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Periyanaickenpalayam, Coimbatore – 641020

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7.2 BEST PRACTICES

(2018-2019)

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Best Practice – I

Title of the practice: Experiential Learning and its influences over Employment

Objectives:

- To prepare students for placement
- To get results from the combination of grouping and transforming experience.
- To provide a positive influence on employability and management skills from an employer as well as student level perspective.
- To increase the level of future level competency which requires organisational approach in many ways.
- To extend the level of employment by conducting tests that estimates the appearing candidates level of Business Communication, Critical Thinking, Programming, Aptitude and Interpersonal Skills.

Context

The prime focus of the Institution is to render maximum employment opportunities and provide continuous guidance, support and orientation through the placement cell. The college helps students to get or contact the recruiting companies through faculty members and trainers support

Practice

The Institution has a separate working cell to meet the employability demand of recruiting companies to filter out the candidates suitable for a professional working scenario.

English Practice:

United Institute of Technology provide language assistant through the Literary Club which guides student individuals in communication aspects to meet the needs of corporate world. Students are given model examination that focuses on language numericals, reasoning, interview and group discussion.

Verbal and Non-Verbal Tests

- Continuous practice given to face the interviews through model question banks
- Materials are made available both in online and offline mode


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- When students are into placement training, we provided them different set of papers related to grammar, reasoning and subject course.

PAC contributes to the development of an appearing candidate for the interview selection process. Resume plays a vital role in selecting a candidate fit into the working needs of a company. In relation to this students are asked to draft sample resume with templates of their own choice. Redistributing resumes and corrections are also done.

AWS and Cloud Management, Stadd Pro V8i, Embedded Systems Design using Pic Controller, Sensor Applications using Arduino & Raspberry PI and, CAM/CNC courses are provided with enough number of materials and sources. It helps engineering students to correlate subjects and learn from them.

Problems encountered

On Campus placements require a lot of hard-work and expectations from the students. Moreover students try to give their best and there are difficulties faced during the execution of job placement programs.

Evidence of success:

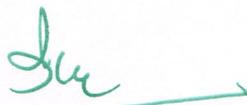
- 361 students got placed in reputed companies
- Placement opportunities helped students below the poverty line, especially of rural background
- Students gained confidence and monetary support

Best Practice II

Title of the practice: Environment Friendly Campus

Objectives of the practices:

- To maintain a natural environment in the campus.
- To promote eco-friendly atmosphere among students
- To maintain plants and trees by the students
- To make the campus a plastic free environment
- To highlight the importance of preserving natural resources.
- To aim students to commit to care the campus culture and its surrounding


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The Context:

The main aim of the United Institute of Technology is to make the students to build a right conscious in eco-friendly life along with their academics. Although environment supports health, due to pollution and deforestation environmental issues arise and impede human health causing health issues like respiratory diseases, heart diseases, asthma, cancer, etc. The Institution focuses on teaching the students not to rely only on academics but also to preserve natural resources for the future.

Practices:

To maintain the campus and its surrounding green, the usage of plastic is strictly prohibited. Awareness programs are conducted for students to have a plastic free environment. Steel crockery is used in hostel mess. Only steel plates, jugs and tumblers are used. The waste water from the hostel and canteen are recycled through the recycling unit of our college and are used to water the trees and plants which are important in maintaining a green atmosphere. Usage of bicycle inside the premises is encouraged. As an initiative, our Institution uses solar light in college premises and hostels as energy saving electrical appliances. Cutting trees in the campus is strictly prohibited. Students are encouraged to plant trees and maintain it during their four years journey in the campus. The green cover occupies 40% of the total campus area. The campus environment attracts peacocks, squirrels, butterflies, bees, earthworms, etc.

Evidence of success:

- UIT uses solar lights from 7PM TO 6AM
- Tree plantation was carried out successfully by the students

Problems encountered

- Continuous effort is needed to monitor a plastic free campus and a go green environment
- More number of workers are required for the maintenance of successful go green initiatives
- We encountered technical problems in maintaining the solar power lights


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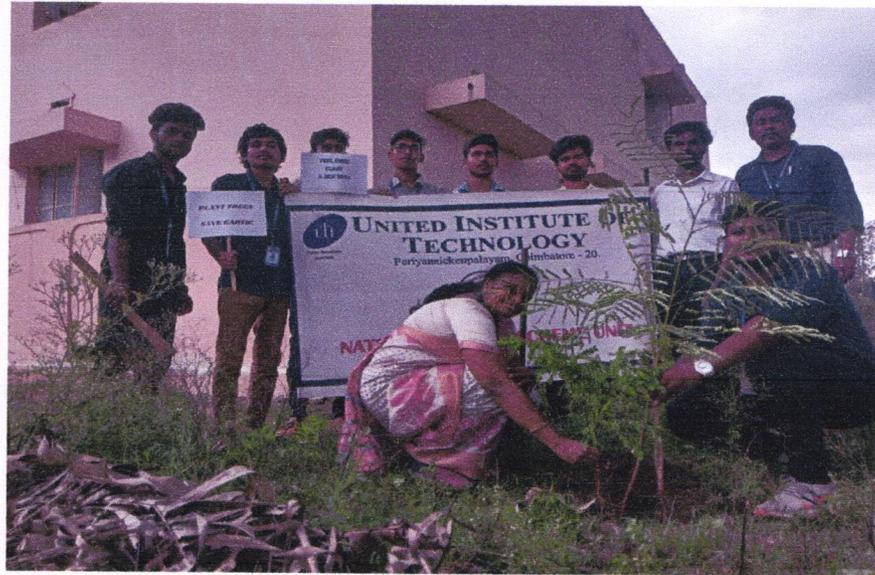


Lush green plants maintained by II year CSE students



Plastic Ban sign board in campus

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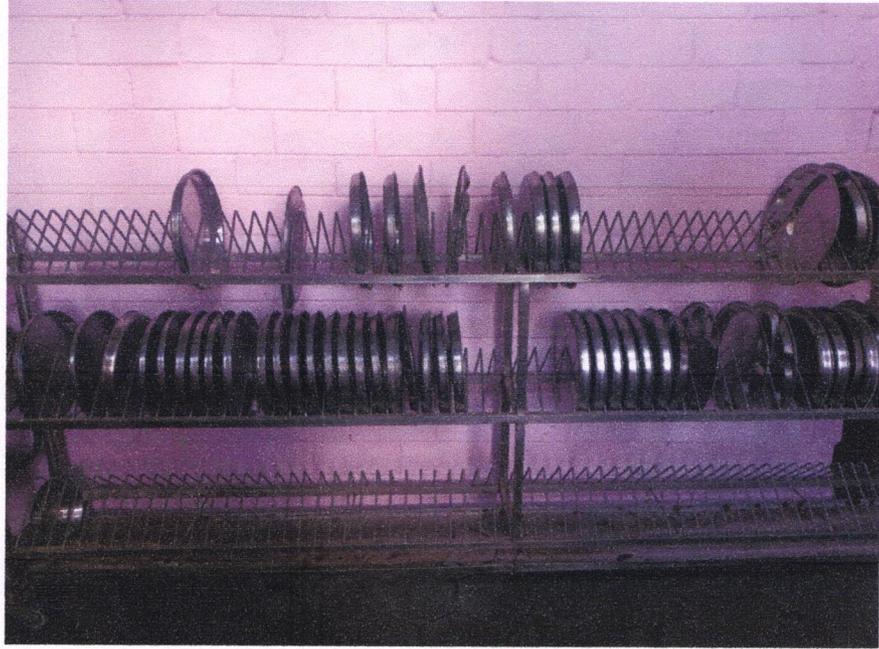


Tree plantation by NSS Volunteers



Solar Street light in campus


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Use of only steel plates in hostel mess



Use of bicycle in college premises

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Name: Anjana S
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Date: 13/02/2019



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Department of Training and Placement ENGLISH COMPREHENSION

Year: 2018-2019

Time: 1 hour

Marks: 50

PART-A

In each of the following questions, find out which part of the sentence has an error. If there is no mistake, the answer is 'No error'.

1. It is written in Gita (a)/ that God incarnates (b)/ Himself (c)/ in times of trouble. (d)/ No error (e)
2. It is being rainy day, (a)/ we decided not to go out (b)/ but to stay at home (c)/ and watch a movie. (d)/ No error (e) error
3. The blinds (a)/ deserve (b)/ our sympathy. (c)/ No error (d)
4. Concurrent with his programme, (a)/ educational institutions may be urged (b)/ to inculcate patriotism (c)/ in each and every one of its pupils. (d) No error (e) error
5. She had shifted her residence (a)/ to this city to be (b)/ close with the child (c)/ she had wanted to adopt. (d)/ No error (e) error
6. The author's vision, (a)/ suffused by an innocence and warmth, (b)/ may not correspond (c)/ to the country as it is today. (d)/ No error (e) error
7. And though one did not (a)/ quite believe his claim, (b)/ one saw no harm (c)/ in granting him permission. (d)/ No error (e) error
8. If you hate me, (a)/ then you should (b)/ leave my house. (c)/ No error (d)
9. When he went out (a)/ he left the radio on (b)/ so that his parents shall think (c)/ that he was still in the house. (d)/ No error (e)
10. More leisure, as well as an abundance of goods, (a)/ are attainable (b)/ through automation. (c)/ No error (d)

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11. I and you (a)/ know each other (b)/ for the last six years. (c)/ No error (d) error
12. Some people get (a)/ used to changes (b)/ very easily than (c)/ others do. (d)/ No error (e)
13. When the college was established (a)/ he was (b)/ yet practising law. (c)/ No error (d) error
14. Mine may not be a (a)/ story of success (b)/ but failures keep a person live (c)/ No error (d)
15. Mahabharata contains veritable wealth (a)/ of material for deep study and research (b)/ but all mankind in today's strife-torn world. (c)/ No error (d)

Part - B

In each of the following questions, find out which part of the sentence has an error. The error may be idiomatic or grammatical. If there is no mistake, the answer is 'No error'.

16. He drank once again (a)/ as he was (b)/ feeling thirsty. (c)/ No error (d)
17. Bacteria is probably (a)/ the most common form (b)/ of life on earth. (c)/ No error (d)
18. While going (a)/ through the report (b)/ yesterday I find (c)/ several factual mistakes. (d)/ No error (e) error
19. On reaching the railway station (a)/ he was disappointed to learn (b)/ that the train left. (c)/ No error (d) error
20. It is high time (a)/ that we send (b)/ the answer (c)/ No error (d) error
21. The presumption that the average investor did not understand (a)/ or take interest in the affairs of the company (b)/ is not correct. (c)/ No error (d)
22. The two last (a)/ chapters of the book (b)/ are very interesting. (c)/ No error (d)
23. Passengers should be prohibited (a)/ to smoke in (b)/ the trains and buses. (c)/ No error (d) error
24. The world (a)/ comprises (b)/ good and bad people. (c)/ No error (d) error
25. The demand of the worker's union (a)/ that the dismissed (b)/ employee to be reinstated, (c)/ has been accepted by the management. (d)/ No error (e) error

PART- C

In the following questions, a sentence has been given wherein a word/ group of words has been italicised. Some alternatives are suggested for the italicised words/ group of words which improves the sentences. In case no improvement is needed in the sentence, your answer is 'No improvement' or 'No correction required.'

26. I made him good-bye.
a) Wished
b) Complimented
c) Bade
d) No improvement
27. We heard of them having discovered another stream
a) Them discovering
b) Their discovering
c) Their having discovered
d) No improvement
28. Those who study at sixes and sevens seldom succeed.
a) By fits and starts
b) By leaps and bounds
c) From pillar to post
d) No improvement
29. Kalidas is the greatest of all other dramatists.
a) Most other
b) The other
c) any other
d) All the
e) No correction required
30. A bird in hand is worth two in bush.
a) two in the bush
b) two at a bush
c) two on bush
d) no improvement
31. My mother is ill since two months.
a) has been ill since
b) has been ailing since
c) has been ailing for
d) no correction required

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32. To make him succeed, the correct thing to do is to punish him until he does not try.

- a) until he tries
- b) until he does try
- c) until he will not try
- d) until he did not try
- e) no improvement

33. The houses in our street are more beautiful than on the main road.

- a) than that on the main road
- b) than those on the main road
- c) than there on the main road
- d) no correction required

34. If you are living near a market place you should be ready to bear the disturbances caused by traffic.

- a) to bear with
- b) to bear away
- c) to bear upon
- d) no improvement

35. He offered me tea but I denied it.

- a) refuted
- b) neglected
- c) declined
- d) no improvement

36. There is no absolute worry even if your son refuses to marry her.

- a) no absolutely worry
- b) absolutely no worry
- c) absolutely not worrying
- d) no improvement

37. I congratulated him on his creditable performance in the I.F.S examination

- a) credible
- b) creditworthy
- c) credulous
- d) no improvement

38. But just how far he will manage to run with those shoes remains to be seen.

- a) But just how farther
- b) But just how much far
- c) But just how further
- d) no improvement

39. The experience was as important to the artists as it was to the thousands who comprise the audience.

- a) who did comprise
- b) who comprised
- c) who would comprise
- d) who comprised of
- e) no correction required

40. Scarcely had he left when his friend came.

- a) He had scarcely left
- b) He had left scarcely
- c) He scarcely had left
- d) No improvement

41. Whenever the two sisters go out for shopping, they take their pet dog with them.

- a) go out shopping
- b) go out to shopping
- c) go out on shopping
- d) no improvement

42. He was urgently in need to get his eye operation.

- a) of an eye operation
- b) for operation on eye
- c) for eye to be operated
- d) no improvement

43. He fled from the country lest he should be arrested for his misdeeds.

- a) fled off
- b) fled
- c) fled out of
- d) no improvement

44. This time she is coming in holidays for an extending stay here.

- a) extensive
- b) extension
- c) extended
- d) no improvement

45. If I was you, I would not have joined the party.

- a) As you
- b) If I am
- c) Were I you
- d) If I be you
- e) No correction required

PART-D

In each sentence below, four words/ group of words which are labelled (a), (b),(c) and (d) have been printed in bold type, one of which may be either inappropriate in the context of the sentence or wrongly spelt. If all the four are appropriate and also correctly spelt, mark 'All correct' as the answer.

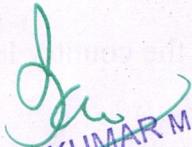
46. The new lecturer (a) has devised (b) a novel method (c) of solving this problem. (d) All correct (e)

47. He who is indeed of the brotherhood (a) does not voyage (b) in quest of the picturesque, (c) but of certain jolly humours. (d) All correct (e)

48. Subtel (a) nuances (b) and hues of the Indian languages (c) as spoken in all these places settle down in his psyche. (d) All correct (e)

49. Our country is critically affected (a) by widespread (b) deforestation (c) and steady (d) destruction of natural watersheds. All correct (e)

50. The old man cut (a) the huge Ashoka tree with (b) hardly (c) no effort (d) at all. All correct (e)


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Register Number: Eliza A 714516106014
Name: Eliza
Department: ECE III

16/04/2019



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Department of Training and Placement QUANTITATIVE APTITUDE

Year: 2018-2019

Time: 30 minutes

Marks: 20

PART-A

1. The profit obtained by selling an article for Rs. 56 is the same as the loss obtained by selling it for Rs. 42. What is the cost price of the article?

- a. Rs. 40
- b. Rs. 50
- c. Rs. 49
- d. None of these

2. The C.P of 21 articles is equal to S.P of 18 articles. Find the gain or loss percent.

- a. 10%
- b. $18 \frac{1}{3}\%$
- c. $16 \frac{2}{3}\%$
- d. 20%

3. An article is sold at a certain price. By selling it at $\frac{2}{3}$ of that price one loses 10%. Find the gain percent at original price.

- a. 15%
- b. 35%
- c. 25%
- d. 50%

4. A man bought a horse and a carriage for Rs. 3000. He sold the horse at a gain of 20% and the carriage at a loss of 10%, thereby gaining 2% on the whole. Find the cost of the horse.

- a. 2200
- b. 1800
- c. 1200
- d. 1000

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5. The price of a jewel, passing through three hands, rises on the whole by 65%. If the first and second sellers earned 20% and 25% profit respectively, find the percentage profit earned by the third seller.
- 10%
 - 22%
 - 18%
 - 12%
6. At what percentage above the C.P must an article be marked so as to gain 33% after allowing a customer a discount of 5%?
- 38%
 - 40%
 - 43%
 - 48%
7. A grocer purchased 80 kg of rice at Rs. 13.50 per kg and mixed it with 120 kg rice at Rs. 16 per kg. At what rate per kg should he sell the mixture to gain 16%?
- Rs. 19
 - Rs. 20.5
 - Rs. 17.4
 - Rs. 21.6
8. On an article, the manufacturer gains 10%, the wholesale dealer 15%, and the retailer 25%, If its retail price is 1265, what is the cost of its production?
- 1000
 - 800
 - 1100
 - 900
9. A dealer professing to sell his goods at cost price, uses 900gm weight for 1 kg. His gain percent is
- 13%
 - 12 1/3%
 - 11 1/9%
 - 10%
10. A trader has 50 kg of rice, a part of which he sells at 14% profit and rest at 6% loss. On the whole his loss is 4%. What is the quantity sold at 14% profit and that at 6% loss?
- 5 and 45 kg
 - 10 and 40 kg
 - 15 and 35 kg
 - 20 and 30 kg

11. The cost price of two types of tea are Rs. 180 per kg and Rs. 200 per kg respectively. On mixing them in the ratio 5:3, the mixture is sold at Rs. 210 per kg. In the whole transaction, the gain percent is

- a. 10%
- b. 11%
- c. 12%
- d. 13%

12. A trader marks his product 40% above its cost. He sells the product on credit and allows 10% trade discount. In order to ensure prompt payment, he further gives 10% discount on the reduced price. If he makes a profit of Rs. 67 from the transaction, then the cost price of the product is

- a. Rs. 300
- b. Rs. 400
- c. Rs. 325
- d. Rs. 500

13. A retailer sold two articles at a profit percentage of 10% each. The cost price of one article is three-fourth that of the other. Find the ratio of the selling price of the dearer article to that of the cheaper one

- a. 4:3
- b. 3:4
- c. 41:31
- d. 51:41

14. If the S.P of Rs. 24 results in a 20% discount on the list price, What S.P would result in a 30% discount on the list price?

- a. Rs.27
- b. Rs.21
- c. Rs.20
- d. Rs. 9

15. Anil bought a T.V with 20% discount on the labeled price. Had he bought it with 25% discount, he would have saved Rs. 500. At what price did he buy the T.V?

- a. Rs. 16000
- b. Rs. 12000
- c. Rs. 10000
- d. Rs. 5000

16. A single discount equivalent to a series of 30%, 20%, and 10% is

- a. 50%
- b. 49.6%
- c. 49.4%
- d. 51%

17. Ramya sells an article at three-fourth of its list price and makes a loss of 10%. Find the profit percentage if she sells at the list price.

a. 20%

b. 25%

c. 15%

d. None of these

18. The ratio of the selling prices of three articles is 5:6:9 and the ratio of their cost prices is 4:5:8 respectively. What is the ratio of their respective percentages of profit, if the profit on the first and the last articles is the same?

a. 4:5:6

b. 10:8:5

c. 5:6:9

d. Cannot be determined

19. With the money I have, I can buy 50 pens or 150 pencils. I kept 10% aside for taxi fare. With the remaining, I purchased 54 pencils and P pens. What is the value of P?

a. 32

b. 30

c. 27

d. None of these

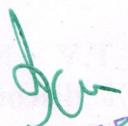
20. The selling price of 13 apples is the same as the cost price of 26 mangoes. The selling price of 16 mangoes is the same as the cost price of 12 apples. If the profit on selling mangoes is 20%, What is the profit on selling apples?

a. 20%

b. 25%

c. 40%

d. Cannot be determined


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Department of placement and Training B.E.CSE – Sample interview questions with answers

Batch: 2018-19

QUESTIONS and Answers:

1. What is a file?

Answer:

A file is a named location which stores data or information permanently. A file is always stored inside a storage device using file name (e.g. STUDENT.MARKS). A file name normally has primary and secondary name separated by a “.”(DOT).

2. What is a class?

Answer:

A class is a blueprint from which objects are created. A class contains methods and variables associated with an instance of a class.

3. What is an object?

Answer:

An object is an instance of a class. For example

class Abc{ — This is a class

int a; — This is a variable

public Abc(); — This is contractor

public static void main (String args[]) — This is a method

{

Abc a= new Abc(); — This is object creation where ‘a’ is the reference variable or object name

}

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}

4. What is a constructor?

Answer:

A constructor is methods which are used to create an Object of class. There are two types of constructor Default & Parameterized constructor.

5. What is the different OOPS principle?

Answer:

The basic OOPS principle are as follows,

Encapsulation

Abstraction

Inheritance

Polymorphism

6. What is inheritance?

Answer:

Inheritance is property in which the property of a parent class(Superclass) is passed on to child class(Subclass). For example

class Abc{ — This is a class

int a; — This is a variable

public void abc(){} — Methods

}

class Xyz extends Abc —(Extend is the keyword, Xyz is the subclass which inherits the properties of ABC parent class.)

{

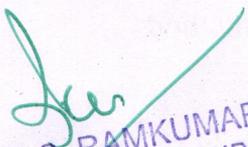
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}


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7. What is polymorphism?

Answer:

Polymorphism is the ability of an object to take on multiple forms. Most commonly polymorphism is used in OOP when a parent class reference is used to refer to a child class object.

8. What are the instance and class variables?

Answer:

Instance variable belongs to a particular instance of that class whereas Class variable.

A class variable is also known as static variables. For example

```
public class Abc{  
public int a; ..... This is an instance variable  
public static int a1;..... This is a static or class variable  
.....  
.....  
}
```

9. Compare method and constructor?

Answer:

Constructor: Used to initialize the instance of a class.

Method: Used to perform some function or operation.

Constructor: Doesn't have a return type.

Method: Has a return type.

10. What is a singleton class?

Answer:

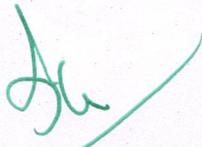
Singleton class limits the number of objects created for a class to one but gives the flexibility of creating more objects if the situation changes.

11. What are the steps for creating the object?

Answer:

An object is first declared then instantiated and at last declared. For example

```
Abc a= new Abc();
```


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12. What is the different type of access modifiers?

Answer:

There are four type of access modifiers as given below:-

- Visible to the overall package. No modifier needed.
- Private – Visible to class only.
- Public – Visible to the world.
- Protected – Visible to package and subclass.

13. Which is the highest operator precedence in Java

Answer:

The operator with the highest preference is Postfix operators i.e () [].

14. What is an array?

Answer:

The array is a container which holds the fixed number of similar data types.

15. What is the difference between equals() method and == operator?

Answer:

The equals() is a method and it matches the content of the strings whereas == is an operator and matches object or reference of the strings.

16. Is string class final?

Answer:

Yes

17. What is a wrapper class?

Answer:

To access the primitive data type as an object we use wrapper class. They are following:-

Primitive Type	Wrapper class
boolean	Boolean
char	Character
byte	Byte
short	Short
int	Integer
long	Long


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23. What is an Interface?

Answer:

The interface is a reference type in Java, similar to the class but its collection of abstract methods. A class can implement multiple interfaces.

24. Difference between class and interface?

Answer:

Below are the difference between Interface and class:-

The interface cannot be instantiated.

An interface doesn't have any constructors.

Interface only have abstract methods.

A class implements an interface and extends a class.

An interface can extend multiple interfaces.

25. What is an abstract class?

Answer:

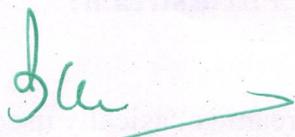
A class that contains the abstract keyword in a declaration is called abstract class. The properties of the abstract class are as follows:-

Abstract classes may or may not contain abstract methods but, if a class has at least one abstract method, then it must be declared abstract.

The abstract class cannot be instantiated.

To use an abstract class, we have to inherit it from another class.

If we inherit an abstract class, then we have to provide implementations to all the abstract methods in it.


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float Float
double Double

18. Difference between overloading and overriding?

Answer:

Overloading is when two or more methods in the same class have the same method name but different parameters(i.e different method signatures).

Overriding is when two methods having the same method name and parameters (i.e., method signature) but one of the methods is in the parent class and the other is in the child class.

19. What are multiple inheritances in Java?

Answer:

Java supports multiple inheritances i.e the ability of a class to implement more than one interface. A class can implement multiple Interfaces but cannot extends multiple classes.

20. What is a stream?

Answer:

A stream can be defined as the sequence of data. There is two type of streams.

InputStream: Used to read data from a source.

OutPut Stream: Used to write data into a destination.

21. What is a Character stream?

Answer:

Java Character stream is basically used to perform input and output for 16 bit Unicode. The main classes users are FileReader and FileWriter which internally uses FileInputStream and FileOutputStream so the basic difference is that FileReader and FileWriter read and writes two bites at a time respectively.

22. What is a Byte stream?

Answer:

Java Byte stream is basically used to perform input and output for 8 bit Unicode.

The main classes related to byte streams are File Input Stream and File Output Stream.



Offer: Computer Consultancy
Ref: TCSL/DT20184580172/Chennai
Date: 01/10/2018

Mr. Reginpandian J
1/267Thirumalai Chetti Street,
Kottaipalayam,
Coimbatore-641110,
Tamilnadu.
Tel# 91-6381384628

Dear Reginpandian J,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. 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 48 hours, 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 issued a joining letter indicating the details of your joining date and initial place of posting. 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.

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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

Dr. S. RAMKUMAR M.E., Ph.D.,
PRINCIPAL
United Institute of Technology
Periyanaickenpalayam, Coimbatore - 20



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹6,270/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

Performance Pay will be effective upon successful completion of the Initial Learning Programme.

CITY ALLOWANCE

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

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.

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

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

Loans

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

Professional Memberships

You will be eligible for reimbursement of 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

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Principal
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Jyanaickenpalayam, Coimbatore - 20

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and Graduation examination which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility. It is mandatory to pass in all the subjects mentioned in the mark sheet in class Xth and class XIIth by securing minimum passing marks in the first attempt itself as specified by the respective board of examinations.

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

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

2. 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.

3. Training Period

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

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



unsatisfactory, TCSL may terminate your traineeship forthwith.

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

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

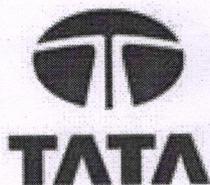
Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This



Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

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

13. TATA Code of Conduct

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

14. Notice Period

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.

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

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

15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

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

19. Submission of Documents

At the time of your joining, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- 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.

- Standard X and XII mark sheets equivalent

- Degree certificate and mark sheets for all semesters

- Postgraduate degree certificate and mark sheets for all semesters (if you are a

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- Postgraduate)
- Birth Certificate / Proof of Age
 - Work permit and/or any other documentation as prescribed by Government of India
 - Passport
 - 6 photographs
 - Medical Certificate
 - An affidavit/notarised undertaking 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 release letter from your previous employer

The original documents will be returned to you after verification.

20. Initial Learning Programme (ILP)

On joining TCSL, you will be given the benefit of formal and on the job training (Initial Learning Programme) 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. 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.

If you remain unauthorizedly absent for a consecutive period of 10 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of ILP trainees without any further intimation/separate communication to you.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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



23. Compliance to all clauses

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

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Withdrawal of Offer

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

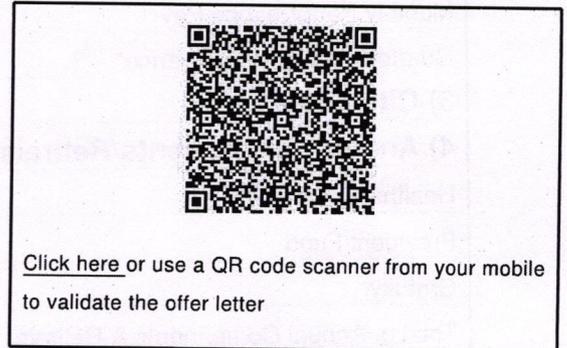
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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

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GROSS SALARY SHEET

Annexure 1

Name	Reginpandian J
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875

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 Initial Learning Programme.

**The Performance Pay is applicable upon successful completion of the Initial Learning Programme.

*** 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.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card E., Ph.D.,	500	6,000
Personal Allowance	6,270	75,240
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

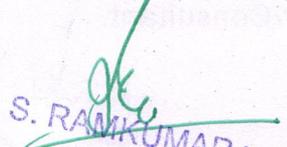
Dr. S. RAM
United Inc
Periyandiickenpalayam



Annexure 2

Regional Offices

<p>Ahmedabad Lead -Talent Acquisition Tata Consultancy Services Infocity, Info Tower 1, 5th Floor, Airport Road, Gandhinagar - 382 009 Tel: 079 - 66712600 Fax: 079 - 66712601</p>	<p>Bangalore Lead -Talent Acquisition Tata Consultancy Services VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore – 560 066 Tel: 080 – 67247000 Fax: 080 - 28410114</p>
<p>Chennai Lead- Talent Acquisition Tata Consultancy Services 415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai - 600 119, Tamil Nadu, India Tel: 044 - 66162222/62194/62195 Fax: 044 - 66162555</p>	<p>Delhi Lead-Talent Acquisition Tata Consultancy Services 5th Floor, PTI Building, 4, Parliament Street, New Delhi - 110 001 Tel: 011 - 66506555 Fax: 011 - 23311735</p>
<p>Hyderabad Lead-Talent Acquisition Tata Consultancy Services Deccan Park, No. 1 software Units Layout, Madhapur, Hyderabad - 500 081 Tel: 040 - 66672000 Fax: 040 - 66672222</p>	<p>Kolkata Lead-Talent Acquisition TATA Consultancy Services ODC 1-K-1, Gitanjali Park, IT/ITES SEZ, Plot- IIF / 3. Action Area - II, New Town, Kolkata - 700 156, West Bengal. Tel: 033 - 6653 0000 Fax : 033 - 6653 0003</p>
<p>Lucknow Lead -Talent Acquisition Tata Consultancy Services 1\1, Vibhuti Khand, Gomti Nagar, Lucknow - 226 010 Tel: 0522 - 6661001 Fax: 0522 - 6661001</p>	<p>Mumbai Lead-Talent Acquisition Tata Consultancy Services Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No. 2, Thane(West), 400601 Tel: 022 - 67782000/2222 Fax: 022 - 67782190</p>
<p>Pune Lead-Talent Acquisition Tata Consultancy Services Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune - 411 006 Tel: 020 – 66087777 Fax: 020 - 66087107</p>	<p>Thiruvananthapuram Lead - Talent Acquisition Tata Consultancy Services Peepul Park, Technopark Campus Karyavattom p.o. Thiruvananthapuram - 695 581. Tel - 0471- 2519400 Fax - 0471- 2519499</p>


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Annexure 3

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 Retainer/Consultant 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 Retainer/Consultant in the course of or in connection with or arising out of the Retainer/Consultant'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 Retainer/Consultant 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 Retainer/Consultant.

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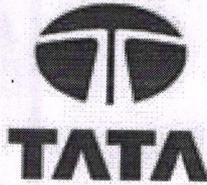


2. Retainer/Consultant's Obligations

Retainer/Consultant agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. The Retainer/Consultant 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 Retainer/Consultant-ship, the Retainer/Consultant 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

The Retainer/Consultant 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 Retainer/Consultant shall have no right title or claim of any nature whatsoever in the Confidential Information. The Retainer/Consultant 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 the Retainer/Consultant 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 the Retainer/Consultant 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, the Retainer/Consultant shall execute from time to time, during or after the termination of his or her Retainer/Consultant-ship, 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 filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but the Retainer/Consultant shall co-ordinate in filing and / or prosecuting any such applications. The Retainer/Consultant hereby expressly waives any "artist's rights" or "moral rights", which the Retainer/Consultant might otherwise have in such intellectual property rights.



4. Prior knowledge

The Retainer/Consultant 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. The Retainer/Consultant 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

The Retainer/Consultant 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

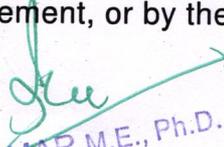
The Retainer/Consultant agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Restriction on Retainer/Consultant's Rights

The Retainer/Consultant 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 engagement with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and the Retainer/Consultant 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 Retainer/Consultant of the Confidential Information.


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Tata Consultancy Services Limited

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



9. Equitable Rights

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

10. General

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

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. The Retainer/Consultant 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 the Retainer/Consultant or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

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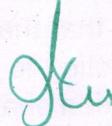


(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of the Retainer/Consultant in terms of this Confidentiality clause shall continue during the term of or in the course of the Retainer/Consultant-ship of the Retainer/Consultant with TCS and shall continue thereafter in perpetuity.

11. Non-Compete

The Retainer/Consultant acknowledges that he/she is required on behalf of TCS to provide service to, or solicit business from various clients of the TCS (each such client herein after referred to as Customer). The Retainer/Consultant agrees that for a period of 6 (Six) months following the expiry or early termination of his/her Retainer/Consultant-ship with the TCS for any reason, will not accept any offer of employment / Retainer / Consultant-ship from any Client or Competitor of TCS, where he/she had worked in a professional capacity with Client projects during the course of his / her Retainer / Consultant-ship with TCS.


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