



KNOWLEDGE INSTITUTE OF TECHNOLOGY

Approved by AICTE, affiliated to Anna University, Accredited by NAAC and NBA (B.E: Mech., ECE, EEE & CSE)

Kakapalayam (PO), Salem – 637 504

www.kiot.ac.in

Placement in Academic Year 2022-23

S. No.	Branch	Total No. of Students	No. of Students registered for placement	No. of Students for placed	% placement	Highest salary (LPA)	Average Salary (LPA)	Median Salary (LPA)
1.	B.E.(CE)	17	17	16	94.12	5.60	2.51	2.40
2.	B.E.(CSE)	127	111	108	85.03	12.75	4.29	4.00
3.	B.E.(ECE)	95	88	85	89.47	8.40	3.86	3.60
4.	B.E.(EEE)	60	47	44	73.33	5.00	3.31	3.25
5.	B.E.(ME)	94	91	86	91.48	4.25	3.00	3.00
Over all		393	354	339	86.25	12.75	3.69	4.00

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PRINCIPAL
KNOWLEDGE INSTITUTE OF TECHNOLOGY
KAKAPALAYAM (PO), SALEM-637 504

Brakes India Private Limited

Padi, Chennai 600 050

Telephone : (044) 2625 8161, 2652 6000

Fax : (044) 2625 7010, 2625 7844

Web : www.brakesindia.com

CIN : U35999TN1962PTC004928

Date: 4.04.2023

Ms. Priyadharshini K,
D/O Mr. M.Krishnan
21D, North street ,
Seerapalli(PO), Rasipuram,
Namakkal - 637406

Ref: Your application dated: 7/3/2023

Further to the interview you had with us, we are pleased to offer you the position of **Graduate Engineer Trainee** in Corporate HR of our Organisation, on the following terms and conditions:

During the period of Orientation, you will be attached to Corporate HR Department.

1. Your emoluments and entitlements will be as given in the annexure to this letter.
2. You will be on training for a period of six months, which may be varied at the discretion of the Management. Upon satisfactory completion of the training period and based on the evaluation you may be considered for confirmation.
3. During the training period, your services can be terminated at the discretion of the Management. In case you wish to discontinue training at your discretion, the management reserves the right to recover from you training costs not exceeding 50% of the emolument.
4. You may be transferred to any other location / department in our Organisation at the discretion of the Management. You may also be required to work in shifts.
5. You will devote your full attention and time for the Company's work and shall not engage yourself in any outside or business without the written permission from the Company.
6. You shall at all times maintain utmost secrecy of all know-how and information relating to the Company's products and business and all matters connected directly or indirectly thereto and shall not divulge such information to anyone except in the normal course of business of the Company. Where required you will sign a confidentiality document as may be prescribed.

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Regd. Office: 21, Patullos Road, Chennai 600 002.



Page: 2

7. You, being a member of the Management staff, should exercise due diligence and judgment in your work and control and regulate the work and discipline of persons reporting to you.
8. The normal age of retirement is on completion of 55 years of age as such other later date as may be specifically communicated to you in writing.
9. You will be governed by all the rules and regulations of the Company that will be applicable from time to time to employees of your category.

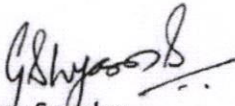
This offer is subject to your being found medically fit by our Medical Officer.


You are requested to inform us of your acceptance within a week from the date of receipt of this letter. Your Date of Joining will be communicated later . At the time of reporting for training, you are required to submit proper proof of successfully completing your graduation failing which this offer stands automatically withdrawn.

Please also submit five passport size photo and one copy of stamp size photo for our records.

We look forward to your fruitful association with us.

Yours faithfully,
For Brakes India Private Limited,


S Shyam Sundar
Vice President (Human Resources)


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- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion. Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

- There would be zero tolerance to plagiarisms and misconduct during the internship. Adherence to Cognizant Internship policies and guidelines is mandatory and any breach of incident reported will lead to immediate cancellation of Internship without any notice.

- During the course of your Internship and at all times, you shall be governed by Cognizant's Social Media Policy and shall, refrain from posting malicious, libelous, defamatory, false, obscene, political, anti-social, abusive, and threatening messages/statements or disparaging the Company, clients, associates, competitors, or suppliers or any third parties, irrespective of whether any such statements are likely to cause damage to any such entity or person. Any breach of this section would lead to immediate termination of the Internship and revocation of the Employment Offer/Agreement.

- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

This offer from Cognizant shall be active and **valid for only 3 calendar days** and hence you are expected to accept or decline the offer through the company's online portal within the said time-period of 3 calendar days and you will also be required to submit the mandatory documents at least **7 days** before your Internship Onboarding Date as part of your Pre-joining & Background Verification (BGV) process. In case you don't comply to the above timelines, this Offer shall stand withdrawn and will be considered as cancelled. Any official written extension to the offer validity and the above-mentioned timelines will be at the sole discretion of Cognizant.

Below are the **mandatory documents** to be submitted as part of your **Background Verification**:

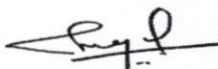
- Your Pan Card
- Letter of Authorization (LOA) which should be downloaded from the BGV application hand signed with your name and date and reuploaded back to the application

Below are the **mandatory documents** to be submitted as part of your **Pre-joining formalities**:

- 2 Passport sized Photographs preferably with a Grey / White background
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.
We wish you good luck.

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,




Maya Sreekumar
Vice President - Human Resources

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

Signature:

Date:



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Annexure

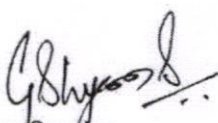
COMPENSATION DETAILS


Name	Ms. Priyadharshini k	Status	Trainee
Location	Padi Corporate Departments	Grade	GET
Unit / Department	Corporate HR	Offer Date	4.04.2023
Designation	Graduate Engineer Trainee		

MONTHLY COMPENSATION ELEMENTS	
Basic	7,000
Transport Allowance	2,800
Education Allowance	100
Monthly Special Allowance	7,800
6th day Comp. Allowance	500
House Rent Allowance	3,500
Medical Allowance	292
Total Annualized Monthly Compensation	263,904
ANNUAL COMPENSATION ELEMENTS	
Leave Travel Assistance	12,000
Total of Annual Payments	12,000
COMPANY CONTRIBUTIONS	
Provident Fund	21,600
Gratuity	4,041
Hospn Cover Premium	753
Accident Cover Premium (Sum Insured Rs. 200,000)	465
ESI Contribution	7,371
Total of Annualized contribution to funds	34,230
TOTAL COMPENSATION PER ANNUM	310,130

Hospitalization Coverage per person

You are Eligible for Bonus as per Company's Policy


 S Shyam Sundar
 Vice President (Human Resources)


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 KNOWLEDGE INSTITUTE OF TECHNOLOGY
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19-Oct-22

Mr. Bhadrinath P S
Knowledge Institute of Technology

Dear Bhadrinath,

SUB: Our offer for the position of Trainee

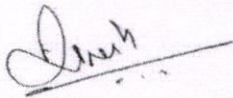
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a "Trainee". Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of three months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.15,000 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.00 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.15,000** and a stipend of **Rs.25,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

For Aspire Systems (India) Private Limited



Dinesh Kumar T.K.

Vice President

dinesh.kumaran@aspiresys.com

I hereby accept the offer.

Signature :
Name : Bhadrinath P S
Date :

Annexure 1: Terms and Conditions of Employment

1. Any information provided by you prior to your employment with us will be subject to background verification. At any point of time, during your services at Aspire Systems, should we find this information inconsistent, your employment with us will be revoked without any prior notice.
2. During your employment, you may become aware of information relating to the business of the Company, trade secrets, client names/details and pricing structures. Confidential information remains the sole property of Aspire Systems. You shall not, either during or after your employment, without the prior consent of Aspire Systems, directly or indirectly divulge to any person or use the confidential information for your own or another's benefit. We expect you would not under any circumstance try to start or help any other person start the activities carried on by this company.
3. During your services with us, we would expect you not to indulge in any activity or profession, which would prove detrimental to our operations. All software products, systems developed by you during your period of service with the company will be the sole property of the company.
4. Aspire will expend substantial time, effort and cost to recruit and train you. Any sudden departure by you definitely has an impact by causing damage and expense to Aspire. Hence, you agree that you have the full intention to serve as an Employee of Aspire for at least THREE years without causing disruption to the services of the company. In case you decide to leave Aspire within the first three years, you will have to pay an amount as outlined in your Employment Agreement and serve appropriate notice period as defined by the company.
5. You may from time to time be deputed to work at any of our offices globally or at our client's location within India or abroad. During the deputation, you will also be required to comply with the local laws, ordinances, regulations and codes that govern such countries. In case of failure to do so, you will indemnify the company against any loss or damage that may be sustained due to such failure on your part.
6. During the probation and training period, if your performance or conduct is not satisfactory, the company has the right to terminate your services without notice. If you take additional time to complete your training, then there will be no salary paid to you during the additional period.
7. Upon confirmation of your employment, the employment contract may be terminated by giving appropriate notice. You are required to continue your services until the end of the notice period. Further, any salaries or any other remuneration due to you will be forfeited should you fail to serve the appropriate notice periods as mentioned above.
8. At Aspire we provide you with wide opportunities to enhance the gamut of your work area and we may in accordance with the same be transferring your services to other departments and you may be assigned any work to test your aptitude during the course of your services.
9. **Salary and Designation Changes:** Your probation is for a period of six months and on successful completion of your probation, you will be confirmed and promoted to "Engineer", and you can refer to the below mentioned table for the salary changes. These salary changes are subject to your satisfactory performance during the review period.

The first salary change post training period will be based on your date of joining.

- If your date of joining is between 1st to 15th of the month, then your first salary change effective date will be 1st to end of the month
- If your date of joining is between 16th to end of the month, then your first salary change effective date will be from 16th to 15th of the next month
- Please refer to the sample table below and the first salary change date post training will depend on your day of joining

Duration	Monthly CTC	Comments
Training	15,000	Training period (3 Months Max)
Post Training	30,000	Salary gets revised to 30,000
Post Probation	-	Confirmation, Promotion to Engineer
Post Training + 12 Months	35,000	Salary gets revised to 35,000
Post Training + 18 Months	40,000	Salary gets revised to 40,000
Post Training + 24 Months	45,000	Salary gets revised to 45,000
Post Training + 30 Months	Road Map Salary Revision	Alignment with Org Cycle

- The CTC is inclusive of the following components: Basic, FBP components you have opted, Statutory components: PF, ESI, Gratuity, Statutory bonus, what is applicable, Special allowance excluding the above, deductions like Mediclaim, TDS, Lunch, transport and professional tax, whatever is applicable. The break-up of components will be available in the monthly pay slip and reimbursement slips that will be sent to you
- Performance Appraisals are a part of the work policies at Aspire and your performance will solely spell out any revision in your compensation package. Apart from the above pre-fixed salary changes during the initial three-year period, if you are rated as an Excellent or an Exceptional performer during the annual review cycle, you will be eligible for a one-time performance-based payout. This is only applicable for the first three years from the date of joining.
- You are governed by the company's policies in vogue from time to time. Your work timings may also be changed depending on the organizational need and your responsibilities.
- The rules and regulations of service of the company that are in force may be framed, amended, altered or extended from time to time. They will govern you in the same form as and when altered or amended.
- Aspire Systems is an equal opportunity employer. We demonstrate respect and provide equal employment opportunities for all employees and applicants for positions regardless of race, color, national origin, political belief, religion, marital or family status, physical or mental disability, gender, sexual orientation, age, or irrelevant (not related to the work to be performed) record of offense. All our decisions will be based on job performance, merit, experience, and qualifications.

I hereby accept the offer terms and conditions.

Signature :
 Name : Bhadrinath P S
 Date :



02th May 2022

PRE PLACEMENT OFFER
FOR EMPLOYMENT

Dear Ranjith M

With reference to the discussions that we had with you, we are pleased to appoint you as **Full Stack Web Developer** in INeuron Intelligence Pvt Ltd. Your place of posting will be **Bangalore**.

Your Annual Total Compensation (CTC) will be **INR 12,75,000** annually. The break-up is mentioned below.

Your appointment will be governed by the terms and conditions of employment presented in the appointment letter.

Your compensation is highly confidential and if the need arises, you may discuss it only with the Recruiter/HR/Finance Manager/Reporting Manager.

We request you to join us on or before **1st Week of Feb,2023**

Please note that this offer for appointment is subject to satisfactory professional reference checks.

At the time of joining, Please submit the following documents, after acceptance of the offer for the reference check.

1. Signed copy of Offer Letter.
2. Photocopy of Passport, Training certificates, mark sheets in support of your Educational qualifications from 10th grade till highest degree.
3. Relieving letter or Resignation acceptance letter from your previous employer, Offer/Appointment Letter, Last drawn Pay slips, revised salary certificates.
4. Experience Certificate from all the Previous Employers.
5. Soft copy of your photo with plain/white background.

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6. Copy of Pan Card.
7. Form 16 of the previous company till the last working month, Tax Savings declaration form (Investment Plan) (If Any).
8. Contact Details of reporting Manager and HR Manager.

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, sign the duplicate of this offer as your acceptance and forward the same to us including the required documents & Details for Reference Check.

This offer is valid for a period of 5 days from the date of issue.

Yours sincerely,
For Ineuron Intelligence Pvt Ltd

SUDHANSHU KUMAR
Director

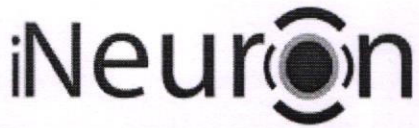
HITESH CHOUDHARY
Chief Technology Officer

I accept the offer on the terms and conditions and shall report to work on.....

Name: **Ranjith M**
Date:

Signature:

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Salary Annexure

Annexure A				
Break Up Particulars	Per Month		Per Annum	
	Option-1	Option-2	Option-1	Option-2
	PF 12% on basic	PF minimum		
Basic	53,125	53,125	6,37,500	6,37,500
House Rent Allowance	21,250	21,250	2,55,000	2,55,000
Food Coupons (Optional)	0	0	0	0
Telephone Allowance	0	0	0	0
LTA	0	0	0	0
Provident Fund-Employer	6,375	1,800	76,500	21,600
Provident Fund-Employee	6,375	1,800	76,500	21,600
Family Health Insurance (E+5 dependents-Optional for dependents)	362	362	4,343	4,343
Special Allowance	18,763	27,913	2,25,157	3,34,957
Fixed Salary (A)	1,06,250	1,06,250	12,75,000	12,75,000
Performance Bonus payable along with Sept & March Salary (B)				
Total CTC (A) + (B)	1,06,250	1,06,250	1275000	1275000

*Provident Fund: Company Contribution "Option 1" Or "Option 2" of Base Pay with Equal Contribution from Employee

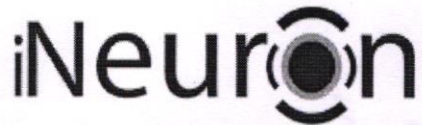
*Professional Tax and Income Tax shall be deducted as applicable.

*You can choose among the salary structures options:- "option 1" or "option 2"; depending upon your Provident Fund Contribution.

*Confirm and revert back to us with you choice of option along with your "Letter of Acceptance"

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Reg Office: 17th floor, Tower A Brigade Signature Towers, Sannatammanahalli, Bengaluru,
 Karnataka - 562129.



Annexure B:

1. Leave Policy:

Types of Leaves:


- Earned Leave: 2 days/month
- Casual Leave: 1.5 days/month
- Sick Leave: 2 days/Month

Note: ELs can be carried forward. A total of 30 leaves can be accumulated. Unutilized ELs can be encashed at the time of separation. For all new hires if they join up to 15th of the month then a credit will be given for that month and after 15th, there's no credit. Sick leave availed for more than 2 days has to be supported with a medical certificate.

2. Insurance Details: Our Insurance provider is Star Health and Allied Insurance Company Limited, below are the details of the coverage we offer.

- Sum Insured Rs.3,00,000. (The premium is included in the CTC)
- 5 Dependents include - Parents/Spouse/Children/In-laws (Employee + 5)
- Require 24 hours hospitalization.
- Cash less facility for network hospitals is available.

3. Background verification: This offer is made based on Indian laws and subject to no adverse information being obtained during reference checking with previous employers, validation of educational qualifications or background checks, drug tests, credit checks, criminal record checks and approval of your employment/immigration pass application (wherever applicable). For audit purposes, you are also expected to provide an original copy of your last pay slip to the Human Resources Department.


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Date: 31-Mar-2023

Employment Agreement

To,

**Mary Josephine Anthonisamy,
Salem, Tamil Nadu**Dear **Mary Josephine Anthonisamy**,

We, at Tessolve Semiconductor Private Limited ("**Company**"), are pleased to offer you employment as **Software Engineer** with the Company in response to your application and the subsequent interview(/s) you had with us, on the following terms and conditions:

1. You shall commence your technical training with the Company on the date of signing of the Employment agreement with the Company, which will be the later date of signing by either of the parties 3rd April 2023, for a period of 6 months ("**Training Period**"). Training period may be extended, reduced or waived by the Company, at its sole discretion and without assigning any reasons for the same. During your Training Period, your designation shall be "Trainee" and you shall be entitled to receive a stipend of INR 10000/ (Indian Rupees Ten thousand only). The Clauses 3, and 4 shall be applicable to you upon successful completion of the Training Period and conversion to regular Employment role. The Company shall be free to terminate this Employment Agreement at any time during the Training Period without any cause for the same and without any notice or salary in lieu thereof.
2. You hereby undertake that all documents/information required by the Company and furnished by you including and not limiting to the documents relating to the education, past employment, conduct, particulars mentioned in the Resume/CV/Biodata, age and health at the time of execution of this Agreement or at any point of time prior thereto are true and correct and are not forged/misleading documents/information. You shall lend your full cooperation to any agency/third party engaged by the Company to verify the background information as furnished to the Company by you and undertake not to obstruct or hamper in any manner whatsoever the above referred agency / third party in the performance of its duties.
3. Your annual compensation which will be effective post successful completion of training period, is detailed herewith in Annexure – A. You hereby expressly agree that the compensation payable to you is confidential and you shall not disclose such information to any person within or outside the Company, except to your Reporting Manager/Designated Authority.
4. You shall serve a probationary period of six (6) months ("**Probation Period**"), from the date of completion of Training Period, which may be extended, reduced or waived by the Company at its sole discretion and without assigning any reasons for the same. You shall continue to receive the salary agreed upon in Clause 3 and Annexure A of this Employment Agreement during the Probation Period. Company shall be free to terminate this Employment Agreement at any time during the Probation Period without any cause for the same by giving 15 days notice or on payment of 15 days' pay in lieu of such notice.
5. You agree to execute and abide by the Non-Disclosure and Invention Assignment Agreement furnished by the Company under which you will have an obligation to keep confidential the Company's proprietary information as well as an obligation to safeguard the Company's

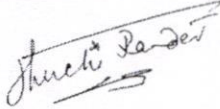
intellectual property. The Non-Disclosure and Invention Assignment Agreement shall form an integral part of this Employment Agreement.

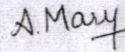
6. You agree to execute and abide by the Employee Service Agreement furnished by the Company under which you shall have non-solicitation and non-compete obligations. The Employee Service Agreement shall form an integral part of this Employment Agreement.
7. You shall strictly, and without exception, adhere to the Code of Conduct, anti-sexual harassment policy and all other Company policies, as applicable to you, which may be modified and notified by the Company from time to time.
8. You undertake that all equipment/data/information supplied or conveyed by the Company to you is, and shall remain, the property of the Company alone and you shall return the same to the Company at the time of cessation or termination of your employment in good/similar condition, except for natural wear and tear.
9. Your usual place of work will be **Bangalore**. However, you may be transferred to or seconded to any other location operated by the Company and its associates or subsidiaries within India and outside India. You also expressly agree that the Company may assign this Agreement or send you on secondments to any of the Company's subsidiaries or affiliates or associates or clients or other third parties in India or any other location, at the Company's option.
10. You shall not have the right or the authority to make any representation, contract or commitment for or on behalf of the Company except in accordance with the approvals granted by the Company or in the ordinary course of performing your duties. Except as may be authorized by the Company, you shall have no authority, implied or otherwise, to pledge the credit of the Company.
11. By signing this Employment Agreement, you give consent to the Company to (i) hold; (ii) process; and (iii) disclose and transfer to any third party for the purpose of internal monitoring and compliance, administrative processes and/or compliance with applicable law, both electronically and manually, all information relating to you, including your sensitive personal data and information as defined under the IT Act and the rules made thereunder, including the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011.
12. You also agree and represent that you have not employed any sort of malpractices during the interview process for the current offer. In the event Company reasonably believes that you have either taken certain external assistance during your interview stage for the current offer without the same being approved by Company, this offer shall be terminated forthwith by the Company. Without prejudice to the right of the Company under this clause the Company may also initiate appropriate legal actions against you in this regard.
13. During the term of your employment with the Company, and at any time thereafter, you agree to reasonably cooperate (with due regard given to your other commitments), (i) with the Company in the defence of any legal matter not adverse to you and involving any matter that arose during your employment with the Company or any subsidiary or affiliate of the Company; and (ii) with all government authorities on matters pertaining to the Company or any subsidiary, if any, or affiliate of the Company, in each case, relating to your employment period and not adverse to you.

14. During Probation Period and after confirmation, you may terminate your employment by giving ninety (90) days prior written notice to the Company. The remuneration for the notice period shall be given subject to your attending work for regular hours on each day of the said notice period and continuing to abide by the terms and conditions of this Employment Agreement during the term of the said period. Failure to give notice or serve the entire notice period of ninety (90) days shall entitle the Company to deduct proportionate amounts up to ninety (90) days' salary from the full and final settlement payable to you. The Company retains the right to waive the notice period required to be served under this Clause at its sole discretion. The Company may terminate your employment at any point of time after probation period by giving ninety (90) days' notice to you or upon payment of salary in lieu of the notice period.
15. In the event you terminate your employment within Four [4] Years from the Commencement Date (including Training period), the Employee shall pay INR Seven Lakhs Fifty Thousand [7,50,000] as indemnification for the training cost and other expenses incurred by the Company on your behalf. You undertake and agree to not dispute the aforementioned amount and pay such amount to the Company prior to the effective date of termination. You acknowledge and agree that the aforementioned amount is reasonable, and cost and expenses incurred by the Company in training you for your specific responsibilities towards the Company.
16. In the event of material breach of the terms and conditions of this Employment Agreement by you, the Company shall be entitled to terminate your employment forthwith. Material breach of the terms and conditions of this Employment Agreement includes, without limitation, the following:
 - a. A breach, whether wilful or otherwise of Clause 1, Clause 6 and Clause 7 of this Employment Agreement and/or any/all covenants/undertakings/instructions contained therein;
 - b. A breach, whether wilful or otherwise of the Non-Disclosure and Invention Assignment Agreement or the Employee Service Agreement;
 - c. An act which constitutes a punishable offence under any statute in force in India on the date of commission of such act;
 - d. An act that harms the reputation, standing or credibility of the Company in the community or with the customers or suppliers of the Company;
 - e. Commission of a crime or an act of moral turpitude;
 - f. You fail to comply with directives from designated authority(/ies), the Company's board of directors or managing officers, or company policies;
 - g. You become insolvent;
 - h. You are found guilty of dishonesty, disobedience, misappropriation, theft, fraud, disorderly behaviour or negligence.
 - i. Unauthorised absence from work for a period of 3 working days.
17. You hereby agree to indemnify and hold the Company harmless against all liabilities, damages, claims, suits, proceedings, costs and expenses (including but not limited to legal costs) that may be suffered or incurred by the Company as a consequence of your breach of the terms of this Employment Agreement.
18. If any provision of this Employment Agreement is adjudicated by a court or any other adjudicatory authority invalid, illegal or unenforceable in any respect, the remainder of this

Employment Agreement will be enforced as if such invalid, illegal or unenforceable provision had never been contained in this Employment Agreement.

19. This Employment Agreement shall be modified only by mutual agreement between the parties in writing.
20. This Employment Agreement shall be governed and interpreted by and construed in accordance with the laws of India. The courts of Bengaluru shall have exclusive jurisdiction in respect of all matters relating to or arising out of this Employment Agreement.
21. The termination of this Agreement shall not affect any Clause which by its very nature is intended to survive the termination of this Employment Agreement, and all such Clauses shall survive the termination of this Employment Agreement.
22. At the time of joining, you are requested to produce the original certificates in proof of (a) age, (b) Qualification, (c) Relieving Order from the present employer, if applicable (or) copy of your resignation letter from the previous employer.
23. In case your written acceptance of this Employment Agreement is not received within three (3) days of issue, this Employment will be treated as withdrawn and cancelled, without any further reference to you.
24. Please sign and return the duplicate copy of this Employment Agreement as a token of your acceptance of the above-mentioned terms and conditions.

Tessolve Semiconductor Private Limited

(Authorised Signatory)**Name: Shuchi Shukla****Designation: Associate VP - HR****Date: 31-Mar-2023****[Employee]**

(Signature)**Name: Mary Josephine A****Date: 03-04-2023**(Mention Training commencement date)

Annexure A

Salary

Name: Mary Josephine Anthonisamy
Designation: Software Engineer
Location: Bangalore
WEF: 03rd October 2023

Grade: T7-B
Job Category: Technical

Salary	Cost to Company In Indian Rupees	
	Per Month	Per Annum
Basic	12000.00	144000.00
HRA @ 50% of Basic	6000.00	72000.00
LTA	1000.00	12000.00
Flexible Benefit Plan	9200.00	110400.00
Total (A) #	28200.00	338400.00
Company Contribution Provident Fund	1800.00	21600.00
Total Gross Pay (B)	30000.00	360000.00
Gratuity *	577.20	6926.40
Health & Personal Accident Insurance *	500.00	6000.00
Total (C)	31077.20	373000.00
Project based Variable Pay		40000.00
Total Cost to the Company	31077.20	413000.00

FOR TESSOLVE SEMICONDUCTOR PVT LTD

Shuchi Shukla

Shuchi Shukla
Associate VP - HR

A. Mary

Other Benefits

- 1) (*) As per prevailing company policy
- 2) (#) From Total A Component, Employee Contribution of PF, PT and TDS as applicable will be deducted.
- 3) Salary Revision

Salary revisions are at the sole discretion of the Company. The below salary numbers are indicative; actual salary will depend on, but not limited to, Individual Performance & Billability, Company Performance

PM