



Ready for
Every Good Work

SACRED HEART COLLEGE (AUTONOMOUS)

Tirupattur – 635 601, Tamil Nadu, S.India

Resi : (04179) 220103

College : (04179) 220553

Fax : (04179) 226423

A Don Bosco Institution of Higher Education, Founded in 1951 * Affiliated to Thiruvalluvar University, Vellore * Autonomous since 1987

Accredited by NAAC (4th Cycle – under RAF) with CGPA of 3.31 / 4 at 'A+' Grade

PG RESEARCH DEPARTMENT OF COMPUTER APPLICATIONS II MCA Internships/Project Work Details - 2021 – 2022

Program Name	Name of the student	Student Roll Number	Academic Year of Enrolment
MCA	GOKUL R	BP211001	2021-2023
MCA	MUGELAN T P	BP211002	2021-2023
MCA	DIVYABHARATHI B	BP211003	2021-2023
MCA	MERLINE NISHA F	BP211004	2021-2023
MCA	ANDREW SUNIL G	BP211005	2021-2023
MCA	BHUVANESHWARI M	BP211006	2021-2023
MCA	ABISHEK MJ	BP211007	2021-2023
MCA	NIVETHITHA R	BP211008	2021-2023
MCA	HAFEEZ S	BP211009	2021-2023
MCA	ELAKKIYA T	BP211010	2021-2023
MCA	CHRISILDA NABISHA MARY F	BP211011	2021-2023
MCA	JOSEPHINE MERITTA S	BP211012	2021-2023
MCA	DEVAMADHAN B	BP211013	2021-2023
MCA	BRITTO AROCKIARAJ M	BP211014	2021-2023
MCA	AANIPREMA R	BP211015	2021-2023
MCA	VIMALA J	BP211016	2021-2023
MCA	MARIA ANUCIA S	BP211017	2021-2023
MCA	LIDIYA J	BP211018	2021-2023
MCA	BRITTORAJ S	BP211019	2021-2023
MCA	AROCKIASAMY J	BP211020	2021-2023

MCA	JERSON SOOSAI S	BP211021	2021-2023
MCA	ARUL STEFY A	BP211022	2021-2023
MCA	KARTHI PAUL A	BP211023	2021-2023
MCA	AASHA A	BP211024	2021-2023
MCA	KOMATHI P	BP211025	2021-2023
MCA	MONISHA MARY J	BP211026	2021-2023
MCA	PRIYA R	BP211027	2021-2023
MCA	SHASHANK A	BP211028	2021-2023
MCA	NIVETHALAKSHMI P	BP211029	2021-2023
MCA	KAVINGHIYA K	BP211030	2021-2023
MCA	JOE NAVEEN M	BP211031	2021-2023
MCA	MADHAVAN J	BP211032	2021-2023
MCA	MOHANKUMAR S	BP211033	2021-2023
MCA	INFANTO IVAN PAUL T	BP211034	2021-2023
MCA	VIGNESH D	BP211035	2021-2023
MCA	SANDHIYA B	BP211036	2021-2023
MCA	THULASI RANI R	BP211037	2021-2023
MCA	BLESSON RIJO J	BP211038	2021-2023
MCA	SRIMAN NARAYANAN S	BP211039	2021-2023
MCA	SARAVANAN R	BP211040	2021-2023
MCA	MONICA PRIYADHARSHINI A K	BP211041	2021-2023
MCA	PELSITH CLARA P	BP211042	2021-2023
MCA	THINESH RAAJAN S M	BP211043	2021-2023
MCA	VIGNESH P	BP211044	2021-2023
MCA	SHERIN SNEHA M	BP211045	2021-2023
MCA	VISHWA V	BP211046	2021-2023
MCA	SURIYA M	BP211047	2021-2023
MCA	SUGAVANESHWARAN A	BP211048	2021-2023
MCA	AISHWARYA S	BP211049	2021-2023
MCA	SANGEETHA P	BP211050	2021-2023
MCA	SRI SIVARAMAN S	BP211051	2021-2023
MCA	AMREEN S	BP211052	2021-2023
MCA	KANIMOZHI P	BP211053	2021-2023

MCA	LISSY JOY G	BP211054	2021-2023
MCA	SURESH KUMAR N	BP211055	2021-2023
MCA	SOUNDARAJ V	BP211056	2021-2023
MCA	NAVEEN D	BP211057	2021-2023
MCA	PRIYANKA M	BP211058	2021-2023
MCA	DIVAGAR P	BP211059	2021-2023
MCA	VISHWA U	BP211060	2021-2023



final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

3. Pre requisites for Joining

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

4. Disclaimer

Candidates who have applied to TCSL and who have not been successful in clearing the TCSL selection process are not eligible to re-apply to TCSL within six months from the date on which the candidate had attended such selection Test and/or Interview. In case you are found to have re-applied to TCSL within six months of previous unsuccessful attempt, the management reserves the right to revoke/withdraw the offer/appointment, without prejudice to its other rights.

5. Probation Period

You will be on probation for three months. Your confirmation will be communicated to you in writing. TCSL reserves the right to terminate your employment without any notice or payment in lieu thereof in case your performance, behaviour and/or conduct during the probation period is found unsatisfactory.

6. Working Hours

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



7. Mobility

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

8. Compensation Structure / Salary components

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

9. Increments and Promotions

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

10. Alternative Occupation / Employment

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

11. Confidentiality Agreement

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

12. Work in SBWS mode

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

It is essential that you understand the applicable Policy and / or the Guidelines of such



flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

13. Overseas International Assignment Agreement

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

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

14. Terms and Conditions

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

15. TATA Code of Conduct

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

16. Notice Period

In an event if the traineeship is discontinued/terminated no notice or payment in lieu thereof shall be payable by TCSL. Upon Confirmation, during your tenure with TCSL, either you or TCSL can terminate the appointment by giving 90 calendar days' written notice or three months' basic salary in lieu of the notice. If your services, behavior and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above.

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

17. Retirement

TCS Confidential

TCSL/DT20218445792

8

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

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



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

18. Pre-employment Medical Certificate

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

19. Employment of Non Indian Citizens

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

20. Background Check

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

21. Submission of Documents

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

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

- Permanent Account Number (PAN) Card
You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary.
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation (if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Sri Lankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

TCS Confidential

9

TCSL/DT20218445792

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

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



- address affidavits etc.)
- Passport / Acknowledgement letter of passport application
 - Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
 - 4 passport sized photographs
 - Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
 - An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - If you were employed, a formal Relieving letter & Experience letter from your previous employer
- The original documents will be returned to you after verification.

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

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

22. TCS Xperience Program

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

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

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

23. Letter of Appointment

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



24. Rules and Regulations of the Company

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

25. Compliance to all clauses

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

26. Data Privacy Clause:

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

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

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

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

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

(f) In case of overseas deputation, available privacy rights would be governed as per



regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



Withdrawal of Offer

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

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL. We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile to validate the offer letter

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



GROSS SALARY SHEET

Annexure 1

Name	Ragila Ragila
Designation	Systems Engineer
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	28,623	3,43,476
2) Performance Pay		
Monthly Performance Pay	4,600	55,200
Quarterly Variable Allowance*	3,200	38,400
3) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
Retention Incentive	NA	70,000
4) City Allowance	400	4,800
TOTAL GROSS	54,345	7,30,034
Xplore/ Learning Incentive****		Upto 60,000

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

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

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

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

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



Component Category	Monthly	Annual
House Rent Allowance	7,500	90,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	19,373	2,32,476
GROSS BOUQUET OF BENEFITS	28,623	3,43,476



Annexure 2

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



Confidentiality and IP Terms and Conditions

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

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

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

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

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



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

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

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

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

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

8. Restriction on Associate's Rights

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

9. No License

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



10. Equitable Rights

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

11. General

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

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

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

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



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

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



The Mind
building the future with mind...

25-03-2022

CONFIRMATION LETTER

Dear K. Subash [BP191006]

This letter confirms that you have been offered a position of Trainee with **The Mind IT Solution**.

Your project will begin on March 2022 and end on June 2022. This is an unpaid position for which you will not receive any rate of pay/compensation.

This opportunity is offered in conjunction with your graduate program at **“Sacred Heart College”, Tirupattur, Vellore** in the field of **Master of Computer Application**.

All the best

Sincerely,

Manager – Intern Department

The Mind IT Solution

4, Bharathi Nagar 4th St, Parthasarathi Puram, T. Nagar, Chennai, Tamil Nadu-600017.
www.themind.co.in, hr@themind.co.in, 044 2834 4782.

Date 25/05/2022

CERTIFICATE

This is to certify that **Mr.Navies Yashvanth A** bearing Registration **No. BP201003**, a student of MCA from Sacred Heart College, Tirupattur, Vellore has completed his Internship from 1st April 2022 to 31st May 2022 at **GETster.TECH Pvt Ltd.**, Hosur.

The Project is entitled "**Employee Login Portal**", which is an Employee Login Portal a web application, that has two logins, one for admins to manage employee details and another for employees to mark their attendance and daily working progress. Navies Yashvanth has successfully executed his Internship Program.



Santhosh Kumar N
HR and Internship In-charge,
GETster.TECH Pvt Ltd,
Mobile: +91 9025217639
Email: hr@getster.tech

To,
Durga B,
Sacred Heart College (Autonomous), Tirupattur
MCA(Master of Computer Applications)
+919943186996

Dear Durga B,

We are pleased to offer you an internship at **Pi-Systems (FAAS Techno and Systems LLP)**

Your training is scheduled to start effective **4-Apr-2022** for a period of **2 months**.

As such, your internship will include training/orientation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge you learned in class.

The project details and technical platform will be shared with you on or before commencement of training.

We look forward to having you on our team! If you have any questions, please feel free to reach out to us.

For FAAS Techno and Systems LLP



Jegan

<http://pi-systems.in/>



09th March 2022

Ms. Julie R

Reg. No. BP201015

Sacred Heart College

Tirupattur.

Dear Julie,

Sub: Internship

On behalf of **Shiash Info Solutions Private Limited**. We would like to inform that you are being accepted as one of our interns. We are pleased to inform you that you have been qualified as per the requirements for the internship. You will be working with our Technical team.

Your internship will begin with effective from **March 2022 to June 2022**. You will be assigned to various tasks which relates to the project assigned to you after which your performance will be assessed and appraised.

For **Shiash Info Solutions Private Limited**



Ashwini Kanniyappan

Asst.General Manager- Human Resources

Shiash Info Solutions Private Limited

#51, Level 4, Tower A, Rattha TEK Meadows, Old Mahabalipuram Road,
Sholinganallur, Chennai- 600 119, Tamil Nadu, India.

+91 44 66255681 ✉ info@shiash.com

Ms. Muniyammal M

09th March 2022

Reg. No. BP201021

Sacred Heart College

Tirupattur.

Dear Muniyammal,

Sub: Internship

On behalf of **Shiash Info Solutions Private Limited**. We would like to inform that you are being accepted as one of our interns. We are pleased to inform you that you have been qualified as per the requirements for the internship. You will be working with our Technical team.

Your internship will begin with effective from **March 2022 to June 2022**. You will be assigned to various tasks which relates to the project assigned to you after which your performance will be assessed and appraised.

For **Shiash Info Solutions Private Limited**



Ashwini Kanniyappan

Asst.General Manager- Human Resources

Shiash Info Solutions Private Limited

#51, Level 4, Tower A, Rattha TEK Meadows, Old Mahabalipuram Road,
Sholinganallur, Chennai- 600 119, Tamil Nadu, India.

☎ +91 44 66255681 ✉ info@shiash.com



GLOBAL WECONNECT TECHNOLOGIES INTERNSHIP OFFER LETTER

Date: 06-04-2022

Hello Praveen S,

We are glad to inform you that your application for the position of **Trainee Data Analyst** has been accepted by the Recruitment Team, and you have been selected for the internship in our company.

As per your internship application, this letter will come into effect on **11-04-2022**. The recruitment team has expressed a positive response and confidence, and you are one of the best candidates of the rest of the applicants. Session and terms of internship have been discussed earlier as well.

As you know it may be a very bustling time, we advise you to be mentally and physically equipped, and of course, you can get along with our expectations.

Note: This offer holds valid from 11-04-2022 to 24-05-2022. If you are failing to join us in the expected period, this opportunity will be invalid and considered as oblivion and unoccupied.

To accept the company's offer, kindly confirm with your signature and date in this letter. If you have any further queries or any information required, please reach us at below contact details.

With best wishes,

S. Abinaja Sathy

Designation: Human Resource Specialist

Contact: 9986168512

Accepted on: _____ / _____ / _____

Signature: _____

Name:



xavier don bosco <xavierbca207@gmail.com>

Diggibyte Technologies - Internship Program -Xavier Don Bosco

3 messages

Rashika S <rashika.rashu@diggibyte.com>
To: "xavierbca207@gmail.com" <xavierbca207@gmail.com>
Cc: DIGGIBYTE Internal <DIGGIBYTEInternal@diggibyte.com>

Thu, Mar 24, 2022 at 2:06 PM

Hi Xavier,

Greetings from Diggibyte Technologies Private Limited!!!

We thank you for exploring a career opportunity with Diggibyte Technologies and appreciate the time you spent in our Internship Program Interview process.

With reference to the Interviews, you had with us, it gives us great pleasure to inform you that we have found you suitable for our Internship Program with Diggibyte Technologies.

Date of Joining: **April 4th 2022**

As we mentioned earlier, **we will give you a three-month Internship Program on Data engineering without any incentive or stipend. We will evaluate your skills after your Internship Program. Based on that, you would join Diggibyte Technologies as a Full-Time Employee if you performed well.**

Please submit the following documents(Scan Copy) while joining,

- UG/PG Marksheet
- Transfer Certificate
- PAN Card
- Aadhar Card

Kindly accept/acknowledge your Internship Program offer as a confirmation.

Please feel free to reach us in case of any queries or clarifications.



Rashika | HR
a:Diggibyte Technologies | Bangalore | India
e:rashika.rashu@diggibyte.com | w: www.diggibyte.com
m: +91 (0) 81108 89599

xavier don bosco <xavierbca207@gmail.com>
To: Rashika S <rashika.rashu@diggibyte.com>
Cc: DIGGIBYTE Internal <DIGGIBYTEInternal@diggibyte.com>

Thu, Mar 24, 2022 at 5:53 PM

Respected Mam, I accept the offer.
[Quoted text hidden]

2 attachments



Rashika | HR
a:Diggibyte Technologies | Bangalore | India
e:rashika.rashu@diggibyte.com | w: www.diggibyte.com
m: +91 (0) 81108 89599

Outlook-rey31die.png
25K



Rashika | HR
a:Diggibyte Technologies | Bangalore | India
e:rashika.rashu@diggibyte.com | w: www.diggibyte.com
m: +91 (0) 81108 89599

Outlook-rey31die.png
25K

postmaster@diggibyte.com <postmaster@diggibyte.com>
To: xavierbca207@gmail.com

Thu, Mar 24, 2022 at 5:54 PM



Your message to the Microsoft 365 group DIGGIBYTEInternal@diggibyte.com couldn't be delivered.

The group DIGGIBYTEInternal isn't set up to receive



GLOBAL WECONNECT TECHNOLOGIES INTERNSHIP OFFER LETTER

Date: 06-04-2022

Hello Kingston Raj,

We are glad to inform you that your application for the position of **Trainee Data Analyst** has been accepted by the Recruitment Team, and you have been selected for the internship in our company.

As per your internship application, this letter will come into effect on **11-04-2022**. The recruitment team has expressed a positive response and confidence, and you are one of the best candidates of the rest of the applicants. Session and terms of internship have been discussed earlier as well.

As you know it may be a very bustling time, we advise you to be mentally and physically equipped, and of course, you can get along with our expectations.

Note: This offer holds valid from 11-04-2022 to 24-05-2022. If you are failing to join us in the expected period, this opportunity will be invalid and considered as oblivion and unoccupied.

To accept the company's offer, kindly confirm with your signature and date in this letter. If you have any further queries or any information required, please reach us at below contact details.

With best wishes,

S. Abinaja Sathy

Designation: Human Resource Specialist

Contact: 9986168512

Accepted on: _____ / _____ / _____

Signature: _____

Name:

PG AND RESEARCH
III SEMESTER

Programme Name	Programme Code	Reg.No.	Name
MCA		BP191001	KIRUBANANDHAN G
MCA		BP191002	BHARATHI S
MCA		BP191003	DONY FRANKLIN A
MCA		BP191004	GAYATHRI R
MCA		BP191005	RAGILA S
MCA		BP191006	SUBASH K
MCA		BP191007	SURIYA S
MCA		BP191009	YASARARAFATH N
MCA		BP191010	YAW AMOAH ADUM-ATTAH
MCA		BP191011	SAMUEL ADASA ABBAN

RCH DEPARTMENT OF COMPUTER APPLICATIONS
A Internships/Project Work Details - 2021 - 2022

Title of Internships/Project Work	Name of the partnering institution/ industry /research lab with contact details	Starting Date	Ending Date
Long Absent			
Smart Agriculture with IOT	Cogent Integrated Business Solution	14/03/2022	14/06/2022
Life savers	Verve Technologies	25/02/2022	28/06/2022
Sales and financial dashboard	Global We Connect technology	14/03/2022	03/05/2022
Covid- Testing Management System		03/04/2022	30/05/2022
Social Media	The Mind building the future with mind	25/03/2022	30/05/2022
Cloud computing based Design and development of simulated Brain to life for the memories	The Mind IT Solution	25/03/2022	30/05/2022
Long Absent			
TKH Church Software	Cognultsoft Analytics LLP	01/03/2022	30/06/2022
The Church Manager	Cognultsoft Analytics LLP	01/03/2022	30/06/2022

Internship offer letter
Link
<u>BHARATHI_INTERN SHIP.pdf</u>
<u>https://drive.google.com/file/d/12cjfGlt8NYrmHVR-D6zc5xOmZ9mZaKT/view?usp=sharing</u>
<u>https://drive.google.com/file/d/1Xj3Obw-rtTvwd7iHibR4w7KXp9Mi94mq/view?usp=sharing</u>
<u>https://drive.google.com/file/d/17OzOe3MNSNDcSZR3RuT5GD0WR2VQjQtS/view?usp=sharing</u>
<u>https://drive.google.com/file/d/1w7kcJmQeCkKxI6GVzzOY6LIcW1_mmRhs/view?usp=sharing</u>
<u>https://in.docworkspace.com/d/sIAqil42mAb_Q3ZQG</u>
<u>1.PY.pdf</u>
<u>Samuel</u>



March 10, 2022

Bharathi Sivakumar

No-27/30, 3rd Street, Puthupet Road
Tirupattur - 635601
India

Dear Ms. Bharathi Sivakumar

We are pleased to offer you an internship with Cogent IBS India Pvt. Ltd (Cogent IBS). Please find the following confirmation of the specifics of your internship.

Internship Project: Implementation of Customer Relationship Management (CR)

Start Date: March 14, 2022

End Date: May 31, 2022

Location: Remote

Reporting to: Chandu Poloju

Holidays/Benefits: Not eligible

During your internship, you may have access to confidential, proprietary, and/or trade secret information belonging to the Cogent IBS. You agree that you will keep all this information confidential and refrain from using it for your own purposes or from disclosing it to anyone outside the Cogent IBS. In addition, you agree that, upon the conclusion of the internship, you will promptly return any company-issued property and equipment along with information and documents belonging to the company. By accepting this offer, you acknowledge you understand participation in this program is not an offer of employment, and successful completion of the program does not entitle you to an employment offer from Cogent IBS. I would also like to highlight that the company holds complete rights to terminate your internship anytime during this period with or without any reason.

We look forward to having you on board and we are hopeful that this association will be mutually beneficial to both parties. If you have questions, please contact me at [248-723-5897](tel:248-723-5897)/hr@cogentibs.com. Please review this letter in full, and confirm your acceptance of the position no later than the close of business on March 11, 2022.



<https://www.cogentibs.com>

Page 1 of 2 V3

Congratulations and welcome aboard.

Sincerely,



Kamalasree Kumar
HR Manager
Cogent IBS

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

S.BHARATHI



03/11/2022

Printed Name

Signature

MM/ DD/ YY

U SA: Cogent Integrated Business Solutions, Inc. 30700 Telegraph Road, Suite 1550, Bingham Farms, MI,

48025 India: Cogent Integrated Business Solutions Private Ltd

<https://www.cogentibs.com>

Page 2 of 2 V3



Offer: Computer Consultancy

Ref: TCSL/DT20218445792/Chennai

Date: 04/05/2022

Ms. Ragila Ragila
10/280Vallalar Street,
Royal Enfield Showroom,
Vellore-635601,
Tamil Nadu.
Tel# 91-9655577942

Dear Ragila Ragila,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,30,034/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential

TCSL/DT20218445792

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

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



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

COMPENSATION AND BENEFITS

Basic Salary

You will be eligible for a basic salary of ₹15,000/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

House Rent Allowance (HRA)

Your HRA will be ₹7,500/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA

Leave Travel Allowance

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

Personal Allowance

You will be eligible for a monthly personal allowance of ₹19,373/- per month. This component is subject to review and may change as per TCSL's compensation policy.

Food Card

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

TCS Confidential

TCSL/DT20218445792

2

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

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



components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹4,600/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹3,200/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

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

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

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

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹400/- per month. This allowance is fully taxable, is specific to India and linked to your base branch. It is subject to review and will be discontinued while on international assignments.

RETENTION INCENTIVE

You are eligible for Retention Incentive of ₹70,000 payable to you on an annual basis. This component is in appreciation of continuity of service in TCSL and will be paid on completion of each year from the introduction of this incentive for a period of 3 years. The Company reserves the right to modify the same in line with the TCS Compensation Policy.



XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:

1. Basic Cover

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

2. Higher Hospitalisation

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

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

Maternity Leave

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

Loans

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

TCS Confidential

TCSL/DT20218445792

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

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



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

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

Professional Memberships

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

RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Relevant Experience

As per the recommendation of our management review panel, out of your total experience, 0.0 years are being considered to be relevant to the business of our organization.

At the time of Induction, your experience from date of management review by TCSL (while in service with current employer) till the date of relieving from your current employment will be added to your total and relevant experience subject to signing of declaration to that effect followed by validation of relevance of your experience during Background Check process.

2. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your