

Mr Shankar Srinivaasan ,
A2, Orange Block,
Orchards Apartments,
No 85-87, Arcot Road,
Vadapalani,
Chennai – 600 026

Date **12- January -2015**
Our Ref **01/APP/CHN/15/HR**
Your Ref
Direct Line

INDIA
Heidelberg India Pvt Ltd
333 GST Road
Chromepet
Chennai 600 044
Phone +91 44 43472000
Fax +91 44 43472190

APPOINTMENT

Dear Mr Shankar ,

Welcome to Heidelberg. Based on the discussions we had we are pleased to offer you the position of **Head HR** in Grade **SMT1** in our organisation with effect from **23rd March 2015**. Your base will be **Heidelberg – Chennai**.

You shall be on probation for a period of six months. Your confirmation on the rolls of the company shall be based on assessments of your performance during probation and if confirmed shall be in writing.

This appointment is subject to the following terms and conditions of service contained herein and also in the annexure to this letter enclosed herewith.

The components of remuneration are as follows:

1. **BASIC SALARY**

You will be paid a Basic Salary of Rs. **50,000** /- (Rupees Fifty thousand only) per month.

2. **HOUSE RENT ALLOWANCE:**

You will be paid House Rent Assistance of Rs. **25,000**/- (Rupees Twenty Five thousand only) per month.

3. **TRANSPORT ALLOWANCE**

You will be paid a Transportation Allowance of Rs. **800**/- (Rupees Eight Hundred only) per month.

4. **SPECIAL ALLOWANCE:**

You will be paid a Special Allowance of Rs. **59,166**/- (Rupees Fifty Nine Thousand one hundred and sixty six only) per month. (This component is provided to your pay structure as an interim payment and can be merged or combined with any other component as per management discretion from time to time.)

5. **REIMBURSEMENT OF MEDICAL EXPENSES:**

Company shall reimburse actual Medical Expenses incurred by self and family subject to a maximum of **Rs 15000 Per Annum**.

6. **REIMBURSEMENT OF LEAVE TRAVEL ALLOWANCE:**

You will be paid Leave Travel Allowance subject to a maximum of two months' Basic Salary per annum as per company LTA policy applicable to employees of your category in vogue from time to time.

7. **PROVIDENT FUND**

You will be covered under contributory provident fund for which the company shall contribute 12% of your Basic Salary towards the Fund.

8. **PERSONAL ACCIDENT INSURANCE:**

You will be included in the said Scheme to cover risk against personal accidents, towards which necessary premium will be paid by the company.

9. **GROUP COMPANY MEDICAL INSURANCE**

You will be covered under the Group Company Medical Insurance Scheme for self and family members, subject to a maximum of five dependants, towards which necessary premium will be paid by the company.

10. **GRATUITY:**

As per rules and regulations of the Company.

PRIVACY AGREEMENT

The above components of remuneration are private and confidential agreement between the company and the employee, and shall not be disclosed to a fellow employee or third party under any circumstances whatsoever.

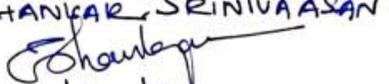
If you are in agreement with the above terms and conditions of service, kindly sign and return the copy enclosed.

For Heidelberg India Pvt Ltd,



Klaus B Nielsen
Managing Director

I accept the above terms and conditions of service and the norms of confidentiality herein mentioned.
I am willing to join your organisation on 15/APR/15.

Name: SHANKAR SRINIVASAN
Signature: 
Date: 15/JAN/15

Mr. Shankar Srinivaasan
Employee Code: 6112
Chennai

Date 22nd June 2022

Heidelberg India Pvt. Ltd
311 GST Road
Chromepet
Chennai 600 044
Phone +91 44 43472000
Fax +91 44 4347 2190
www.in.heidelberg.com
CIN: U22219TN1994PTCOAR354

LETTER OF INCREMENT

Dear Shankar Srinivaasan,

I am pleased to inform herewith the details of your revised compensation effective **1 April 2022**.

Your remuneration has been revised based on (i) Your actual Performance and the (ii) Performance of the Organization during the financial year 2022. Your salary components are detailed in "Annexure - A".

While I take this opportunity to **congratulate and thank you** for your professional contribution to the organization in the year just passed, I call upon your ongoing strong support to achieve our strategic and financial objectives and I wish you continued success for the financial year 2023.

You are requested to sign and return the copy enclosed.

Best regards,



Samir Patkar
President

HIN INCREMENT SHEET - FY 22-23

| | |
|-----------------|------------------------|
| Employee Name | Shankar Srinivaasan |
| Employee Number | 6112 |
| Location | Chennai |
| Department | HR |
| Designation | Head - Human Resources |

Details of Remuneration Components

| COMPONENTS | MONTHLY VALUE |
|---|---------------|
| Basic | 79128 |
| House Rent Allowance | 39564 |
| Educational Allowance | 200 |
| Special Allowance | 115887 |
| Leave Travel Allowance | 13188 |
| Meal Coupon | 2200 |
| Gross Monthly Pay (Excluding Retiral Benefits) | 250167 |
| Gratuity | 3806 |
| Provident Fund (Company Contribution) | 9495 |
| Gross Monthly Pay (Including Retiral Benefits) | 263468 |
| Annual Gross pay (Including Retiral Benefits) | 3161616 |
| Annual planned variable Pay - FY23 (On 100% achievement of BSC) | 750501 |
| Total Cost to the Company | 3912117 |
| Annual Variable Pay-out FY22: | 666903 |
| PLLB Pay-out FY22 | 220190 |

HEIDELBERG INDIA PVT LTD,

NO-333, GST ROAD, Chennai, Tamil Nadu-600044

PAYSLIP FOR THE MONTH OF August 2022

| | | | |
|--------------------|------------------------|-----------------------|---------------------|
| Employee Code : | 6112 | First Name : | SHANKAR SRINIVAASAN |
| Designation : | HEAD - HUMAN RESOURCES | Date of Joining : | 15/04/2015 |
| PAN/GIR No (TDS) : | BAJPS5366P | Bank Account Number : | 915010018838132 |
| UAN NUMBER : | 100749686108 | Department : | HR |
| Date Of Birth : | 11/09/1976 | Location : | CHENNAI |

| EARNINGS | AMOUNT | DEDUCTIONS | AMOUNT |
|------------------------|------------------|------------------------|-----------------|
| Basic | 79128.00 | Food Coupon Ded | 2200.00 |
| Education Allowance | 200.00 | Income Tax | 51615.00 |
| Food Coupon | 2200.00 | PF Amount | 9495.00 |
| HRA | 39564.00 | Professional Tax | 1250.00 |
| LTA | 13188.00 | | |
| Special Allowance | 115887.00 | | |
| TOTAL GROSS PAY | 250167.00 | DEDUCTION TOTAL | 64560.00 |
| NET PAY : | 185607.00 | | |

(Rupees One Lakh Eighty Five Thousand Six Hundred and Seven Only)



TI CYCLES OF INDIA

(Division of Tube Investments of India Ltd)

Post Bag No.5, C.T.H. Road, Ambattur, Chennai - 600 053, India

Tel : +91-44-42093434 Fax: +91-44-42093344

Website : www.bsahercycles.com

CI Number L35921TN1949PLC002905

April 10, 2015

Mr. Shankar Srinivaasan
Assistant General Manager - HR
TI CYCLES OF INDIA

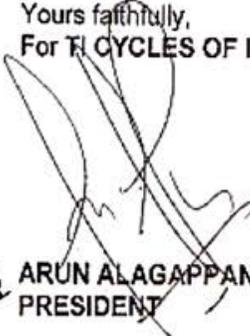
Dear Mr. Shankar Srinivaasan

We have for reference your letter of resignation dated 13-01-2015.

You will be relieved from our services effective close of working hours of 13-04-2015.
We are enclosing a Service Certificate for your records.

Thanking you,

Yours faithfully,
For TI CYCLES OF INDIA


ARUN ALAGAPPAN
PRESIDENT

Cc: Payroll,
PF Trustees,
Dossier.

**TI CYCLES OF INDIA***(Division of Tube Investments of India Ltd.)*

Post Bag No.5, C.T.H. Road, Ambattur, Chennai - 600 053, India

Tel: +91-44-42093434 Fax: 491-44-42093344

Website: www.bsahercules.com

CI Number L35921TN1949PLC002905

April 10, 2015

SERVICE CERTIFICATE

NAME : SHANKAR SRINIVAASAN

DATE OF JOINING : 16 - JUL - 2007

DATE OF LEAVING : 13 - APR - 2015

LAST POSITION HELD : ASSISTANT GENERAL MANAGER - HR

REASON FOR LEAVING : RESIGNED

For TI CYCLES OF INDIA



ARUN ALAGAPPAN
PRESIDENT



murugappa

Dated: 23 March, 2011

M/s Laserwords Private Limited

Arihant ePark, 117/1, L.B.Road,
Adyar,
Chennai 600 020.

M/s Tube Investments Of India Limited

'Dare House" – 4th Floor
No.234, N S C Bose Road
Chennai - 600 001

To:

Mr. Shankar Srinivaasan
Senior Manager

Dear Sir,

M/s Laserwords Private Ltd., the first named Company of which you are an employee, have on request made by M/s Tube Investments of India Ltd., the second named Company, agreed to release you from their employment so that the said M/s Tube Investments of India Ltd., could take you into their employment and retain you in their services. We, the Companies – above named, therefore jointly wish to advise you as follows:-

- With effect from 1st April, 2011 you cease to be an employee of M/s Laserwords Private Ltd., and will thereupon with immediate effect become an employee of M/s Tube Investments of India Ltd.,
- Your current salary and allowances and supplementary terms of service will remain unchanged unless and until altered by M/s Tube Investments of India Ltd., in accordance with their policies and procedures as may be applicable from time to time.
- Even though you cease to be an employee of M/s Laserwords Private Ltd., with effect from 1st April 2011, the period of your service therein will be taken into account for the purpose of your eligibility for benefits under M/s Tube Investments of India Ltd., Gratuity Scheme which will henceforth apply to you. No gratuity will be payable to you now.
- Your Provident Fund will be transferred from M/s Laserwords Private Ltd., to M/s Tube Investments of India Ltd., Employees' Provident Fund.



- Your accumulated EL balance in M/s Laserwords Private Ltd., will be taken into account for purpose of eligibility and benefits under M/s Tube Investments of India Ltd., M/s Laserwords Private Ltd., will be requested to transfer the accumulation standing to your credit to M/s Tube Investments of India Ltd., to ensure for your benefit in accordance with the rules thereof, as may be feasible. The actuarial valuation amount of Gratuity and Earned leave will be transferred by M/s. Laserwords Private Ltd., to M/s. Tube Investments of India Ltd.,.
- Your will, with effect from the date of your accession to the service of M/s Tube Investments of India Ltd., be governed by conditions of service including general conditions of service and remuneration policies, practices and procedures etc., as may be established from time to time by M/s Tube Investments of India Ltd.,.

You are hereby requested to confirm your acceptance of employment under M/s Tube Investments of India Ltd., on the above said terms and conditions by signing in the acceptance portion herein below and returning one copy of this letter (which is being addressed to you in triplicate) to M/s Laserwords Private Ltd., and another copy to M/s Tube Investments of India Ltd., so as to reach them as early as possible.

Yours faithfully
For M/s Tube Investments of
India Ltd.,

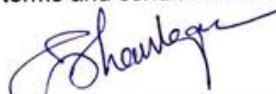

N Prasad
Senior Vice President - HR

Yours faithfully,
For M/s Laserwords Private Ltd.,


K Chadrasekhar
Vice President - HR

M/s Tube Investments of India Ltd.,
M/s Laserwords Private Ltd.,

Thank you for your letter dated 23rd March, 2011. I hereby accept the offer made by M/s Tube Investments of India Ltd., to retain me in their employment subject to the above terms and conditions with effect from the date indicated above.



SIGNATURE OF THE EMPLOYEE

Cc: Payrolls: Laserwords & TII

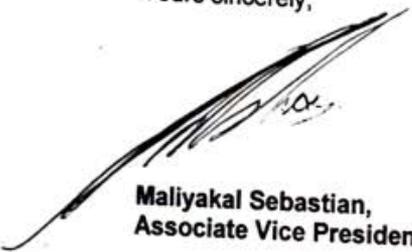
September 10, 2007

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Shankar Srinivaasan** was employed with us as **Manager – Human Resources**. He was associated with us from **May 25, 2005** to **July 13, 2007**.

He left the services of the company for better prospects and we wish him all the best in his future endeavors.

Yours sincerely,



Maliyakal Sebastian,
Associate Vice President – Human Resources

TWO COPY
Shankar



Vee Technologies

LEADERSHIP IN BPO

Making 'IT' Happen

BPO

Verticals :

Insurance
Banking
Healthcare
Logistics

Back Office
Services

Document
Management
Solutions

Certifications:

ISO-9001-2000
HIPAA Compliance

Associates

Thiagarajar
Polytechnic

Sona School of
Management

Sona College of
Technology

Sonaversity

Date: 21/05/05

Mr Shankar Srinivaasan
Manager HR and Training
Staff Code: 8003

Subject: Relieving of Duties

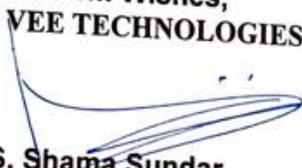
Dear Mr Shankar

With reference to your letter dated 09/05/05, stating that you wish to resign from our Organization.

We would like to inform you that, the Organization has accepted your resignation letter, as you have mentioned you are unable to continue your services here as you have got a better prospect, based on which, you are relieved from duties on the close of working hours on 21/05/05.

We thank you very much for serving our Organization from 23/12/02 to 21/05/05.

With Warm Wishes,
for VEE TECHNOLOGIES PVT LTD


H.S. Shama Sundar
General Manager Human Resources

20/12/2002

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Shankar Srinivaasan** was working with us from **05/06/2002** to **20/12/2002**. His last designation was **Executive – Human Resources**.

During his tenure, we found him to be sincere and hardworking.

We wish all success in his future endeavors.

Yours sincerely,
For **Super Sakthi Animation Private Limited**



K. Subash Babu
Chief Operating Officer.

Til Studios Ltd.

Corporate & Registered Office :
"Om Sakthi Plaza" #226, Kilpauk Garden Road,
Kilpauk, Chennai - 600 010, India



03/06/2002

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Shankar Srinivaasan** was working with us from **01/08/2001** to **28/02/2002**. His last designation was **Junior Executive – Human Resources**.

Subsequently he has been given specific assignment on job work basis, on principal-to-principal basis from **01/03/2002** to **31/05/2002**.

During his tenure, we found him to be sincere and hardworking. We wish him all success in his future endeavors.

Regards,

Yours sincerely,
For **TIL STUDIOS LIMITED**

S. V. Raghvan
Human Resources



TOTAL **infotainment** LIMITED

Corp. Off : - Om Sakthi Plaza, 226, Kilpauk Garden Road, Kilpauk, Chennai - 600 010. Tel. : 6615612, 6615613, Fax : 6614724 Email : tii@eth.net

31/07/2001

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Shankar Srinivaasan** was working with us from 09/10/2000 to 31/07/2001. His last designation was **Jr. Executive – Human Resources.**

During his tenure, we found him to be sincere and hardworking. We wish him all success in his future endeavors.

Yours sincerely,
For Total Infotainment Limited,

S.V. Raghvan
Manager – Human Resources.

October 23, 2000

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Shankar Srinivasan was working with us during the period August 12, 1997 to October 7, 2000. His last designation was Sr. Assistant – Administration.

During his tenure with us, we found him to be extremely dedicated, hardworking and committed.

We wish him all the best in future endeavors.

Yours Sincerely
For **VETRI SOFTWARE (INDIA) LTD.,**



for **Dy. GENERAL MANAGER – HUMAN RESOURCES**



3rd Floor, Thiru Building,
160, Greams Road,
Madras 600 006.

Phone : 8273452
8240665

May 19, 1997

Mr. Shankar Srinivasan
10, Cholan Street, Devaraj Nagar
Anakaputhur
Chennai 600 070

Dear Shankar,

Based on the test and subsequent discussions you had with us, we are pleased to employ you on a temporary basis for a period of 3 months on the following terms and conditions:

1) **Period**

The period of employment will start from May 12, 1997 to August 11, 1997.

2) **Amount**

During this period, you will be paid as given below :

| | |
|-------------------|-----------------------|
| Basic | - Rs.900/- per month |
| Special Allowance | - Rs.600/- per month. |

You will not be entitled for any other benefits .

3) **Secrecy**

While you are on temporary employment with us, you may be exposed to various confidential matters pertaining to our Company or its associates. It will be your responsibility to ensure that the information is kept in complete secrecy and that confidentiality is maintained even after the period of employment.

4) **Termination**

On completion of the abovesaid period this temporary employment expires automatically unless extended in writing.

This temporary employment can further be terminated by either side giving 15 days notice or a sum equivalent to 15 days in lieu thereof.

Thanking you,

Yours Sincerely,
for VETRI SOFTWARE (INDIA) LTD.


MANAGER - HUMAN RESOURCES