are required to travel abroad, you may be covered under the Company's Overseas Medical Insurance Policy.
2. Group Personal Accident Insurance- You shall be covered under the Personal Accident Insurance Policy held by the Company.
3. Group Term Life Insurance- You shall also be covered under the Group Term Life Insurance Policy held by the Company.
4. Transport Facility- Bus transport facility may be available, by paying nominal charges as per Company's policy, on various routes at different Company locations. If you opt for the facility, the applicable charges will be deducted from your salary in the monthly payroll.
5. Annual Leave/Public Holidays- You will be eligible for annual leaves and public holidays as determined by the Company's Leave Policy which is subject to change from time to time.

If you become indebted to the Company for any reason, the Company may, if it so elects, set off any sum due to the Company from you against the compensation payable to you and collect any remaining balance from you.

G.) You shall be eligible for following additional one-time payouts:

- Joining Bonus: You shall also be entitled to a joining bonus of INR 100,000.00/- (Rupees One Lakh Only) if you join in the month of joining month. (Joining Bonus Approved Date) This payment made to you will be fully taxable. In the event that your employment is terminated, or you resign from employment, at any time within twelve (12) months from your date of joining, you will be liable to refund to the Company the entire gross amount of Joining Bonus paid to you.

H.) Probationary Period:

1. You will be on probation for a period of six months from your date of joining the Company and continuity of your employment with the Company is dependent on confirmation of your employment. The Company reserves the right to revise the probation period depending on your performance and/or other consideration.
2. At any time during your probation period the Company may confirm your employment by way of a written communication, if your performance is found to be satisfactory. Your probation shall be deemed extended, for a period not exceeding 30 days, in a situation where you do not receive the aforesaid written communication from the Company.

I.) Performance Review: You will be eligible to participate in Company's performance review process as per Company policy.

J.) Conditions of hire:

1. Your employment with the Company will be subject to the following pre-conditions:
 - a. You will submit relevant documents as mandated by the Company.
 - b. You obtain requisite certification or complete mandated assessments which are basis for offering you employment opportunity with the Company.
 - c. You obtain a clear discharge and/or relieving letter from your most recent employer (prior to joining the Company). Nevertheless, you must submit a clear discharge and/or relieving letter within forty-five (45) days of joining the Company.
 - d. You represent that acceptance of employment with the Company does not breach any terms/provisions of your previous employment agreement or any other agreement to which you are bound.
 - e. You acknowledge that the Company has offered you employment based on the fact that there are no pending claims, actions, suits or proceedings against you which might reasonably be expected to have an adverse effect on your ability to perform your duties hereunder and/or upon the Company.
 - f. You provide two satisfactory references, one being from your most recent employer(s) (prior to joining Capgemini Engineering).
 - g. Your background verification check (including residential address(es), academics & professional Degree/Diploma & Certifications, previous employment(s), criminal background etc. as applicable) conducted by the Company is cleared, and
 - h. You represent that you have not been involved in any fraud, unethical and/or immoral acts, departmental inquiry in your previous employment(s) and/or been part of any pending investigation (whether judicial, quasi-judicial or otherwise) which you have not disclosed from the Company prior to your joining.
2. Your employment is inter alia based on the information furnished by you to the Company including declarations and undertakings thereto. If at any time during your employment with the Company, the Company discovers that you have furnished any false, fake, forged information (including documentation) for securing employment with the Company or otherwise failed to disclose any information about your past employment, the Company reserves the right to take disciplinary action against you, including, but not limited to, right to terminate your employment without notice and your employment with the Company will be void ab-initio.

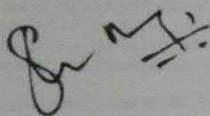
K.) Your employment with the Company will also be governed by the 'Terms and Conditions of Employment' contained in Exhibit 1 attached hereto.

You are required to treat this letter and its contents as strictly confidential and should not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without our prior written consent.

At Capgemini Engineering, one of our goals is to afford all our people the opportunity to pursue their careers, to achieve their personal best, and to balance their personal and professional goals. Capgemini Engineering values your abilities and believes it can provide you with an atmosphere in which you can develop your professional talents to the fullest.

As a token of your acceptance of our offer of employment with the Company, please sign in the space provided below and return a duplication version of this letter immediately to us within fifteen (15) days from the date of this letter. Our offer shall automatically lapse unless (i) you confirm your acceptance of it and return a copy to us within the prescribed time and (ii) you join us on or before your date of joining stated in this Employment Offer Letter.

For Altran Technologies India Private Limited



Chandra Reddy K
Managing Director
ER&D GBL India

Acceptance

I have read and understood the contents of this Employment Offer Letter and Exhibits hereto (hereinafter 'Letter') and accept all the terms and conditions of this Letter in its totality. I confirm that there are no other oral/written understandings other than as detailed herein between me and Altran Technologies India Private Limited.

This Letter supersedes all previous agreements (written or oral) between the parties in relation to the subject-matter. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

Name: Kamilli Lakshman Karthik

Date: 05/18/2022

EXHIBIT 1

Terms & Conditions of Employment with Altran Technologies India Private Limited

1. CURRENT WORK LOCATION:

1.1 Altran Technologies India Private Limited ("Capgemini Engineering" or "Company") may require you to work at other Company locations and/or on customers' sites both, within or outside India. The Company shall seek to give you reasonable notice of extensive travel requirements, and to take into account your personal circumstances where appropriate.

1.2 Depending upon exigencies of business you may be transferred/deputed, at Company's sole discretion, within India or outside by the Company in any capacity as the Company may desire from time to time, from:

- a) one location to another; or
- b) one team/department/account/function/Business Unit to another; or
- c) one project/job to another; or
- d) the Company to any other group entity or affiliate or any other business associate as the Company may deem appropriate from time to time.

1.3 Such transfer/deputation/assignment/relocation shall not entitle you to ask for revision in your salary or any terms or conditions of your service. The Company does not guarantee the continuation of any benefits or perquisite at the new location. In all such cases of transfer/deputation/assignment/relocation you will be governed by the relocation policies and policies of the Company existing at that time. Consequent to such transfer/deputation/assignment/relocation, you will be governed by the terms and conditions of service as applicable to your category of employees in the new location (which includes but is not limited to office days/hours and holidays).

2. DUTIES AND RESPONSIBILITIES:

2.1 You shall devote your skill, knowledge and working time to the conscientious performance of your duties and responsibilities towards the Company. You shall perform your duties with diligence, devotion and discretion. You shall comply with all directions given to you by your reporting manager/supervisor and shall faithfully observe all the rules, regulations and Company policies. Further, the Company may, at any time, in its sole discretion, suitably modify your roles, responsibilities and duties.

3. COMPENSATION:

3.1 Your all-inclusive annual target compensation and corresponding details are provided in the Employment offer letter.

4. TRAINING:

4.1 During the term of your employment, the Company may offer you an opportunity to undergo certain specialized training, certification and/or skill upgradation from time to time, which shall inter alia enhance your career opportunities at the Company and otherwise. In case you accept the Company's offer for training, the Company is likely to incur expenses including in relation to training costs, course fees, recruitment and induction costs, salary and benefits during training period, opportunity loss, etc. Depending on the nature of training/certification and corresponding cost and expenses, the Company may require you to execute training agreement with the Company for a specific period (which will be indicated to you at that time) in consideration of the cost the Company would be incurring for such training/certification. Under such training agreement, you shall agree to inter alia serve a minimum term of employment with the Company, failing which you will be required to reimburse the Company for the cost of training/certification identified in the training agreement and any other costs related to the training/certification.

5. COVENANTS AND REPRESENTATIONS:

5.1 You also agree that during the term of your employment with the Company and for twelve (12) months after the cessation of employment, regardless of the reason of cessation of employment, you will not:

- a) directly or indirectly, on your own behalf or on behalf of or in conjunction with any person or legal entity, recruit, hire, solicit, or induce, or attempt to recruit, hire, solicit, or induce, any employee of the Company with whom you had dealings, personal contact or supervised while performing your duties or otherwise, to terminate their employment relationship with the Company;
- b) directly or indirectly, solicit or attempt to solicit business, customers or suppliers of the Company or of its affiliates;
- c) directly or indirectly, solicit or attempt to solicit or undertake employment with any client of the Company or any organization where you have been taken or sent for training, deputation or secondment or professional work by the Company; and
- d) provide or attempt to provide professional services similar to those provided by the Company to its current or prospective customers, with whom you (i) had business interactions or any other dealings on behalf of the Company during your employment with the Company and/or (ii) had been directly associated with the customer in relation to a project.

5.2 You and the Company acknowledge and agree that the duration and scope of the Covenants contained herein are fair and reasonable. Accordingly, you and the Company agree that, in the event that any of the covenants contained herein are nevertheless determined by a judicial or quasi-judicial body to be unenforceable because of the duration or scope thereof, the judicial or quasi-judicial body making such determination may reduce such duration and/or scope to the extent necessary to enable such judicial or quasi-judicial body to determine that such covenant is reasonable and enforceable, and to enforce such covenant as so amended.

5.3 You will also be governed by all applicable rules, processes, procedures, and policies (including but not limited to Information Security Management System (ISMS) policies and procedures, Code of Business Ethics of the Company, which are not specifically mentioned in this Letter. The applicable rules/processes/procedures/policies are available on the Company's Intranet and you are expected to go through the same carefully. For any clarification in relation to applicable rules/processes/procedures/policies, please get in touch with concerned department. 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 right to terminate your employment without notice.

5.4 Capgemini Engineering prides itself as a company with the highest order of ethical conduct in its dealings with employees, customers, service provider, agents, governments or any other third party. It is important that you fully understand this philosophy and the relevant policies. If at any time during your employment with the Company, you are found to be in violation of such policy and/or generally accepted ethical/moral standards, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

5.5 You declare that you are medically fit to carry out the duties expected of you by the Company. You represent that you have no communicable disease and you are not addicted to drugs or any other substance of abuse. During the term of your employment with the Company, you are required to be medically fit to perform the duties assigned to you from time to time. As to whether you are medically fit, is an issue which will be professionally determined by the Company and you shall be bound by such determination. The Company may require you to undergo periodical medical examination as and when intimated to you by the Company.

5.6 You represent that you are not in breach of any contract with any third party or restricted in any way in your ability to undertake or perform your duties towards the Company. You covenant that you will be fully responsible for any personal liabilities that may arise as the result of an agreement or arrangement between you and any third party and that the Company will in no way be concerned with such liabilities.

5.7 You will at all times maintain your ability to be employable and in the event of any change in your personal circumstances resulting in possible alteration to the employability status, you will keep the Company informed in writing about such change.

5.8 During your employment with the Company, to meet the exigencies of business, the Company may require you to (i) work on any project that you are assigned to, on any technical platforms/skills and nature of the project or (ii) work night hours or (iii) work in shifts (including night shifts).

5.9 Regardless of any secondment to any of the Company's affiliated entity/business associate/joint venture or where you may be required to work overseas for any such entity for an extensive period, you shall at all times remain an employee of the Company exclusively and shall not be entitled to any such foreign salary or benefits (including medical insurance, green card sponsorship, etc.) payable or applicable to employees of such other Capgemini Engineering entities other than the salary and benefits specified in the Employment Letter and/or the salary and benefits that may be determined by Capgemini Engineering and communicated to you in writing.

5.10 Unless specifically 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. You shall also not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company.

5.11 During the period of employment, you agree not to draw, accept or endorse any cheque or bill on behalf of the Company or, in any way, pledge the Company's credit except so far as you may have been authorized by the Company to do so, either generally or in any particular case.

5.12 During the term of your employment, you shall not communicate with the media or with journalists in relation to the Company or its affairs, without obtaining a specific prior written permission from the Company.

5.13 You acknowledge and provide your consent vide Consent Letter for use of personal information including Sensitive Personal Data or Information ("SPDI") to the Company (a) to share your sensitive personal data or information about you and/or your dependents (wherever applicable) provided to the Company with third parties for purposes deemed appropriate by the Company from time to time, (b) to share information about you with affiliates of the Company for administrative purposes/audit and with clients/prospects in relation to any staff augmentation requirements, (c) to treat any personal data to which you have access in the course of your employment strictly in accordance with Company policies and not using any such data other than in connection with and except to the extent necessary for the purposes for which it was disclosed to you. You further acknowledge and consent for use of your personal images and voices in marketing material, videos, etc. and confirm that you have read and understood the Company's Privacy Policy in relation to the collection, processing, use, storage and transfer of SPDI and you agree to the terms thereof.

5.14 You agree to comply with all laws, ordinances, regulations applicable in relation to your employment with the Company including but not limited to the anti-corruption laws, anti-bribery laws such as Prevention of Corruption Act, 1988 of India, the Foreign Corrupt Practices Act, 1977 of the United States and the Bribery Act 2010 of the United Kingdom and/or data privacy laws. Without limiting the generality of the foregoing, you represent and covenant that you have not, and shall not, at any time, during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any public servant, government official, political party or candidate for political office, or (ii) any other person, firm, corporation or other entity, with knowledge that some, or all of that money, or other thing of value will be paid, given, offered or promised to a public servant, government official, political party or candidate for political office, for the purpose of obtaining or retaining any business, or to obtain any other unfair advantage, in connection with the Company's business.

5.15 You hereby represent to the Company that:

- a) you are legally permitted to reside and be employed in India.
- b) you have reviewed these terms and conditions and that you understand the terms, purposes and effects of the same.
- c) you have accepted these terms and conditions only after having had the opportunity to seek clarifications.
- d) you have not been subjected to duress or undue influence of any kind to accept these terms and conditions and these terms and conditions will not impose an undue hardship upon you.
- e) you have accepted these terms and conditions of your own free will and without relying upon any statements made by the Company or any of its representatives, agents or employees; and
- f) you have all requisite power and authority, and do not require the consent of any third party to accept our offer.

6. CONFIDENTIALITY:

6.1 This is a highly Confidential and Private document. You are required to maintain, at all times, the confidentiality and ensure that the contents or details of this Letter are not shared with anyone.

6.2 You are aware that in the course of your employment with the Company, you shall have access to Confidential Information. "Confidential Information" shall mean and include, but not limited to, proprietary, confidential, sensitive, personal information about inventions, products, designs, methods, know-how, techniques, trade secrets, systems, processes, strategies, software programs, content, data, techniques, plans, designs, programs, customer information, works of authorship, intellectual property rights, customer lists, employee lists and any other personally identifiable information about any employee of the Company or its affiliate or personally identifiable information of its customers or clients of its customers, user lists, vendor lists, content provider lists, supplier lists, pricing information, projects, budgets, plans, projections, forecasts, financial information and proposals, intellectual property, terms of this Letter and any other information which due to the nature or character of such information, any prudent person might reasonably under similar circumstances treat such as confidential or would expect the Company to regard such information as Confidential, all regardless as to whether such information is in written form or electronic form or disclosed orally before or after the date hereof.

6.3 You agree that you may receive in strict confidence all Confidential Information of the Company, its affiliates or its clients or prospective clients of the Company or its affiliates. You further agree to maintain and to assist the Company in maintaining the confidentiality of all such Confidential Information, and to prevent it from any unauthorized use.

6.4 You agree and confirm that, you will, at all times:

- a) maintain in confidence all such Confidential Information and will not use such Confidential Information other than as necessary to carry out the purpose for which it was shared with you.
- b) not disclose, divulge, display, publish, or disseminate any such Confidential Information to any person except with the Company's prior written consent.
- c) treat all such Confidential Information with the same degree of care that you accord to your own confidential information, but in no case less than reasonable care.
- d) prevent the unauthorized use, dissemination or publication of such Confidential Information.
- e) not copy or reproduce any such Confidential Information except as is reasonably necessary for the purpose for which it was shared with you.
- f) not share such Confidential Information with any third party (specifically those persons who are in the same field of activities as that of the Company or are in direct or indirect competition to the Company).
- g) not use such Confidential Information in any way so as to procure any commercial advantage for yourself or for any third party or in a manner that is directly or indirectly detrimental to the Company.
- h) neither obtain nor claim any ownership interest in any knowledge or information obtained from such Confidential Information; and
- i) not use or attempt to use any such Confidential Information in any manner that may harm or cause loss or may be reasonably expected to harm or cause loss, whether directly or indirectly, to the Company, its affiliates or its customers.

6.5 All such Confidential Information shall remain the sole and exclusive property of the Company, and no license, interest or rights (including, without limitation, any intellectual property rights) to such Confidential Information, or any copy, portion or embodiment thereof, is granted or implied to be granted. Nothing in this Letter shall limit in any way the Company's right to develop, use, license, create derivative works of, or otherwise exploit its own Confidential Information.

6.6 You shall be under no obligation of maintaining confidentiality of such Confidential Information as per provisions of this clause if the information:

- a) was in your possession before receiving the same from the Company pursuant to this Letter.
- b) is or becomes a matter of public knowledge through no fault of yours; or
- c) is rightfully received by you from a third party without a duty of confidentiality.

6.7 If you are served with a court or governmental order requiring disclosure of any part of such Confidential Information, you shall, unless prohibited by law, promptly notify the Company before any disclosure and cooperate fully (reasonable expense to be borne by the Company) with Company and its legal counsel in opposing, seeking a protective order or limit, or appealing any such subpoena, legal process, request or order to the extent deemed appropriate by the Company.

6.8 Upon cessation of your employment with the Company or on a written request of the Company, whichever is earlier, you shall return or destroy (at the Company's option) any part of such Confidential Information that consists of original, and copies of, source material provided to you and still in your possession and, if requested by the Company, shall provide written confirmation to the Company to that effect.

6.9 You shall not, whether during your employment and/or after cessation of your employment, for whatever reason, use, disclose, divulge, publish or distribute to any person or entity, otherwise than as necessary for the proper performance of your duties and responsibilities under this Letter, or as required by law, any confidential information, messages, data or trade secrets acquired by you in the course of your employment with the Company.

6.10 If you are found to be in breach of this clause, the Company reserves the right to take disciplinary action against you, including right to terminate your employment without notice.

6.11 You shall maintain the confidentiality of all price sensitive information and shall handle all such information on a strict 'need to know' basis i.e. disclose only to those within the Company who need the information to discharge their duty. You shall not pass on such information to any person directly or indirectly by way of making a recommendation for the purchase or sale of securities. Further, during your employment, you shall be subject to applicable trading restrictions e.g. when the trading window is closed, you shall not trade in the Company or any of its affiliates' securities during such period.

7. INTELLECTUAL PROPERTY:

7.1 "Intellectual Property Rights" shall mean all industrial and intellectual property rights (including both economic and moral rights), including, without limitation, patents, patent applications, patent rights, trademarks, trademark applications, trade names, service marks, service mark applications, copyrights, copyright applications, databases, algorithms, manuscripts, computer programs and other software, know-how, trade secrets, proprietary processes and formulae, inventions, trade dress, logos, design and all documentation and media constituting, describing or relating to the above.

7.2 You represent that all services performed by you for the Company shall be your original work and shall not incorporate any third-party materials or work in which you or any third party asserts an ownership interest or Intellectual Property Right. Provided that in the event the Company is held liable or is faced with a claim for your violation of any Intellectual Property Rights belonging to a third party, you undertake to indemnify the Company (and/or any of its affiliates, as the case may be) against any and all losses, liabilities, claims, actions, costs and expenses, including reasonable attorney's fees and court fees resulting therefrom.

7.3 If at any time during your employment with the Company, you (either alone or with others) whether or not during normal business hours or arising in the scope of your duties of employment make, conceive, create, discover, invent or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formula, data, technique, know-how, trade secret or any Intellectual Property Right whatsoever (including all work in progress) or any interest therein (whether or not patentable or registrable under copyright, trademark or similar statutes or subject to analogous protection) (collectively 'Developments') that:

- a) relates to the business of the Company (or its affiliate), or to its customers or suppliers, or to any of the products or services being developed, manufactured, sold or provided by the Company (or any of its affiliate) or which may be used in relation therewith;
- b) results from tasks assigned to you by the Company; or
- c) results from the use of premises or personal property (whether tangible or intangible) loaned, eased or contracted for by the Company or its affiliate,

such Developments (including all work in progress) and the benefits thereof shall immediately become the sole and absolute property of the Company, as works made for hire or otherwise, and you shall immediately disclose to the Company, without cost or delay and without communicating to others the same, each such Development and all available information relating thereto (with all necessary plans and models).

7.4 You hereby irrevocably, absolutely and perpetually assign any and all rights (including any Intellectual Property Rights) you may have or acquire in the Developments and all benefits and/or rights resulting therefrom to the Company and its assigns without additional compensation on worldwide basis. You acknowledge that the salary and other payments receivable by you from the Company is adequate compensation for such assignment. You hereby waive and quitclaim to the Company any and all claims of any nature whatsoever that you may now have or may hereafter have in and to the Developments (including all work in progress).

7.5 All such assignment of rights shall be perpetual irrevocable, universal and shall not lapse, even if the Company fails at any time to commercially exploit any such Developments. Notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, any assignment in so far as it relates to copyrightable material shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights under the assignment within a period of one year from the date of assignment. You hereby agree to waive any right to and refrain from raising any objection or claims to the Copyright Board with respect to any assignment, pursuant to Section 19A of the Copyright Act, 1957. You further agree to assist and cooperate with the Company in perfecting the Company's rights in any of the Developments.

7.6 Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as 'moral rights' (collectively 'Moral Rights'). If, you are deemed under applicable law to retain any rights in any Developments, including without limitation any Moral Rights, you hereby waive, and agree to waive, all such rights. To the extent that such waivers are deemed unenforceable under applicable law, you grant, and agree to grant, to the Company or its assigns the exclusive, perpetual, irrevocable, universal and royalty-free license to use, modify and market the Development, without identifying you or seeking your consent.

7.7 If you are not employed with the Company at the time when the Company requests your assistance in connection with the foregoing, the Company will pay you for your reasonable time expended in complying with the above terms at an hourly rate equal to the effective hourly rate at which you were paid the Company immediately prior to your termination as an employee.

7.8 Should the Company be unable to secure the signature on any document necessary to apply for, prosecute, obtain, protect or enforce any Intellectual Property Rights, due to any cause, you hereby irrevocably designate and appoint the Company and each of its duly authorized officers and agents as your agent and attorneys to do all lawfully permitted acts to further the prosecution, issuance, and enforcement of the Intellectual Property Rights or protection in respect of the Developments, with the same force and effect as if executed and delivered by you.

7.9 Notwithstanding the foregoing, you will also be bound by Capgemini Engineering's policy with respect to Intellectual Property.

8. CONFLICT OF INTEREST:

8.1 During your employment, you will not, directly or indirectly, whether alone or as a partner joint venture, officer, director, employee, consultant, agent, independent contractor or stockholder of any company, business or other commercial enterprise: (i) engage in any business activity similar in nature to any business conducted or planned by the Company, or (ii) compete in any way with products or services being developed, marketed, distributed or otherwise provided by the Company.

8.2 You shall not undertake, whether directly or indirectly any full time or part time employment or operate or manage business of any kind whatsoever, so long as you are in employment with the Company.

8.3 During your employment if you become aware of any potential or actual conflict between your interests and those of the Company, then you shall immediately inform the Company about such conflict. Where the Company is of the opinion that such a conflict does or could exist, it may direct you to take appropriate action(s) to resolve such a conflict, and you shall comply with such instructions.

8.4 During the course of your employment, you shall not, either directly or indirectly, receive or accept for your own benefit or the benefit of any person or entity other than the Company any gratuity, emolument, or payment of any kind from any person having or intending to have any business with the Company.

8.5 To perform your duties towards the Company, you will have access to email, internet, Company assets (desktop, laptop, mobile phones etc.) and other Company infrastructure. You shall ensure that at all times your use of such facilities meets the ethical and social standards of the workplace. Further, your use of such facilities must not interfere with your duties and must not be illegal or contrary to the interests of the Company.

9. RETIREMENT/TERMINATION:

a.) Retirement

- (i) You will automatically retire from employment with the Company on the last day of the month in which you complete sixty (60) years of age. It is hereby clarified that the Company reserves it right to change the retirement age.

b.) Notice Period/Termination

- (i) During the probation period, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you two months' written notice or payment of gross salary in lieu thereof.
Upon confirmation, your employment with the Company may be terminated (i) by you, upon giving the Company three months' written notice or at the Company's discretion, payment of gross salary in lieu of notice or (ii) by the Company, upon giving you three months' written notice or payment of gross salary in lieu thereof.
- (ii) Notwithstanding anything to the contrary, the Company reserves the right to relieve you from services of the Company only upon your satisfactory handover of all the duties and responsibilities assigned to you (including but not limited to any knowledge transfer and serving the notice period conditions).
- (iii) Notwithstanding the aforesaid or anything else to the contrary, the Company may suspend, dismiss, discharge or terminate your employment with immediate effect by a notice in writing (without salary in lieu of notice), in the event of (i) fraudulent, dishonest or undisciplined conduct by you, (ii) you committing a breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property, (iii) your insubordination or failure to comply with the directions given to you by persons so authorized, (iv) your insolvency or conviction for any offence involving moral turpitude, (v) your breach of any terms or conditions of this Letter or the Company's policies or other documents or directions of the Company, (vi) you going on or abetting a strike in contravention of any law for the time being in force, (vii) you conducting yourself in a manner which is regarded by the Company as prejudicial to its own interests or to the interests of its clients or (viii) misconduct by you as provided under the labor laws and/or in the Company policies.
- (iv) In the event of wilful neglect or breach of any of the terms hereof or refusal on your part to carry out the lawful instructions of any authorized officer of the Company or being guilty of misconduct, the Company may terminate your employment forthwith without notice and with no obligation to pay you any compensation.
- (v) In case you absent yourself from duty continuously, without prior authorization, for ten (10) consecutive calendar days or more you shall be deemed to have left and relinquished the service on your own accord and such relinquishment of service shall be deemed as a repudiation of your employment. In such circumstances, the Company will have the discretion of (a) adjusting salary against the notice period of such abandonment and recover any outstanding dues towards payable to the Company, and (b) presume that you have voluntarily abandoned the services of the Company and strike off your name from the Company's payroll.

c.) Effects of Cessation of Employment

- (i) Upon cessation of your employment with the Company (whether by virtue of termination/resignation/retirement), you will immediately return to the Company all of the Company's Confidential Information, tools, assets, accessories, formulae, documents, specifications, books etc. in your custody, care of charge and obtain clearance certificate from the relevant person/office/department, on production of which alone your dues, if any, will be settled by the Company, failing which the Company reserves the right to adjust the dues against any amounts payable to you or separately claim the same from you or use available legal remedies to recover the assets or any other amount due to the Company.
- (ii) If any Letter of Authority or Power of Attorney is issued to you, you will undertake to return it on demand or immediately upon cessation of your employment with the Company.
- (iii) Upon cessation of your employment with the Company, the Company may require you to sign appropriate release terms without any additional compensation.

10. LIMITATION OF LIABILITY AND INDEMNITY:

10.1 Neither party shall be liable to the other party for any indirect, incidental, contingent, consequential, punitive, exemplary, special or similar damages, including but not limited to, loss of profits or loss of data, whether incurred as a result of negligence or otherwise, irrespective of whether either party has been advised of the possibility of the incurrence by the other Party of any such damages.

10.2 The Company's liability arising out of or in connection with this Letter, whether based in contract, tort (including negligence and strict liability) or otherwise, shall not exceed the amount paid by the Company to you for a period of three (3) months preceding the cause of action.

10.3 Notwithstanding anything to the contrary contained herein, you shall indemnify and keep indemnified the Company, its directors, officers and employees from and against all claims, demands, actions, suits and proceedings (including any losses, damages, costs, charges and expenses), whatsoever that may be brought or made against the Company by any third party as a result of any act or omission, non-performance or non-observance by you of any of the terms and conditions of this Letter and/or arising from your failure to comply to any statute or enactment/s (including but not limited anti-bribery laws and data protection laws).

11. MISCELLANEOUS:

11.1 Notice: All notices to you in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by email (as per Company records) or by courier or by speed post addressed to the address mentioned hereinabove. It will be your responsibility to inform the Company of any change in your address and contact details including telephone numbers, personal email addresses etc.

All notices to the Company in relation to your employment shall be in writing and in English language and shall be served either by hand delivery or by sending the same by registered post or by courier or by speed post addressed to the Company's office address referred in the Employment Letter or by email with a physical copy by any of the above mentioned ways.

11.2 Severability: The parties acknowledge and agree that if any of the provision of this Letter is deemed invalid, void, illegal, and unenforceable that provision stands severed from this Letter and the remaining provisions of this Letter shall remain valid and enforceable.

11.3 Publicity: You shall not use the name and/or trademark/logo of Capgemini Engineering, its group companies, subsidiaries or associates before media (irrespective of the form whether print, audio visual, electronic etc.) in any other manner which is detrimental to the interest, image and goodwill of the Company and its affiliates without prior written consent of the Company. In the event you intend to share/disclose article which includes any information about the Company or its affiliates/customers for possible publication or dissemination outside the Capgemini Engineering group, you agree to inform the Company and obtain its prior written consent on the article you wish to disclose. Further, you agree to make such modifications/deletions/revisions to the article as are requested by the Company to protect its property/interest/reputation.

11.4 Non-Disparagement: During the term of your employment with the Company and at all times thereafter, you will not make any false, defamatory or disparaging statements about the Company, or the employees, officers or directors of the Company that are reasonably likely to cause damage to any such entity or person.

11.5 Waiver: No delay or failure of any party in exercising or enforcing any of its rights or remedies whatsoever shall operate as a waiver of those rights or remedies or so as to preclude or impair the exercise or enforcement of those rights or remedies. No single or partial exercise or enforcement of any right or remedy by any party shall preclude or impair any other or further exercise or enforcement of that right or remedy by that Party. Save as expressly provided in this Letter neither party shall be deemed to have waived any of its rights or remedies whatsoever unless the waiver is made in writing, signed by a duly authorized representative of that party and may be given subject to any conditions thought fit by the grantor. Unless otherwise expressly stated any waiver shall be effective only in the instance and for the purpose for which it is given.

11.6 Integration: This Letter along with its Exhibit constitutes the entire understanding between the parties and supersedes all previous agreements (written or oral) between the Parties in relation to its subject-matter.

11.7 Survival: Clauses 5.1, 5.13, 6, 7, 9(c), 10, 11.1, 11.7, 11.8 and 11.9 and any other clause which by its nature is expected to survive shall all survive the expiry/termination (for whatever reason) of the Letter and shall continue to apply.

11.8 Dispute Resolution/Governing Law: The Parties to this Agreement 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. All disputes, differences and/or claims arising out of these presents or as to the construction, meaning or effect hereof or as to the rights and liabilities of the Parties hereunder and which cannot be settled by mutual conciliation shall be referred to Arbitration to be held in Bangalore in English Language in accordance with the Arbitration and Conciliation Act 1996, or any statutory amendments thereof and shall be referred to a sole Arbitrator to be appointed by Capgemini Engineering. The award of the Arbitrator shall be final and binding on Parties. This Letter shall be governed and interpreted in accordance to the laws of India and the courts at Bangalore only shall have exclusive jurisdiction.

11.9 Rights to Injunctive Relief: You hereby expressly acknowledges that any breach or threatened breach by you of any of your obligations set forth in this Letter and/or any of the Company policies may result in significant and continuing injury and irreparable harm to Company, the monetary value of which would be impossible to establish. Therefore, you agree that Company shall be entitled to injunctive relief in a court of appropriate jurisdiction with respect to such provisions.

CONSENT LETTER

For use of Personal Information & Sensitive Personal Data or Information

I, _____, residing at _____, do hereby provide my express consent to my employer, Altran Technologies India Private Limited having its registered office at RMZ Ecospace, 2nd Floor Block 9B, Pritech Park SEZ Bellandur Village, Varathur Hobli, Bangalore-560103, CIN : U74140KA1996ULT068492 (hereinafter referred to as the "Company", which expression shall unless repugnant to the context or meaning thereof mean and include its successors, nominees, assigns and administrators) as follows:

1. That I acknowledge and provide my consent to the Company to collect, store, process, transfer and share my personal information and sensitive personal data or information and information of my dependents wherever applicable, (including sensitive personal information like bank accounts, PAN, blood group, biometric information, medical record, email addresses etc.) for purposes deemed appropriate by the Company from time to time, including but not limited to:
 - a) background verification agencies for the purpose of verifying the information submitted by me basis which I have been made an offer of employment,
 - b) payroll processing agencies for processing my payroll (including reimbursement claims),
 - c) law enforcement agencies,
 - d) to comply with a judicial/quasi-judicial order,
 - e) auditor (including internal auditors, statutory auditors or Capgemini Engineering clients or their auditor) for the purpose of audit,
 - f) insurance companies for the purpose of group insurance, personal accident insurance etc.
 - g) service providers providing services for biometric access to office premises for monitoring attendance,
 - h) foreign consulates, embassies etc. and service providers (including travel agents) for the purpose of processing of visa, work permits etc.
2. Further, I also acknowledge and provide my consent to the Company to transfer and share (within India and outside of India) such information with:
 - a.) affiliates of the Company for administrative purposes and/or audit,
 - b.) clients/prospects in relation to any staff augmentation assignments.
3. That I agree and confirm that this consent letter shall be construed in accordance with the laws of India and the courts in Bangalore shall have exclusive jurisdiction to adjudicate upon any dispute that may arise in relation to this Consent Letter.
4. That should any provisions of this consent letter be held by a court of law to be illegal, invalid or unenforceable, the legality, validity and enforceability of the remaining provisions of this consent letter shall not be affected or impaired thereby.
5. I hereby declare that the execution of this consent letter has been done out of my own free will and consent and without any undue force or coercion in any manner whatsoever.
6. I am aware that I have the right to access and rectify my sensitive personal data or information provided to the Company and corresponding obligation to immediately update my sensitive personal data or information in Company's records in the event of any change.
7. I am aware that Company has adopted security practices and procedure to ensure that the information collected is secure and these are available on the Company's intranet.

This consent letter shall come into force immediately upon its execution by me.

Name: _____

Signature: _____

Date: _____

ANNEXURE I (A)

Onboarding Documents

Please carry two set of photocopies along with the original documents for verification as mentioned below:

I. Academic qualification (highest qualification as applicable):

- X- AND XII-mark sheets
- All semester mark sheets (highest qualification)
- Provisional Certificate OR Convocation OR Degree certificate
- If Applicable- Diploma/ Completion Certification(s) for specialized courses

II. Employment experience related documents:

a. Current Employer:

(Document mandatorily containing: Emp ID, Designation, Start Date of Employment, End Date of Employment)

- Resignation acceptance letter OR Email confirmation from the HR OR Relieving Letter AND Experience Certificate
- Pay slips for last 3 months
- Letter of Appointment OR Offer Letter from the employer

b. Previous Employer(s)

- Experience Certificate AND / OR Relieving certificate of all employments (ensure the above document specifies start date of your employment (s))

c. Additional documents

- Form 16 – Part A only
- Cancelled Cheque (in original)/Passbook(photocopy) - Cancelled cheque leaflet issued by Bank or the pages of passbook showing the Name of the Account Holder, Bank Name, Bank Branch and IFS Code required as a pre-requisite mandate for registration on ESI portal.
- Bank statement for last 3 months – (Please ensure to mask all other transaction details (whether debit or credit entries) except for salary transfer details of your last employer, such that only salary credits of previous employment are visible
Please note, should you provide any other additional document than the aforesaid, or provide bank statement without masking other transaction details, the Company shall not be held responsible for the same.)

III. Proof of Identity (Any two):

- PAN Card (Mandatory)
- AADHAAR Card
- Valid Passport – All pages
- Driving License
- Voters ID

IV. Passport size photograph – 4 copies (white background)

ANNEXURE I (B)

Background Verification

Reference terms:

Capgemini Engineering adheres to a strong background verification process. As a part of this process all the personal and professional information provided by you is verified, therefore we request you to provide all the necessary relevant documents as per the information provided. This will help us verify your

- Education Credentials (Bachelor's Degree/Post Graduate Degree etc.)
- Professional Experience & Employment(s) Credentials.

Note: Based on certain business requirement and statutory rules Capgemini Engineering may initiate certain additional checks during your tenure in Capgemini Engineering and by accepting this offer you agree to undergo such additional checks when required. Capgemini Engineering will not take any individual approval for the same.

Please ensure that the following steps are followed to initiate the process and submit the necessary documents within 7 calendar days from the date of receipt of this offer:

- Fill the standard application form by clicking the New Employee Wizard link (received from SuccessFactors Onboarding <auto.noreply@capgemini.com>). (You will receive the link to New Employee Wizard portal shortly). In case you have not received this link within the next 3 days please get in touch with your recruiter immediately.

Download the Address check Form, Database check form, Court record form - from the New Employee Wizard link; update the details in the form with your manual signature and mention the current date on which you have signed this form. You will have to upload back the scanned copy of these documents on to the New Employee Wizard link.

- Highest Educational Degree Certificate and Final year Mark sheet**.
- Submission of all semester/term mark sheets of your highest qualification.
- Any qualification obtained from the Institute which is not recognized by UGC/AICTE is not considered.
- Experience letters and relieving letters for 5 years of employment or past 2 employers whichever is higher.

Form 16 - Part A only.

Bank statement for last 3 months - [Please ensure to mask all other transaction details (whether debit or credit entries) except for salary transfer details of your last employer, such that only salary credits of previous employment are visible.

Please note, should you provide any other additional document than the aforesaid, or provide bank statement without masking other transaction details, the Company shall not be held responsible for the same.]

- On the date of joining you are required to carry the experience letter/Relieving letter from all your past employers.
- These letters should clearly mention your last working day with your previous employers.

Some organization issue relieving/experience letter along with the full and final settlement in such cases you should submit the resignation acceptance mail authorized by your last employers HR department and you should ensure that the last working day is clearly mentioned on this acceptance letter. Please note that in such cases you will have to submit the original experience/relieving letter to Capgemini Engineering HR department / email the same to the following email address HRSSonboarding@capgemini.com not later than 14 days of your joining***

Court Verification Forms

- Court Record form

Note:

All of these forms (Address check Form, Database check form, Court record form) are available on the New Employee Wizard link. Please download these forms from the New Employee Wizard link and fill the information in BLUE ink only.

All of the above forms are submitted to the respective authorities (Police/Courts etc) and as a part of the verification process the representatives of these authorities may visit your residence address for verification; alternatively they may also call you or ask you to visit the nearby Police Station.

You are required to submit all the documents with 7 days from receiving this Offer, failing which offer will be revoked

Important points to note:

- In an event you fail to submit the required documents to the HR department within 30 days of first intimation/date of joining and after 2 reminders, Capgemini Engineering reserves the right to hold back your salary and to take disciplinary actions which inter alia include termination from service without notice.

You are requested to fill your details diligently in the link provided. If there is a discrepancy in the data provided or the copies of documents / certificates given by you as a proof in support of the above, Capgemini Engineering reserves to take disciplinary actions which inter alia includes termination from service without notice.

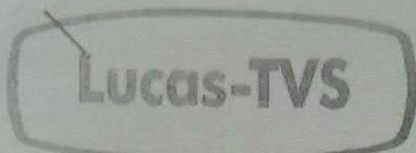
***In case your last employer do not provide experience letter you may provide the relieving letter, however please ensure that the relieving letter has last working day clearly mentioned.

Please note that Capgemini Engineering may ask you to submit additional documents as and when required, especially with respect to the Background verification process.

In the absence of the above listed documents your onboarding may be delayed or deferred.

Best Regards,
Team HR

The information contained in this message is proprietary and confidential. Copyright © 2021. All rights reserved by Capgemini Engineering.



LUCAS TVS LIMITED

CIN : U35999TN1961PLC004678

Corporate Office :

Regd. & Corp. Office : 11&13, Patullos Road,
Chennai-600002, India.

Tel : +91-44-28460063 / 28460073. Fax : +91-44-28460631.

Web : www.lucas-tvs.com Email : ltvs.corp@lucastvs.co.in

Mechanical - 2019

Mr. MOHAMED ABBAS S

21A, Pillaiyar Koil Street,
Cholambedu Road, Ambattur,
Chennai - 600062
MOBILE No: 9677072423

23/05/2022

Dear Mr. Mohamed,

This is further to the discussion you had with us.

Please find enclosed a letter setting out the salient features of the offer to be made to you. This offer is made to you taking into consideration the details of your current salary as given by you. The designation and compensation structures are in line with our company policy, organizational structure and comparable people at this level.

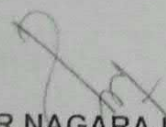
This letter is being sent to you just to seek your concurrence with regard to the terms as per enclosure and **not to be taken as our official offer of appointment.**

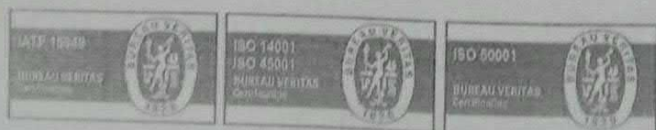
We shall arrange to send you our Official appointment order close to your joining date, subject to producing proof for your relieving the existing company. This offer is issued subject to medical fitness from our medical officer and positive security verification report from our security function. In case of any adverse being reported then the offer issue will be cancelled.

Please note, in the event of your joining us, you may have to enter into an agreement with us in respect of maintaining confidentiality and intellectual property.

Thanking you

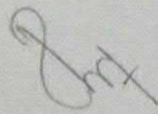
For LUCAS TVS LIMITED


Dr. R NAGARAJAN
HEAD - CORPORATE HR



Annexure to letter dated 23/05/2022

Name	Mr. MOHAMED ABBAS
Designation	ENGINEER - DESIGN
Location of work	Lucas-TVS Ltd, Padi, Chennai
Basic Pay	Rs. 8830/- per month
Additional Special Basic	Rs. 14229/- per month
House Rent Allowance	Rs. 9600/- per month
Additional HRA	Rs. 3459/- per month
Conveyance allowance	Rs. 5150/- per month
Education allowance	Rs. 400/- per month
Medical Allowance	Rs. 1200/- per month
Special Allowance	Rs. 6000/- per month.
Leave Travel assistance	Rs. 19200/- per annum on successful completion of probation period of 12 months from the date of joining.
Hospitalization Insurance	Rs.150000/- per annum Floater policy covering the actual number of members in your family subject to a maximum of 6 dependents (self/spouse/two children and dependent parents) towards hospitalization expenses as per company Insurance policy.
Provident fund	12% of Basic & Additional Special Basic
Gratuity	As per Company's Policy
Performance Pay	As per Company's Policy
Probation	12 months



CSE - 2020



LETTER OF INTENT

Name : Darothi Chowdhury
E-mail ID : darothi98c@gmail.com
Contact : +91 8838268402

Dear Darothi,

Our hiring team was positively excited to meet and get to know you over the past few days. It is my pleasure to offer you a position at **Insud Pharma** for the role of **Data Scientist**. You will be reporting to the Head of our **HR TEAM** which belongs in the **Human Resource** Department.

Your expected joining date is based on your final round of the interview.

We will be offering you the following compensation and benefits after your last round of the interview:

- Your base location or work location would be **Bangalore, India**.
- Your CTC will be **(06.25 - 07.75) LPA** that is negotiable.
- All the expenses (Accommodation, transportation, etc.) will be adjusted in the CTC.
- Private health and dental insurance plan.
- Computer workstation of your choice.
- Paid vacation leave per annum.
- Educational materials and expenses, subject to management approval.
- Eligibility for any additional Employee Benefits that the company may provide in the future.
- **Your tentative date of Joining would be based on your providing us the TDPC.**
- **The amount you will be spending on certification that would be reimburse to you.**

To accept the confirmation, simply hit reply on the email that contains this confirmation letter and confirm that you agree with the proposed terms.

We are looking forward to having you in our team and to seeing you achieve great things at **Insud Pharma**.

Global HR Manager
Insud Pharma
Plot No.2B & 2C BiotechPark - Phase II
Lalgadi Malakpet, Hyderabad 500 078



CSE -2020

To: Venkata Srimanth Arla

Congratulations, you are being offered a Fulltime role with Dell Technologies!

We are pleased to inform that you have been selected and shortlisted for the role of **Software Engineer 1** at **I5** Grade.

You will be based out of **Hyderabad** location.

Your cost to company will be INR **1000000** per Annum.

Post your confirmation, completion and clearance of graduation and after due internal approvals on your candidature a definitive formal letter of employment with compensation break-up and date of joining will be issued which will be the final offer from the Company.

Should you have any queries please feel free to contact: UR_India@Dell.com

Kindly confirm your acceptance to enable us to consider your candidature.

Feel free to reach out to us for any additional information. We look forward to hearing back from you very soon!

Best Regards,

A handwritten signature in cursive script, appearing to read "Savneet".

Savneet Shergill
Senior Director - Talent Acquisition
Dell Technologies