



A M Gokul

## Cognizant

### Letter of Intent (LOI)

Superset ID: 2016013

March 21, 2022

Dear A M GOKUL,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 252,000/-**. This includes an annual incentive target of **INR 12,000/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 1 week from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar

Vice President - Human Resources

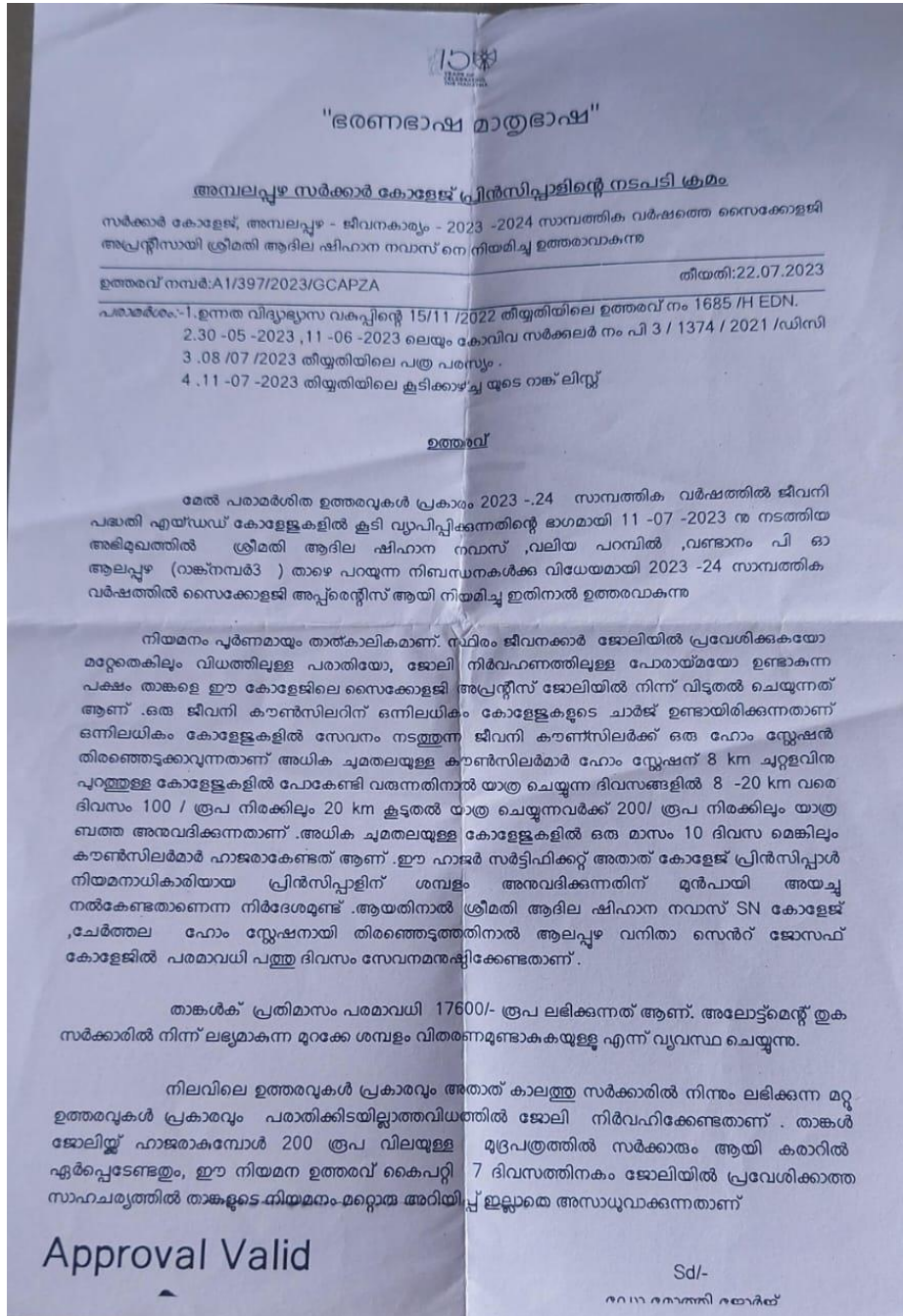


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Aadila Shihana Navaz





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Abhin K M



September 26, 2022

Mr. Abhin K M  
Union Christian College, Aluva

Dear Abhin K M,

**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.

We would like you to begin employment with us on **27<sup>th</sup> September, 2022 (Tuesday)** at our **Kochi location**. You will be inducted as a "**Trainee**". Your initial onboarding will be done virtually and then you have to report at our **Kochi office** on **30<sup>th</sup> September, 2022 (Friday)** and continue to work from there. 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 once the situation becomes normal, 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 total Cost-to-Company (CTC) will be revised to **Rs.3.60 Lakhs Per Annum**. 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](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :  
Name : Abhin K M  
Date :

Aspire Systems (India) Private Limited  
1/D -1, SIPCOT IT PARK, Siruseri,  
Chennai - 603103, Tamil Nadu, INDIA.  
Tel: +91-44-67404000 Fax: +91-44-67404234  
[www.aspiresys.com](http://www.aspiresys.com)



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Abhin K M2



- 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.
- 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 performance. For Eg: If your date of joining is September 27, 2022, then it works like this:

Duration	Salary (Per Month INR)	Comments
27th Sept 2022 to 15th Dec 2022	15,000	Training period (3 Months Max)
16th Dec 2022 to 15th Dec 2023	30,000	Salary gets revised to 30,000
Post Probation	-	Confirmation, Promotion to Engineer
16th Dec 2023 to 15th June 2024	35,000	Salary gets revised to 35,000
16th June 2024 to 15th Dec 2024	40,000	Salary gets revised to 40,000
16th Dec 2024 to 15th June 2025	45,000	Salary gets revised to 45,000
16th June 2025	Road Map Salary Revision	Alignment with Org Cycle

- 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 practice 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 : Abhin K M  
 Date :

Aspire Systems (India) Private Limited  
 1/D -1, SIPCOT IT PARK, Siruseri,  
 Chennai - 603103, Tamil Nadu, INDIA.  
 Tel: +91-44-67404000 Fax: +91-44-67404234  
[www.aspiresys.com](http://www.aspiresys.com)



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Abhirami Vijayan





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Abijith Radhakrishnan

**SH** SACRED HEART COLLEGE Autonomous

**ABHIJITH RADHAKRISHNAN**  
Assistant Professor  
Department of English

*gsh*  
Principal

Thevara, Kochi, Kerala - 682013  
+91-484 263380, 2870504, 2870506

[www.schcollege.ac.in](http://www.schcollege.ac.in) | [info@shcollege.ac.in](mailto:info@shcollege.ac.in)



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Abraham Antony

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**Deloitte.**

Deloitte Consulting India Private Limited  
Salarpuria Softzone, Sy. No. 80/1, 81/1 & 81/2,  
Bellandur Village, Varthur Hobli, Bengaluru South Taluk,  
Outer Ring Road, Bengaluru – 560103, India

Tel: +91 080 6755 5000/ +91 080 6755 4000  
[www.deloitte.com](http://www.deloitte.com)

Dec 14, 2022

**Mr. Abraham Antony**  
Jeevachathanyam, Santhi Lane, Pipe Line Road, Thaikkattukara Po,  
Aluva, 683106  
India

**Subject: Offer of Employment**

**Dear Abraham Antony:**

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **February 6, 2023**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 325,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 25,000/-** subject to your reporting for full-time employment on **February 6, 2023**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **February 6, 2023**, or an alternative mutually agreed upon date.

Regd. Off.: Floor 4, Deloitte Tower 1, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India  
GST Reg No: 36AABCD0476H1ZT CIN: U72900TG2000PTC039976

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## Abraham Antony11

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**Personal Creations** – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a *Deloitte Entity*, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

**Personnel** – partners, principals, members, officers and employees of a *Deloitte Entity*.

**PII** – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name\*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

\* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

**Pre-existing Agreements or Arrangements** – agreements or arrangements that (1) relate to any *Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United States Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

**Pre-existing Creations** – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

**Proceedings** – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

**Systems** – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

**Works** – all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.





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Adithya Sankar



Capgemini Technology Services India Limited  
(Formerly known as IGATE Global Solutions Limited)  
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,  
Navi Mumbai 400708, Maharashtra, India.  
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121  
[www.capgemini.com/in-en](http://www.capgemini.com/in-en)

**Superset ID: 2299077**

**Letter of Intent ("LOI")**

Dear adithya K B,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.



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Adithya Sankar2

## ANNEXURE 1

**adithya K B**  
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

**For & On Behalf of Cag Gemini**

**Tejinder Sethi**  
Head - Fresher Hiring

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Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950



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Aenosh K Santhosh





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Afsiyath T.S

**IDEAL INDIAN SCHOOL**  
DOHA - QATAR

**AFSIYATH T S**  
TEACHER

EMPLOY NO : 1729  
QID NO : 29535621443  
CONTACT NO : 55362604

P.B. No. 2836, Doha - Qatar Tel : 44684849  
Email : [admin@idealschoolqatar.com](mailto:admin@idealschoolqatar.com)  
[www.idealschoolqatar.com](http://www.idealschoolqatar.com)



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Aiswarya K R



**THE COCHIN COLLEGE, KOCHI-2**  
KOOVAPADAM, PH:0484-2226449



**Aiswarya K R**  
**Dept. of Mathematics**  
**Assistant Professor**

ON CONTRACT

☎ 7736959028      📍 O-  
📍 10/123, Uthradom, Amaravathy  
Fortkochi-682001

[aiswaryakr@thecochincollege.edu.in](mailto:aiswaryakr@thecochincollege.edu.in)

  
Signature of Prinicipal



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Aiswarya S



Knowledge Lens Pvt. Ltd  
74/A, Keonics, Hosur road,  
Electronic City Phase 1 - Bengaluru - 560100  
CIN No: U72200KA2013PTC072670

Date:26-04-2023

Sub: Job Confirmation Letter

Dear Aiswarya S,

After the completion of the probation period, We are glad to inform you that your employment has been confirmed with our organisation as **Software Engineer** effective from **2<sup>nd</sup> April 2023**. The terms and conditions of your employment and your job responsibilities will continue to remain the same.

Wishing you a bright career ahead with Knowledge Lens.

For Knowledge Lens Pvt. Ltd.



Jayashree S  
Sr. HR Manager  
[hr@knowledgelens.com](mailto:hr@knowledgelens.com)

74/A, Keonics, Hosur road, Electronic City - Phase 1, Bangalore 560100  
Ph: + 91 9113283347 | [hr@knowledgelens.com](mailto:hr@knowledgelens.com) | <http://www.knowledgelens.com>

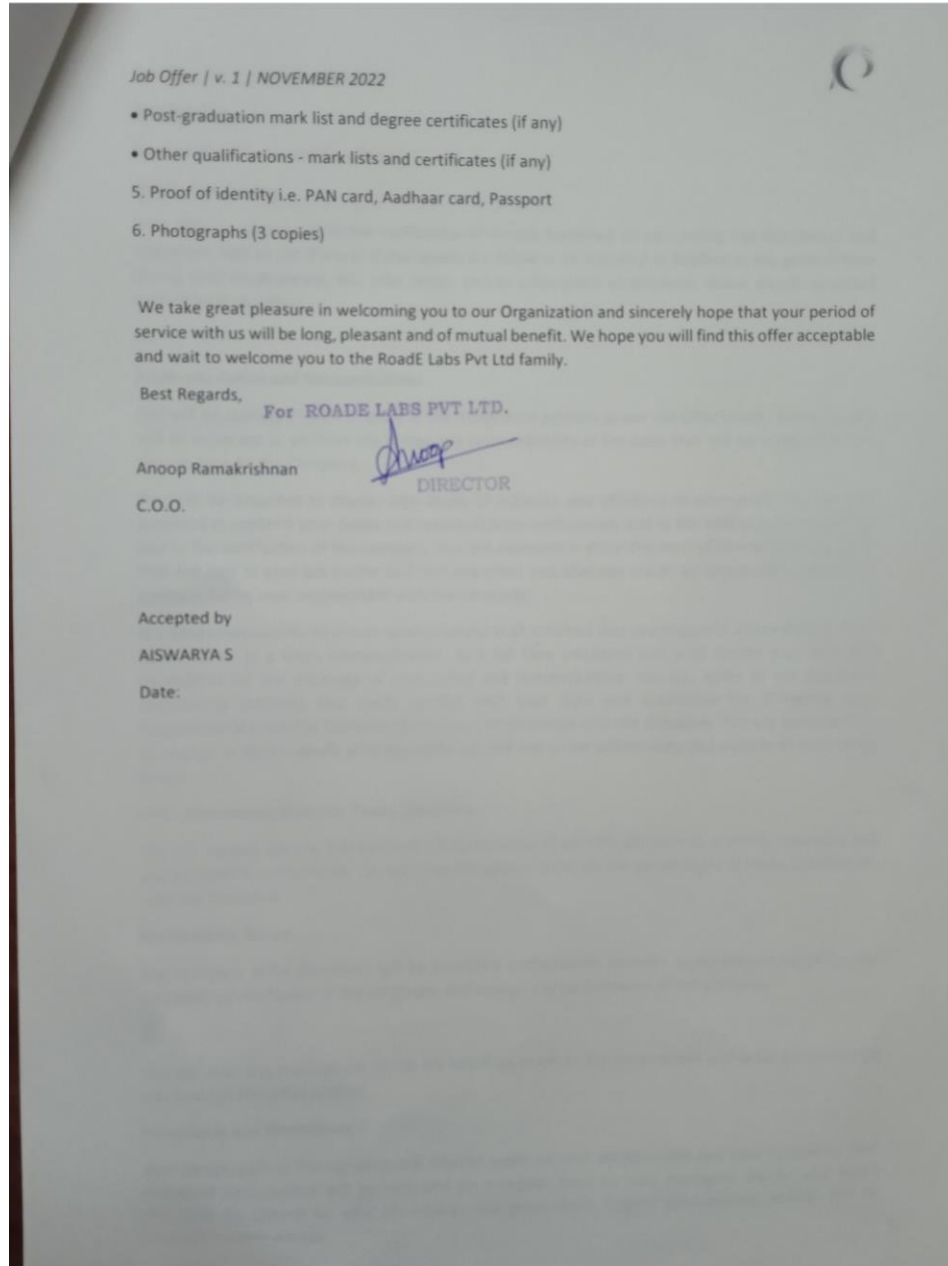


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Aiswarya S1





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Ajmal Johnson

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Knowledge Lens Pvt Ltd,  
74/A,Keonics,  
Electronic City Phase 1, Bengaluru - 560100  
CIN No: U72200KA2013PTC072670

HRD/BLR/HR/2899

Mr. Ajmal Johnson,

Date: 30-12-2022


Sub: Letter of Offer

Dear Ajmal Johnson,

With reference to your application and the subsequent interviews you have had with us, we are pleased to appoint you at the post of "Software Engineer" in Bangalore location on the terms & conditions outlined in the Annexure A below. You are requested to report on duty on 2<sup>nd</sup> January 2023 at 9.30 AM in Bangalore premises and report to HR department. It is to be noted, the final posting will be Bangalore, Pune, or Delhi, based on the project requirements. The current project assigned is for Bangalore location, but it is expected that you are flexible to travel to any other location based on project need as they arise.

Kindly communicate your acceptance of this appointment by signing a copy of this letter or email confirmation to [hr@knowledgelens.com](mailto:hr@knowledgelens.com) and returning it to us.

We wish you all the very best in your career with us.  
For Knowledge Lens Pvt. Ltd.

DocuSigned by:  
  
Shweta Chaudhary  
Director - Human Resources

74/A,Keonics,Electronic City - Phase 1, Bangalore 560100  
Ph: + 91 9113283347 | [hr@knowledgelens.com](mailto:hr@knowledgelens.com) | <http://www.knowledgelens.com>

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## Ajmal Johnson3

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Knowledge Lens Pvt Ltd,  
74/A,Keonics,  
Electronic City Phase 1, Bengaluru - 560100  
CIN No: U72200KA2013PTC072670

### Compensation Details

Name	Ajmal Johnson
Level/Grade	3B
Designation	Software Engineer
Role/Department	Consulting Services
Cost to Company (CTC)	5 Lakhs Per Annum (Includes 50 K Variable pay)

Components	Per annum	Per month
Basic	1,80,000.00	15,000.00
HRA	72,000.00	6,000.00
Conveyance	19,200.00	1,600.00
Telephone & Internet	13,500.00	1,125.00
Medical Allowance	15,000.00	1,250.00
LTA	22,500.00	1,875.00
Statutory Bonus	18,000.00	1,500.00
Special Allowance	69,550.15	5,795.85
Employer's contribution to PF	21,600	1,800.00
Employer's contribution to Gratuity	8,654	721.15
Employer's contribution to Group Insurance	9,996	833.00
Variable Pay (Yearly)	50,000	
<b>Total CTC</b>	<b>5,00,000</b>	

#### Note:

- The Variable pay will be paid yearly in the month of May based on the following.
  - Your performance and contribution during the period starting from your date of joining to till March 2023.
  - Your workstream (**Product/Consulting**) performance during the period.
  - Actual number of days worked during the period.

Variable pay will be paid only if you are not serving notice period.

- \*\*TDS / Income Tax is based on the income of individual and IT declaration made with regards to exemption & deductions.

74/A,Keonics,Electronic City - Phase 1, Bangalore 560100  
Ph: + 91 9113283347 | [hr@knowledgelens.com](mailto:hr@knowledgelens.com) | <http://www.knowledgelens.com>

4



Ajna A



HR Eranad knowled... Feb 15

to me, Manager, Finanace, ...



## OFFER LETTER

Dear Ms.Ajna A

*Greetings from Eranad Knowledge City!*

We are delighted to extend this offer of employment for the position of **Assistant Professor** in the **Department of Science & Humanities at ERANAD KNOWLEDGE CITY TECHNICAL CAMPUS** for the Academic year **2022-2023**.

We expect you to start your classes by 20th **February 2023**. Your salary will be **Rs.15,000/-** per month. You shall be on probation period for 3 months. Your employment confirmation shall be based on your performance during the initial months. You have to ensure that the academic work pertaining to the current active semester shall be completed as per the schedule. Upon the decision by the employee to leave the organization, the employee has to serve a notice period of minimum of one month before leaving.

We would like to have your response by today 15th February **2023**. In the meantime, if you have any queries. please feel free to contact us at [gm@ekc.edu.in](mailto:gm@ekc.edu.in) or **9446009824**,

**HR**  
**ERANAD KNOWLEDGE CITY**  
**Cherukulam, Manjeri, Malappuram**  
**Kerala-676122**



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SSR  
5<sup>th</sup> CYCLE  
2023

Akhil Dev

## RUBY SEVEN S T U D I O S

To

31<sup>st</sup> October 2022

Mr. Akhildev PB  
Parambikkattil House  
V R Puram P.O  
Chalakudy  
Thrissur  
Pin: 680722

Dear Mr. Akhildev,

### Sub: Offer Letter for Employment

As per the interviews we had with you please find the Offer of Employment vide offer letter number RSS/COK/HR/957 dated 31<sup>st</sup> October 2022, for the post of **Junior Programmer-Trainee**. You will be employed in our India Studio.

This offer letter is valid subject to positive feedback in our pre-employment verification as well as submission of following documents in original by you for our verification and return:

1. Educational Certificates (10<sup>th</sup> Passing Certificate, 12<sup>th</sup> Passing Certificate, Graduation Passing Certificate, Post Graduation Passing Certificate)
2. Relieving Letter from present employer (if applicable)
3. Last 3 months Salary Slip from present employer (if applicable)
4. Experience Letter from previous companies (if applicable; to be submitted on day of joining or within one month from the day of Joining)

Please ensure that you will be submitting the documents/testimonials on or before you joining the services failing which your appointment stands cancelled.

Yours truly,

Authorized Signatory  
Ruby Seven Studios Inc.

---

275 Hill Street, Suite 230, Reno, NV. 89501, United States  
5<sup>th</sup> Floor, Phase III, Carnival Infopark, Kakkanad, Kochi, Kerala, India. PIN – 682042  
Phone: +91-484-4059440 Fax: +91-484-4059441  
Web: <http://rubyseven.com>



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Akhila Ps





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SSR  
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2023

Aksa Benny



19-May-2022

Dear Aksa Benny,  
B.Sc, Computer Science  
Union Christian College, Aluva

Candidate ID – 21303867

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **252,000/-**. This includes an annual target incentive of INR **12,000 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.284,111/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (If offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



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SSR  
5<sup>th</sup> CYCLE  
2023

Akshay A



**Date:** December 12, 2022

To,

**Akshay A**  
Palakkad, Kerala, India

**SUBJECT: OFFER LETTER FOR THE POST OF Trainee, Software Development**

Dear **Akshay A**

With reference to our interview, we are pleased to offer you the post of **Trainee, Software Development**. This offer is valid for acceptance in writing till **13/12/2022** and for joining on **15/12/2022**. Your initial place of posting will be **Cochin**.

Please note your appointment is subject to reference checks and confirmation is subject to successful completion of minimum six months' probation.

You are requested to acknowledge and sign the duplicate of this letter as a token of your acceptance.

We look forward to a long and mutually beneficial association.

I hereby agree to above terms and conditions

Signed: \_\_\_\_\_

THIS IS A COMPUTER-GENERATED DOCUMENT AND IT DOES NOT REQUIRE A SIGNATURE.  
THIS DOCUMENT SHALL NOT BE INVALIDATED SOLELY ON THE GROUND THAT IT IS NOT SIGNED.

**MARIAPPS MARINE SOLUTIONS PRIVATE LIMITED**  
401, Olympia, Hiranandani Gardens, Powai, Mumbai,  
Maharashtra - 400 076.  
Fax: +91 22 4001 7333  
CIN: U72900MH2010PTC207711

**KOCHI**  
3<sup>rd</sup> Floor, MariApps House, Plot No A2-09, SmartCity  
Kochi SEZ, Kakkanad, Ernakulam, Kerala – 682042  
0484 451 6500 | HR@mariapps.com  
[www.mariapps.com](http://www.mariapps.com)



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2023

Akshay A1



December 12, 2022

Akshay A

### SALARY AND BENEFITS PER MONTH & ANNUM:

Components	Monthly (INR)	Annual (INR)
<b>Fixed Compensation</b>		
Basic	12142	145704
HRA	4901	58812
Meal Card	1000	12000
<b>Discretionary Pay</b>		
Discretionary Bonus *	3083	37000
<b>Annual Components/Retirals</b>		
Gratuity	584	7005
Co.'s Contribution to PF	1457	17484
<b>TOTAL GROSS</b>	<b>23167</b>	<b>278005</b>

### Deductions

Employee's Contribution to PF	1457	17484
<b>NET GROSS (Before Taxes)</b>	<b>21710</b>	<b>260521</b>

- Net Gross shown is before taxes. Salary payable is based on the IT slab and other statutory obligations
- The contribution to EDLI scheme & admin charges towards employer contribution of PF will be borne by the company.

\* Note :-

(i) Discretionary Bonus as provided above is a variable sum offered by the Company based on performance evaluation of the Employee as part of the appraisal cycle (if eligible). The Company will have the discretion to vary the amount towards discretionary bonus or to withdraw it altogether based on company's profitability or employee's performance.

(ii) Discretionary Bonus is not earned until it is awarded and, as such, may be withheld, increased, decreased, or discontinued, at any time up to the bonus award date; and

(iii) management reserves the unilateral right to change bonus policies at any time and for any reason.

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**MARIAPPS MARINE SOLUTIONS PRIVATE LIMITED**  
401, Olympia, Hiranandani Gardens, Powai, Mumbai,  
Maharashtra - 400 076.  
Fax: +91 22 4001 7333  
CIN: U72900MH2010PTC207711

**KOCHI**  
3<sup>rd</sup> Floor, MariApps House, Plot No A2-09, SmartCity  
Kochi SEZ, Kakkanad, Ernakulam, Kerala – 682042  
0484 451 6500 | HR@mariapps.com  
www.mariapps.com



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Akshay Rajeev







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Alan Thomas Jacob





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5<sup>th</sup> CYCLE  
2023

Aleena Mary Jose



## Nasadiya Technologies Private Limited

Sona Towers, 4th Floor, No.2, 26, 27 and 3, Krishna  
Nagar Industrial Area, Hosur Main Road,  
Bangalore-560 029, Karnataka, India  
CIN: U72200KA2015PTC079230

Date: 3rd August 2022

### Offer Letter

Dear Aleena Mary Jose

It is our pleasure to extend an offer to join M/s Nasadiya Technologies Private Limited "Pratilipi" as Editorial Intern - Pratilipi Comics, in this role you will be expected to work with Athiyan Arumugam and Rajeev Tamhankar.

**Role at Pratilipi:** In this position, you will be working with the Comics Team.

**Location:** Bangalore

**Start Date:** 16th August 2022

**Internship period:** 3 months from Start Date

**Remuneration:** A stipend of INR 30,000 per month. However, this might involve statutory deductions as applicable to you.

**Reporting:** Initially to Athiyan, Editor and Rajeev Tamhankar, Head of Content but it may change later depending on different projects that you pick to work upon and at Company's sole discretion.

If you have any other doubts / concern, please feel free to contact at [athiyan@pratilipi.com](mailto:athiyan@pratilipi.com).

Regards,

Rajeev Tamhankar

Head of Content, Pratilipi Comics

Nasadiya Technologies Private Limited

[www.pratilipi.com](http://www.pratilipi.com)

[founders@pratilipi.com](mailto:founders@pratilipi.com)

08041710149



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5<sup>th</sup> CYCLE  
2023

Aleena Sojan



**ABSYZ Software Consulting Pvt. Ltd.**

6th Floor, S S Techpark, Beside DLF Cyber City,  
Gachibowli, Hyderabad, Telangana - 500032

+91 8309069115 | [billing@absyz.com](mailto:billing@absyz.com)



Date: 02-Aug-2022

**Name:** Aleena Sojan  
**Location:** Hyderabad

Dear Aleena Sojan,

We are pleased to offer you a training program with ABSYZ Software Consulting Pvt Ltd.

Following are the terms and conditions of the offer

1. Scope of work:

- Assist in the development of customer experience strategies, digital offerings, development, and implementation of customer relationship management solutions, namely Salesforce.com
- Process optimization
- Technology enhancements and upgrades
- Implementation of new contact solutions
- Facilitate training and knowledge transfer for new systems and processes

2. Duration and Full-Time Offer Details:

Your training shall commence from **1<sup>st</sup> September 2022** and shall continue for a period of six (6) months.

At the end of your training, your performance will be assessed and based on your performance you will be offered a full-time employment as a **Software Engineer**.

***Based on your performance you will be offered a CTC ranging between 4 to 4.5 LPA [Four lakh to Four lakh fifty thousand only]***

3. Stipend during the training period:

During the training period your designation will be **Trainee**.

Your stipend shall be **INR 18,000** per month (Rupees eighteen thousand only). The payment shall be credited to your official bank account.



[www.absyz.com](http://www.absyz.com)  
INDIA | USA



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5<sup>th</sup> CYCLE  
2023

Aleena Sojan2



## ABSYZ Software Consulting Pvt. Ltd.

6th Floor, S S Techpark, Beside DLF Cyber City,  
Gachibowli, Hyderabad, Telangana - 500032  
+91 8309069115 | [billing@absyz.com](mailto:billing@absyz.com)



Once acceptance of the above terms and conditions, the following documents copy shall be submitted for verification:

- Educational qualification(s) certificates including latest graduation and post-graduation
- Passport
- Pan card/ Aadhaar card copy
- 2 passport size photographs of self-color photos.

We are pleased to be associated with you and sincerely hope that your period of services with us will be pleasant and of mutual benefit.

Regards

*Manasa Katari*

**Manasa Katari**  
Director HR

For ABSYZ Software Consulting Pvt. Ltd.



[www.absyz.com](http://www.absyz.com)  
INDIA | USA



Aleesha Sebastian



Helping you reach full potential

## Stepping Stones Center

(A Unit of Iyer Educational Institutions Private Limited)  
For Children with Autism and Other Development Disabilities

#76, Karthik Nagar, Near Karthik Nagar Children's park, Marathahalli Post, Bangalore – 560037  
W: [www.steppingstonescenter.in](http://www.steppingstonescenter.in)

### Offer Letter

3<sup>rd</sup> July 2023

Dear Aleesha Sebastian,

We are delighted to offer you the position of **Direct Instructor Trainee**. Stepping Stones Center is an ABA based school for children with Autism and other developmental disabilities. We are excited with the prospect of working with you to create an institution that we will be proud of. As a result, we are delighted to send you this offer letter to have you join the Stepping Stones Team. The terms and conditions of your employment are as follows:

1. **CTC:** Your annual CTC will be Rs: 2,62,920 (Two lakhs sixty two thousand nine hundred and twenty rupees)

Your Compensation packages would be as in Annexure I. However the structure of the compensation plan may be altered/changed from time to time with the compensation policy practices of the Company.

2. You shall be on probation for a period of 3 months (90 calendar days) from the effective start of your employment.
3. Your start date of employment will be 3<sup>rd</sup> July 2023.
4. You are expected to attend Office not less than 5 days a week (8:45 am to 5:00 pm). Staff meetings on alternate Saturdays (9:00 am till 4:00 pm) will be compulsory.
5. You are required to give **two months'** notice, should you decide to resign from the services of the Company. In the case if you have not provided due notice, a fine in the amount equal to your two month's salary should be provided from you to the Company. Company reserves the right to pursue legal actions to collect that amount if the same was not paid at the time of leaving the Company.
6. **Leave Policy :** The leaves taken during the probation and notice period will be unpaid. You are entitled to 14 days of paid leave throughout the academic year (June till May). The paid



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SSR  
5<sup>th</sup> CYCLE  
2023

Alexeena K Roby

HR Services / Offer Letter /2022/1

22.02.2022

To  
Ms.Alexeena K Roby, MBA  
Union Christian College  
Aluva  
Kerala.

Dear Ms.Alexeena K Roby,

SUB: Offer Letter

We are glad to offer you a position as **Trainee – Relationship Manager** for a salary of **Rs.17,000/-** per month gross ( **Rupees Seventeen Thousand Only**) @ our **Ernakulam** branch .

You will be covered with PF,ESI benefits during the training period itself. You will be eligible for attractive periodical performance incentives paid six months once.

You will become eligible for Bonus, Group Medclaim, Group Term Life Insurance on confirmation of your services which is normally six months from the date of joining and primarily based on your overall work performance.

Your date of Joining will be w.e.f 01.03.2022 (Tuesday) and you are advised to mail your confirmation to [rajesh@integratedindia.in](mailto:rajesh@integratedindia.in) before 26th February 2022.

On receipt of your confirmation mail we shall contact you to brief on joining formalities viz place of joining and person to be met along with other related details. On the date of joining you shall produce all the originals ( will be returned to you immediately ) & photocopies of educational qualifications certificates , Address proof , Aadhaar ,PAN and Savings Bank Account in City Union Bank or HDFC Bank along with two latest colour passport size photos.

We welcome you to our organization and looking forward for a long & mutually beneficial association.

Thanks / Regards

Yours truly,  
for Integrated Enterprises(India) Pvt Ltd

Jayaanandh C.N  
AGM – HR Service



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2023

Alfin Anto

1/5/23, 4:44 PM

Gmail - Congratulations - Amazon Offer/ ROC HYD



Alfin Anto <alfinanto101@gmail.com>

## Congratulations - Amazon Offer/ ROC HYD

14 messages

Dua, Ishita [C] <mduaishi@amazon.com>

Wed, Oct 5, 2022 at 11:53 PM

Dear Candidate

Congratulations! This email is to formally offer you the job of **Transportation Specialist** for Amazon in **Hyderabad**.

We are pleased to inform you that you will be working with us shortly and your date of joining is **17<sup>th</sup> Oct 22 (Non-Negotiable)**.

Your **gross salary** for the role will be **372000 INR** per annum. (**Non – Negotiable**)

**Please reply to this email with your acceptance within 24 hours from when you receive the email. We would proceed further with your onboarding formalities only after we receive an acceptance email from your end.**

**We recommend you read the email till the end. Please ensure to complete all the formalities 5 days before the date of joining for a hassle-free process on your day 1. Kindly action every email within 24 hours from the time of receipt. In case of any clarifications please reach out the respective teams for which email addresses are given in the 'Key Email ids for Your Reference' section of this email.**

**Any delay in responding to the emails from your end would lead to postponement of date of joining to the next available batch which has to be within 6 months from the selection or your offer will lead to cancellation**

**Please note that this role requires you to work from office.**

**Please note the following for your onboarding:**

- You will receive an email to submit documents for background verification from **FADV BGC portal**, please submit all the required documents once you receive the email.
- Upon completing your documentation, you shall receive your offer letter details from **MyDocs-noreply@onbaseonline.com**, ensure that you complete it 100% on the portal.
- Pan card, E-Aadhaar & bank account is mandatory to join Amazon, so, please have these documents ready with you.
- Please ensure that your current mobile number is linked to your E- Aadhaar so that you can download it from the portal. **Scan copy of Aadhaar will not be accepted for your onboarding process.**
- To enable Amazon India to make EPF contributions, the Employees' Provident Fund Organization ('EPFO'), the statutory body established under Employees' Provident Funds and Miscellaneous Provisions Act, 1952, requires the employees to link Aadhaar details with their respective Universal Account Number ('UAN'). For this purpose and to meet the statutory requirement of linking your Aadhaar details with UAN, the Company will mandatorily collect a copy of your E-Aadhaar, this needs to be uploaded on the web based online onboarding tool. Kindly make a note of this mandatory requirement and keep a copy of E-Aadhaar that is downloaded from the UIDAI portal.
- In order to work for the current role, you need be based out of India and also should be currently residing in India. If you are based out of any other country outside India then you are not eligible to work.

<https://mail.google.com/mail/u/0/?ik=621b0302fa&view=pt&search=all&permthid=thread-f%3A1745874984069005940&simpl=msg-f%3A1745874...> 1/5



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2023

Alna Rose T B

UNION CHRISTIAN COLLEGE  
ALUVA  
(Affiliated to Mahatma Gandhi University, Kottayam)  
Ernakulam Dist, Kerala, India. PIN-683 102  
Tel: +91 484 2609194,2606711

ALNA ROSE  
GUEST FACULTY  
Department : PHYSICAL  
EDUCATION

9961490281  
[www.uccollege.edu.in](http://www.uccollege.edu.in)

Principal






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2023

Alna Varghese

 **NeST Digital Private Limited**  
Formerly NeST Information Technologies Private Limited  
(A NeST Group Company)

NeST Towers, Cochin University Jn.  
South Kalamassery, Cochin - 682 033.  
Phone : 91-484-6701000, Fax : 91-484-2551062  
Email : [contact@nest-digital.com](mailto:contact@nest-digital.com) Website : [www.nestgroup.net](http://www.nestgroup.net)  
CIN-U72200KL1998PTC012602

**16 August 2022**

**Alna Varghese**  
Narangathodan House,  
Chittanad, Kumarapuram P.O,  
Pallikkara,  
Ernakulam - 683565.

Dear Alna Varghese,

Further to the discussion you had with us, we are pleased to appoint you with NeST Digital Private Limited as "**Software Engineer Trainee**" (**Grade 1A**). You will be reporting to the Business Unit Head. Your date of joining will be on **16 August 2022**. You will be located at NeST Tech Park, 8/837, Thengode P.O, Kakkanad, Kochi / NeST Towers, University junction, Kalamassery, Kochi.

We would like to share with you some company practices and policies to familiarize you with our organization.


**1. Salary & Perks**

You will be entitled to a monthly cost to the company of **INR 29167.00/- (Indian Rupees Twenty Nine Thousand One Hundred Sixty Seven Only all-inclusive)**. A detailed breakup of your salary is as follows:

Basic Salary	: INR 15000.00
House Rent Allowance	: INR 6000.00
Special Allowance	: INR 5626.00
Employer PF Contribution	: INR 1800.00
Employer KSCWEF Contribution	: INR 20.00
Gratuity	: INR 721.00
Total	: INR 29167.00
	=====

**2. Probation and Confirmation**

You will be on probation for a period of six months from the date of joining. The management reserves the right to extend your probation period or terminate your employment without any prior notice during the probation period if your performance is not found satisfactory. You will continue to be on probation unless and until you are expressly confirmed in writing in the regular service of the Company. Completion of probation period does not entitle you to an increase in your remuneration.





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2023

Alna Varghese2

d. **Dress Code:** NeST Digital's official dress code on all working days (Monday – Friday) is Business Casuals. All employees are expected to carry themselves well-groomed and professionally dressed. The details of the Dress Code Policy are available in the IntraNeST and is exhaustively applicable to all employees.

7. **Company's Rights:** Any invention, improvement or design conceived by you while in Company's employment shall become the Company's exclusive property for all countries. For the purpose of this section and expression, the company shall in addition to NeST Digital Private Limited, mean and include any firm/persons or Company subsidiary to or affiliated with the Company.

8. **Termination:** Notwithstanding anything to the contrary herein contained, misconduct on your part (such misconduct to be determined by this company) will entitle the Company to terminate your service without any notice or payment in lieu of notice.

9. **Notice Period:** This engagement may be terminated by either party by giving to other, at any time, notice in writing of minimum of two months, or at the option of the Company by paying your remuneration of one month in lieu of notice and expiring at any date.

Designation	Grade	Notice Period
From Trainee to Senior Lead Software Engineer	Grade 1 to Grade 3	2 Months
All Designation above Senior Lead Software Engineer	Grade 4 & Above	3 months.

At NeST we see our self as one big and growing family and hope you will feel at home and a part of it. We also hope that our association will be a long, fruitful and mutually satisfactory one. Once again, we extend a very warm welcome to you.

If you are agreeable to the above terms and conditions, you are requested to sign and return the copy of this appointment order in token of your acceptance of this offer.

Best wishes,

For NeST Digital Private Limited,

**AUTHORISED SIGNATORY**

I hereby accept all the above terms and Conditions provided by the company and I hold myself responsible to the management to make good the loss if any sustained-on account of infringed by any of the conditions undertaken by me.

Name :  
Signature :  
Date :



Alvy Rose Antony

DATAFLOAT TECHNOLOGIES INDIA PVT LTD  
CIN: U72900KL2007PTC020784



HRD/OL/2022/08/004

11-Aug 2022

## Appointment Offer

To,  
Miss. Alvy Rose Antony  
Chakkalakkal House  
Malapallipuram PO Thrissur  
Kerala- 680732.

Dear Alvy,

Following our interview, we are delighted to offer you the position of **Junior Software Trainee**, subject to following terms and conditions.

### 1. Place of Work

Your normal place of work will be at the office of Datafloat Technologies India Pvt Ltd, 11-A, Trans Asia Cyber Park, Infopark SEZ Phase - II, Kochi, Kerala.

### 2. Joining Requirements

I look forward to your starting your assignment on **22.08.2022**. You will have to bring 4 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates, work experience letters and the latest pay stubs on the joining date.

### 3. Salary and benefits

Your CTC at the start of your employment in the role of **Junior Software Trainee**, including all allowances will be **Rs 2,17,518.00** per year. Refer Annexure for the splits.

### 4. Increments and promotions

You will be eligible for timely salary increments, the value of which will depend on your performance and contribution. Increments will be decided at the time of appraisal being carried out by your superior. General remuneration reviews will also be conducted to ensure that the remuneration of Datafloat employees always match the best in industry. Promotions to higher grades will depend primarily on your performance and potential, and also on the availability of vacancies. Being a growing organization, there will be opportunities for the ideal candidates to quickly raise to higher responsibility positions.

### 5. Working week and leave

Datafloat Technologies India Pvt Ltd, will observe a 5 day working week, with each day of 8 hours. Because of our global presence, sometimes you may be required to work in night shifts as well to cater the needs of our clients. The details of leave eligibility etc. will be informed to you at the time of your joining.

DATAFLOAT TECHNOLOGIES INDIA PVT LTD  
CIN: U72900KL2007PTC020784  
Email: [hrindia@idcglobal.com](mailto:hrindia@idcglobal.com)  
Website: [www.datafloat.com](http://www.datafloat.com)

11-A, Tower 1, Trans Asia Cyber Park  
Infopark SEZ Phase-II, Ambalamedu P.O  
Puthencruz, Kochi – 682303  
Tel: (+91) 484 241 5161



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DATAFLOAT TECHNOLOGIES INDIA PVT LTD  
CIN: U72900KL2007PTC020784



## ANNEXURE

Employee Name : Alvy Rose Antony  
Designation : Junior Software Trainee

	Per Month	Per Annum
<b>Monthly Components (A)</b>		
Basic Pay	5,700.00	68,400.00
Dearness Allowance	2,000.00	24,000.00
House Rent Allowance	3,000.00	36,000.00
City Compensatory Allowance	1,474.00	17,688.00
Transport Allowance	2,000.00	24,000.00
Statutory Bonus	1,909.00	22,908.00
<b>Total Gross Pay-(A)</b>	<b>16,083.00</b>	<b>1,92,996.00</b>
Employee's contribution to PF	924.00	11,088.00
Employee's contribution to ESI	91.00	1,092.00
Employee's contribution to Workers Welfare Fund	20.00	240.00
<b>Total Net Pay</b>	<b>15,048.00</b>	<b>1,81,668.00</b>
<b>Retirals (B)</b>		
Company's contribution to PF	924.00	11,088.00
Company's contribution to ESI	396.00	4,752.00
Company's contribution to Workers Welfare Fund	20.00	240.00
<b>Total-(B)</b>	<b>1,340.00</b>	<b>16,080.00</b>
<b>Other Benefits (C)</b>		
Health Insurance		4,000.00
Gratuity		4,442.00
<b>Total-(C)</b>		<b>8,442.00</b>
<b>CTC (A+B+C)</b>		<b>2,17,518.00</b>

Company Confidential - This communication is confidential between you and Datafloat Technologies Pvt. Ltd.

DATAFLOAT TECHNOLOGIES INDIA PVT LTD  
CIN: U72900KL2007PTC020784  
Email: [hrindia@idcglobal.com](mailto:hrindia@idcglobal.com)  
Website: [www.datafloat.com](http://www.datafloat.com)

11-A, Tower 1, Trans Asia Cyber Park  
Infopark SEZ Phase-II, Ambalamedu P.O  
Puthencruz, Kochi - 682303  
Tel: (+91) 484 241 5161

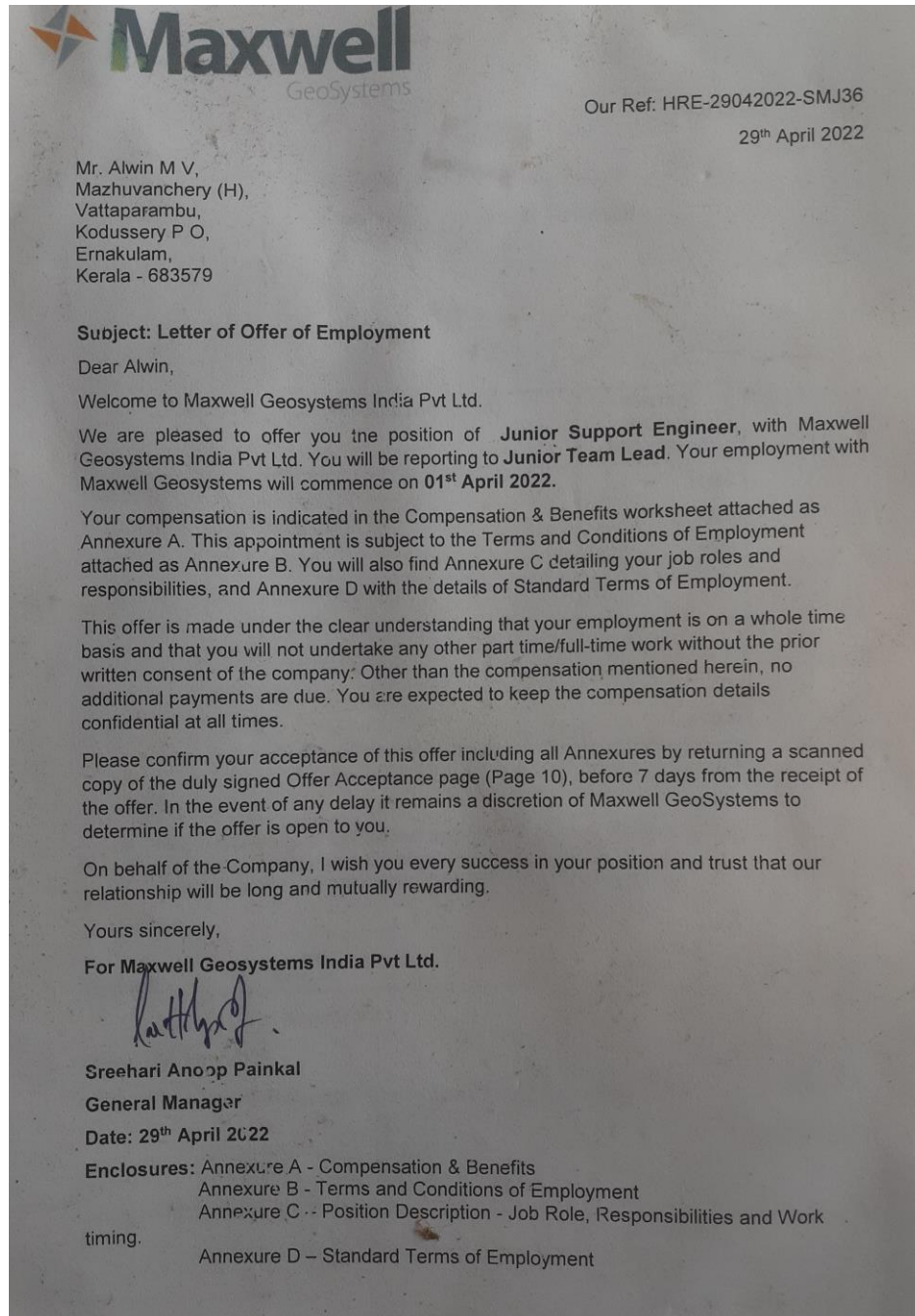


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Alwin M V





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Amal Joshy



HO/HR/TA/125089299

Date:05/12/2022

Mr. Amal Joshy,  
Tharamel House, Elenthikara P.O Elenthikara, Ernakulam, Kerala, 683594

Dear Mr. Amal Joshy,

**Sub: Provisional Offer Letter**

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of '**Executive Trainee**' - **Grade 'B1'**.

By joining ESAF BANK, you will be part of a fast-paced and socially dedicated team that works together to provide 'Joy of Banking to Everyone'. Also, you are committing to the Bank's **vision** of being India's leading social Bank that offers equal opportunities for the whole society through universal access and financial deepening, thus promoting financial inclusion, livelihood and economic development as a whole. In turn, Bank will be providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

The details of the offer are as follows, and shall be confidential.

You will be on training for a period of 12 months, which may be extended or regularized based on your performance and the successful completion of training will be followed by six months' probation. Your service in the Bank will be confirmed subject to your performance being satisfactory during the probationary period.

Your remuneration will be as follows:

1. Annual Salary would be Rs. 300000.0
2. Apart from the above, you will be eligible for Performance Incentive/ Pay as per Bank's policy, applicable to the Role/Grade.

The emoluments mentioned above are payable as per the policies of the bank, after effecting appropriate and applicable statutory deductions if any.

You shall be eligible for TA & DA and other payments as applicable to the grade, in line with the Bank's policy.

Your initial posting will be at any branch/office anywhere in India. However, the Bank reserves the right to transfer you to any Office / Department / Branch of the Bank, in India, that is in existence / or may come into existence at a future date, based on the Bank's business requirements.

You shall give the acceptance of the offer and of the above terms and conditions of employment on receipt of this letter. This offer letter is valid for 7 days from the date of this letter, for acceptance. This offer shall be effective from the date of your joining the Bank.

Your performance will be reviewed on a regular basis as per the performance parameters appropriate to the position mentioned. You will be governed by the rules, regulations and policies laid down by the **ESAF Bank** from time to time, and as applicable to your position.

Notwithstanding anything contained herein, if you are found to be indulging in any act of commission/omission that may be prejudicial to the interests of the Bank, violation of its code of conduct and/or policies, such act shall warrant disciplinary action, as deemed fit by the Bank.

Your appointment is subject to the necessary verifications / NOCs / receipt of Experience and Conduct certificate from your present/previous employers and receiving satisfactory references.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and in case of any dispute arising out of the same, the Courts at Thrissur will have exclusive jurisdiction.

You are requested to produce the documents as per the Annexure 1, at the time of joining. Please note that you are required to join the Bank as per the date, agreed in our discussion.



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Amal Joshy2

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#### ESAF SMALL FINANCE BANK LIMITED

RB License no: MUM 124, CIN: L85990KL2019PLCO45669

**Registered & Corporate Office:** ESAF Small Finance Bank Limited, Building No. VII/83/8, ESAF Bhavan,

Mannuthy, Thrissur- Palakad National Highway, Thrissur- 680 651, Kerala

Ph. No: 0487 7123456, 123457, Email: [customercare@esafbank.com](mailto:customercare@esafbank.com), [www.esafbank.com](http://www.esafbank.com)



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Amal Shaji



**Piper Play Technologies Pvt Ltd**

2210, 2nd Main Road 6th Block,  
Jayanagar, Bangalore 560070

June 29, 2023

**Amal Shaji**

RE: SALARY REVISION LETTER

Dear **Amal**,

We are happy to congratulate you on your wonderful contribution to the company and it is acknowledged and appreciated by the management. We are sure that you will keep up with the good work and in times to come you will again deliver unmatched performances with utmost dedication and commitment.

After reviewing your performance in the last year, we take immense pleasure in announcing appreciation in your salary package. From June 2023 - **your revised annual salary will be INR 450,000.**

You are also eligible to take part in our company-wide profit & token incentive program.

The terms and conditions other than your revised salary package remain unchanged as per your letter of appointment.

We are confident that you will keep making such valuable contributions to the organization which will be helpful in the growth of the company. We also wish you the best of your luck and some great hit titles.

**Sincerely,**

For Piper Play Technologies Pvt Ltd

Abhishek Buchvani  
Director  
Piper Play Technologies Pvt Ltd





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Amal V R



Reg. No. SH070780020021  
West Veliyathunadu P. O.,  
Aluva - 683 511.  
0484 - 4851783 Mob : 9946901783  
vcare14@gmail.com

## EXPERIENCE CERTIFICATE

This is to certify that **Mr. Amal V R**, Vadakkekkara House, Kuttichira P.O, Kundukuzhipadam, Thrissur, 680724 has been working in **The Federal Bank Ltd, Transaction Monitoring and Fraud Prevention Department, Head Office, Aluva** as **Junior Associate** through **V Care Consultancies, Aluva** from **29<sup>th</sup> July 2022 to 31<sup>st</sup> October 2022**.

During the period of employment as Junior Associate his duties includes Transaction monitoring and fraud prevention, specialized in PRM(Proactive Risk Manager), VRM(Visa Risk Manager), EMS(Expert monitoring in Merchants Summary), EFRM (Enterprise Fraud &Risk Monitoring System).

**Mr. Amal V R** has rendered his services with the highest degree of responsibility with a professional attitude and he is relieving job on his own decision for seeking better profile.

We wish all the success in his future endeavors.

Sincerely,

For V CARE CONSULTANCIES

HR ADMINISTRATOR



[www.vcareconsultancies.co.in](http://www.vcareconsultancies.co.in)

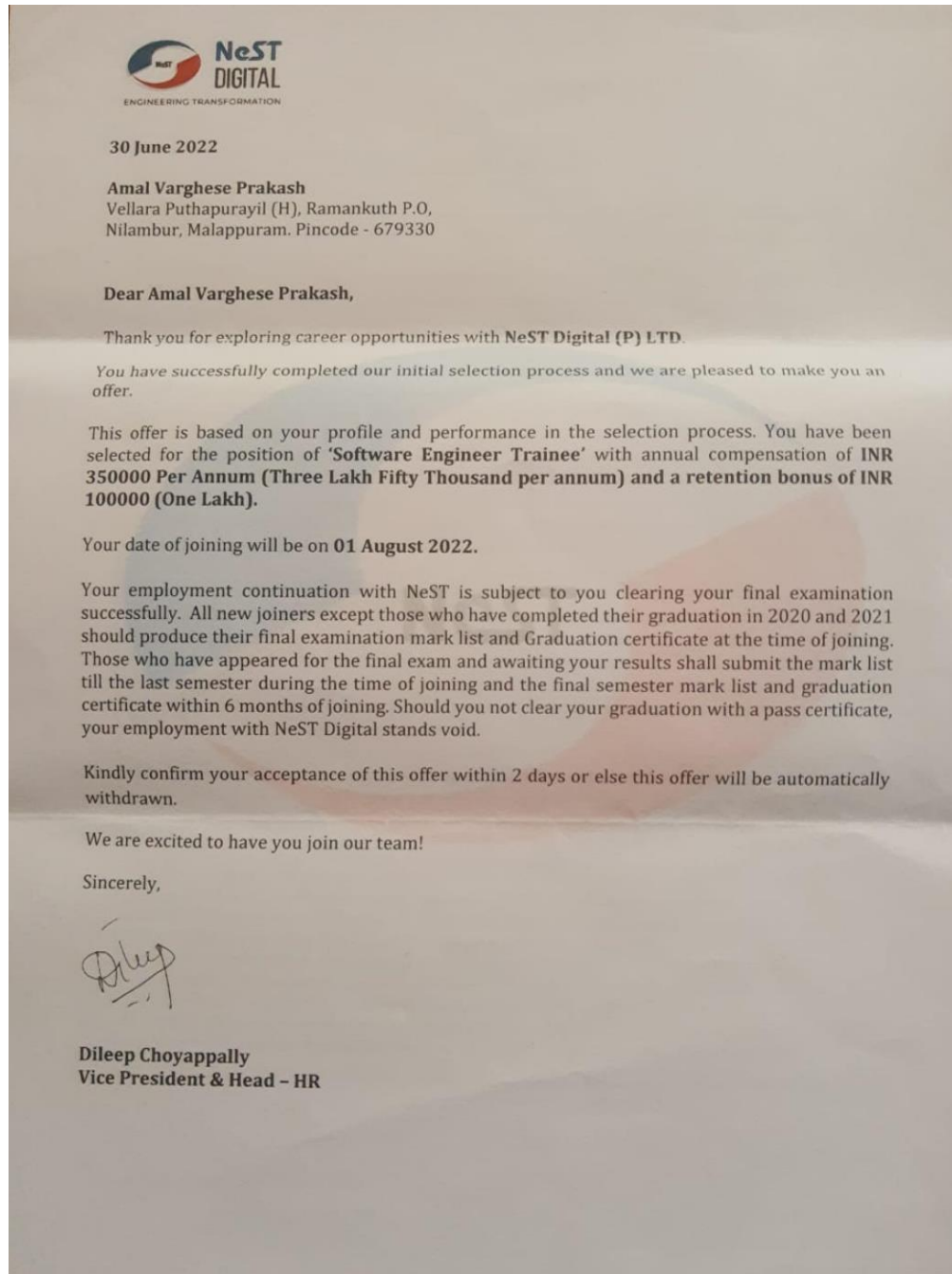


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Amal Varghese Prakash





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Ameena K R





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Amina Habeeb





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Amritha Asok11



## GROSS SALARY SHEET

Annexure 1

Name	Amritha Asok
Designation	Graduate Trainee
Institute Name	Union Christian College ,Aluva

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	7,950	95,400
Bouquet Of Benefits #	4,343	52,110
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,500	18,000
<b>3) Annual Components/Retirals</b>		
Health Insurance***	NA	4,000
Provident Fund	954	11,448
Gratuity	382	4,589
ESI Contribution##		5,379
Total of Annual Components & Retirals	1,336	20,037
<b>TOTAL GROSS</b>	<b>15,129</b>	<b>1,90,926</b>

# 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.

##Contribution towards Employees' State Insurance borne by TCS.

\*\*\* 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.

Component Category	Monthly	Annual
House Rent Allowance	3,180	38,160
Leave Travel Assistance	663	7,950
Food Card	500	6,000
Personal Allowance	0	0
<b>GROSS BOUQUET OF BENEFITS</b>	<b>4,343</b>	<b>52,110</b>

TCS Confidential  
TCSL/DT20218778344

### TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited  
Vismaya Building 6th Floor, Infopark, Kusumagiri PO., Kochi 682 030 India  
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com  
Registered Office Nimal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

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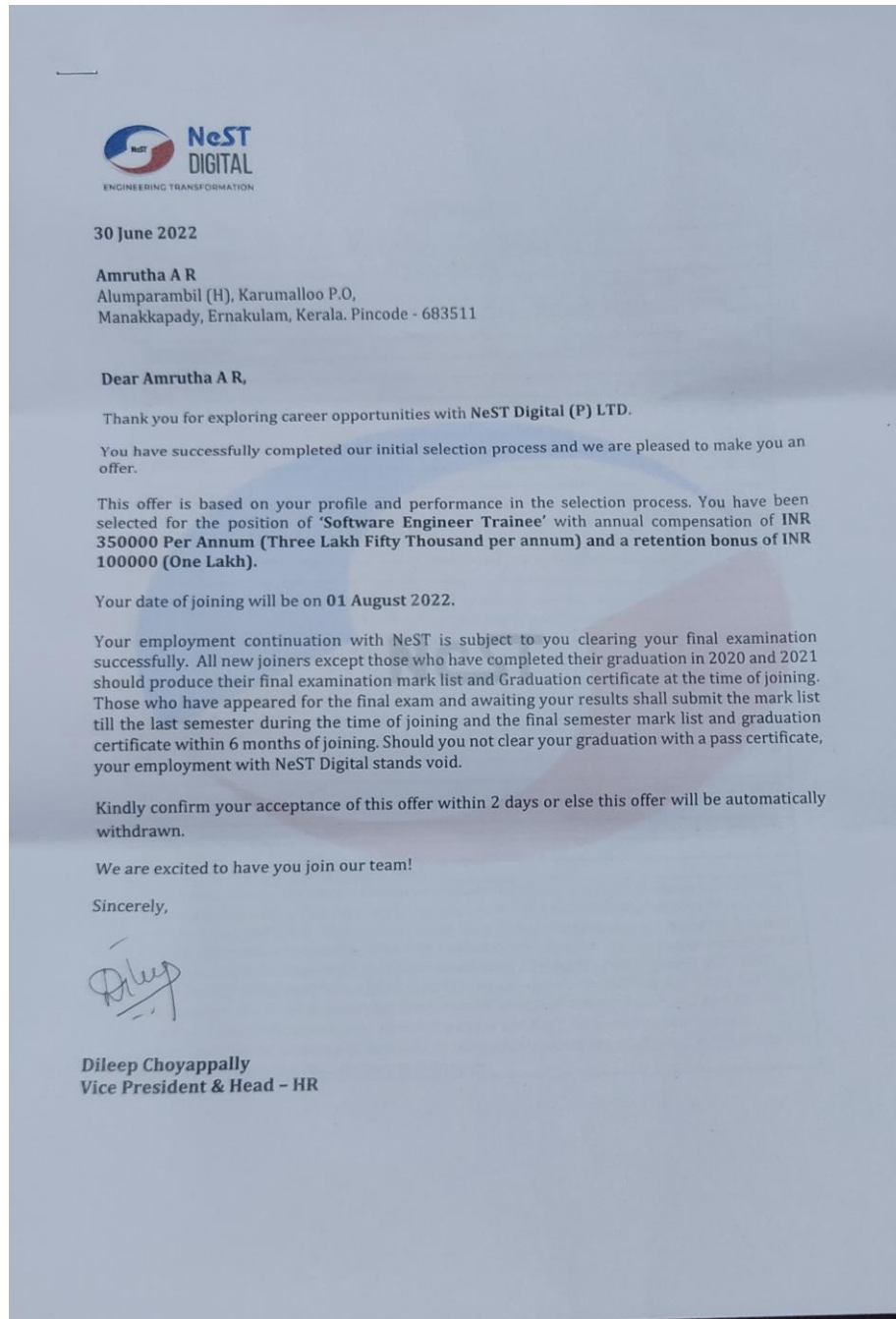


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Amrutha Ar





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2023

Anandhapadmanabhan K A



شركة سويدان التجارية ذ.م.م  
Swaidan Trading Co. LLC

## OFFER OF EMPLOYMENT

Mr. Anandha Padmanabhan  
Passport No: V7446247  
Country / Place: India / Kerala

Ref. No: 92100-MPR3330-1-1-MN  
Date: 05/07/2023

Dear Anandha,

Subsequent to your interview and discussions with us, we are pleased to offer you employment with Swaidan Trading Co LLC in accordance with the following terms and conditions:

Designation : Counter Salesman  
Job Grade : 1  
Employment Status : Single

### Monthly Remuneration in AED

Basic Salary : 1,500/-  
Accommodation : 1,000/- (House rent allowance inclusive of utility and other payments)  
Transportation : 500/-  
Other Allowances : Not Applicable

**Total Gross Salary** : **3,000/-**

Children Education Allowance : Not Applicable

Fuel & Salik : Not Applicable

Mobile Phone : Not Applicable

Working Hours : As per office / project requirement. Starting time, finishing time and break time may be varied from time to time at the discretion of the company to meet the needs of the business.

Probationary Period : Your employment is subject to an initial six months of probation period. Upon successful completion of probationary period your services with the company will be continued. Failure to successfully complete this period shall result in termination as per prevailing UAE Labour Law.

Page 1 of 3

**HEAD OFFICE** PO Box 1200, Dubai, UAE Tel +971 4 294 8111 Fax +971 4 294 8998 swaidan@ainaboodah.com  
**ABU DHABI BRANCH** PO Box 2239, Abu Dhabi, UAE Tel +971 2 555 4233 Fax +971 2 555 4299 www.ainaboodah.com  
**AL AIN BRANCH** PO Box 1250, Al Ain, UAE Tel +917 3 721 1792 Fax +971 3 721 6520  
**FUJAIRAH BRANCH** PO Box 371, Fujairah, UAE Tel +917 9 222 2731 Fax +971 9 222 2120  
**SHARJAH BRANCH** Tel +917 6 508 5333 Fax +971 6 538 7904  
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& WORKING FOR A SUSTAINABLE FUTURE



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2023

Anandhu Vijayan

**NeST DIGITAL**

## Offer Letter and Terms of Employment

04 November 2022

**Anandhu Vijayan**  
Varickamakkal House,  
Ponmudi P.O, Panniyarkutty  
Idukki - 685564.

Dear Anandhu Vijayan,

CONGRATULATIONS! We are excited that you are stepping into a professional world with us. Thank you for all the efforts during the selection process and we are pleased to make you an offer. Based on your profile and performance in the selection process, you have been selected for the position of **"Software Engineer Trainee"** in **"1 A"** with annual compensation of INR **3,50,000** (Indian Rupee Three Lakh Fifty Thousand Per Annum Only) and a Retention bonus of INR **1,00,000** (Indian Rupees One Lakh Only). The details of your offer are in Annexure A of this offer letter.

Your date of joining will be **01 August 2023** and your work location will be **Kochi**.

Kindly acknowledge the offer and confirm your acceptance within 5 calendar days or else, this offer will be automatically withdrawn.

We are fast growing as a team and super excited to have you join us! We are certain that this journey will be exceptional and mutually rewarding! Looking forward!

Sincerely,

**Dileep Choyappally**  
Vice President & Head - HR

NeST Towers, University Junction,  
 +91-484-6701000  
 [Contact@nest-digital.com](mailto:Contact@nest-digital.com)  
 [www.nestdigital.com](http://www.nestdigital.com)





Aneena Joshy



## OFFER OF APPOINTMENT

Ref: HRD/2022/IND/Offer/0771

Date: June 10, 2022

To,  
Aneena Joshy  
Neelamthara house, Nayarangadi junction,  
Thazhoor, Chattikulam P.O,  
Thrissur, Kerala 680725

Dear Aneena,

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in Orion India Systems Private Limited (the "Company") on the terms and conditions detailed in this letter under **Annexure A** hereto.

1. **OPPORTUNITY, DESIGNATION AND DATE OF JOINING:**

Your will be appointed as **Associate Engineer** with the Company with effect from **June 20, 2022** (the "Effective Date").

2. **SALARY:**

Your Salary will be as detailed under **Annexure C** to this letter (the "Salary").

3. **DOCUMENTS:**

On the date of appointment, you are required to furnish the documents as described under **Annexure B** to this letter.



Aneena Joshy8



## ANNEXURE B DOCUMENTS REQUIRED

### A. Immediately (Scanned)

- UG/PG Degree certificates;
- Marks cards/transcripts;
- Experience and relieving letters from previous employers;
- Five (5) passport size photographs;
- Two (2) photocopies each of your educational certificates, experience certificates, last drawn salary slip and proof of your age;
- Please show the original of the above certificates for verification;
- A copy of your valid passport; and
- Address proof.

### B. Training will be given for the specified skill set you have been employed for.

### C. Employment Background Verification

The Company is committed to provide a safe and productive working environment. Therefore, as part of the hiring process you will be required to successfully complete an employment background verification prior joining. Please note that in the event of failure in background verification will result in withdrawal of your offer of employment.



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2023

Aneesha Daniel



**GadgEon**  
Engineering Smartness

HR/Gad/Offer Letter/2022-02/103

16<sup>th</sup> Feb 2022  
Aneesha Daniel

WELCOME LETTER

Dear Aneesha Daniel,

We take great pleasure in inviting you to be an integral part of GadgEon Smart Systems Pvt Ltd, an end-to-end Product Engineering and IoT Solution Development Company.

We are enclosing herewith your Offer & Appointment Letter, with terms and conditions of your employment with GadgEon, which you may kindly be sent to us, with your signature on each page, as a token of acceptance.

Please note that the offer of employment & appointment is subject to satisfactory completion of your reference checks and background verification. You are requested to join on the date mentioned at the following address

GadgEon Smart Systems Pvt Ltd,  
Unit O203, 2nd Floor,  
Building SCK-01,  
Smartcity, Kochi- 682030  
India

In case you need any clarifications regarding your job, compensation, or any policy please contact: Human Resources at [hr@gadgeon.com](mailto:hr@gadgeon.com).

We look forward to you having a long and fruitful relationship with GadgEon.

Sincerely,  
for GadgEon Smart Systems Pvt. Ltd

---

GadgEon Smart Systems Pvt Ltd, Unit O203, 2nd Floor, Building SCK-0, Phone: +91-484-2903000India. Email: [info@gadgeon.com](mailto:info@gadgeon.com)



Aneesha Daniel6



**Gadgeon**  
Engineering Smartness

and data generated in connection therewith, plans for future development and the like and any or all business records.

- b. This restriction continues indefinitely after your employment has ended but does not apply to information you have to disclose in the course of your employment.
- c. You shall not take any presents/gifts, commission or any kind of gratification or benefit in cash or any kind from any person, party or firm having connection with the company. In case you are offered such benefits by any party, you should inform your supervisor immediately and take his permission to decide the course of action.

#### 17. Notice period for Separation

- a. The notice period required from either side is 2 months, during probation period and after confirmation as well
- b. On your last working day, if you owe money to the Company for any reason, you agree that it may be deducted from any final payment to you or should be settled by you from your personal accounts
- c. The Company expects you to be available and to work during the notice period.
- d. Company reserve the right, entirely at its discretion to terminate your employment before the expiry of the notice period in lieu of the salary you would have earned during the unworked balance of your notice period.
- e. On termination / cessation of your employment with the Company, you will return to the Company:
  - i. any item belonging to the Company such as laptop with all software and data therein, with details of any passwords which you may have installed;
  - i. every Company document (including electronic documents) of whatever description in your possession or control, together with any copies, notes or summaries of such documents and your own working papers, for all of which your undertake to make a diligent search;
  - ii. any other Company property in your possession or control;

#### 18. Communication of changes

You are required to intimate us from time to time any change of your temporary or permanent address and contact details.

Gadgeon reserves the right to withdraw the offer made to you even after the acceptance of such offer by you, if Gadgeon becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made.

---

Gadgeon Smart Systems Pvt Ltd, Unit O203, 2nd Floor, Building SCK-0, Phone: +91-484-2903000India. Email: info@gadgeon.com



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SSR  
5<sup>th</sup> CYCLE  
2023

Anikmon Davis

DocuSign Envelope ID: 73D4B7B7-782B-4D0A-9965-9BA31F6921DF



Knowledge Lens Pvt Ltd,  
74/A,Keonics,  
Electronic City Phase 1, Bengaluru - 560100  
CIN No: U72200KA2013PTC072670

HRD/BLR/HR/2896

Mr. Anikmon Davis,

Date: 30-12-2022

Sub: Letter of Offer

Dear Anikmon Davis,

With reference to your application and the subsequent interviews you have had with us, we are pleased to appoint you at the post of "Software Engineer" in Bangalore location on the terms & conditions outlined in the Annexure A below. You are requested to report on duty on 2<sup>nd</sup> January 2023 at 9.30 AM in Bangalore premises and report to HR department. It is to be noted, the final posting will be Bangalore, Pune, or Delhi, based on the project requirements. The current project assigned is for Bangalore location, but it is expected that you are flexible to travel to any other location based on project need as they arise.

Kindly communicate your acceptance of this appointment by signing a copy of this letter or email confirmation to [hr@knowledgelens.com](mailto:hr@knowledgelens.com) and returning it to us.

We wish you all the very best in your career with us.  
For Knowledge Lens Pvt. Ltd.

In Process

Smita Bhadury  
Director - Human Resources

74/A,Keonics,Electronic City - Phase 1, Bangalore 560100  
Ph: + 91 9113283347 | [hr@knowledgelens.com](mailto:hr@knowledgelens.com) | <http://www.knowledgelens.com>

1



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2023

Anikmon Davis3

DocuSign Envelope ID: 73D4B7B7-782B-4D0A-9965-9BA31F6921DF



Knowledge Lens Pvt Ltd,  
74/A,Keonics,  
Electronic City Phase 1, Bengaluru - 560100  
CIN No: U72200KA2013PTC072670

### Compensation Details

Name	Anikmon Davis
Level/Grade	3B
Designation	Software Engineer
Role/Department	Consulting Services
Cost to Company (CTC)	5 Lakhs Per Annum (Includes 50 K Variable pay)

Components	Per annum	Per month
Basic	1,80,000.00	15,000.00
HRA	72,000.00	6,000.00
Conveyance	19,200.00	1,600.00
Telephone & Internet	13,500.00	1,125.00
Medical Allowance	15,000.00	1,250.00
LTA	22,500.00	1,875.00
Statutory Bonus	18,000.00	1,500.00
Special Allowance	69,550.15	5,795.85
Employer's contribution to PF	21,600	1,800.00
Employer's contribution to Gratuity	8,654	721.15
Employer's contribution to Group Insurance	9,996	833.00
Variable Pay (Yearly)	50,000	
<b>Total CTC</b>	<b>5,00,000</b>	

### Note:

- The Variable pay will be paid yearly in the month of May based on the following,
  - Your performance and contribution during the period starting from your date of joining to till March 2023.
  - Your workstream (**Product/Consulting**) performance during the period.
  - Actual number of days worked during the period.

Variable pay will be paid only if you are not serving notice period.

- \*\*TDS / Income Tax is based on the income of individual and IT declaration made with regards to exemption & deductions.

74/A,Keonics,Electronic City - Phase 1, Bangalore 560100  
Ph: + 91 9113283347 | [hr@knowledgelens.com](mailto:hr@knowledgelens.com) | <http://www.knowledgelens.com>

4



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5<sup>th</sup> CYCLE  
2023

Anil Antony

**ASSYST** CIN: U72200KL1999PTC018425

HRD/AST/2023/06/041 22/06/2023

**TERMS OF EMPLOYMENT**

To,

**Mr. Anil Antony**  
Vadakkumcherry,  
Neendoor, VTC Vadakkekara,  
.PO: Vadakkekara,  
Sub District Paravur,  
Eranakulam

Dear Anil,

Your employment with **Assyst International Pvt Ltd.** is confirmed with effect from **June 01, 2023** and shall continue unless otherwise terminated either by Employer or Employee.

- Designation and Duties:** Your current designation is **Software Engineer(Project Solutions)** and you will perform the duties as assigned from time to time by your reporting authority.
- Time and attendance:** You will adhere to the office timings and perform the duties assigned, diligently.
- Adherence to rules & regulations, policies and procedures:** At all times during the compliance of this agreement you will strictly adhere to and obey all the rules & regulations, policies and procedures now in effect or as subsequently modified or enacted by Employer, governing the conduct of Employees.
- Satisfactory performance of duties:** Your employment shall continue only as long as the services rendered by you are satisfactory to Employer.
- Emoluments:** Your remuneration break up payheadwise with effect from the Date of Confirmation is as given herewith, in compliance with Labour Commissionerate – Government of Kerala.

Particulars of Remuneration	Payhead Structure	Payhead Amt/Month (INR)	Annualized Total Remuneration (INR)
Fixed Earnings Payheads	Basic	₹ 20000	₹ 240000
	HRA	₹ 8000	₹ 96000
	Special Allowance	₹ 3200	₹ 38400
<b>A Fixed Earnings</b>		<b>₹ 31,200</b>	<b>₹ 3,74,400</b>
Employer Contribution towards Statutory Employment Benefits	EPF (8.33%),EPS (3.67%), PF/PS Adm Chages (0.5%), EDLI (0.5%),ER. Contr.@ 13% of Basic limited to ceiling of	₹ 1950	₹ 23400

Assyst International Pvt. Ltd. (Wholly Owned Subsidiary of **PanApps Inc.**, VA, USA)  
H-138, Muttam, Kochi-683106, Kerala Phone: +91-484-2628803 Email: [hr@panapps.co](mailto:hr@panapps.co) , [www.panapps.co](http://www.panapps.co)




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5<sup>th</sup> CYCLE  
2023

Anirudh Koovakkattil Biju

 **NeST  
DIGITAL**

## Offer Letter and Terms of Employment

04 November 2022

**Anirudh Koovakkattil Biju**  
Koovakkattil House,  
Pipeline Road, S.N.Puram, Thakkattukavu P.O.,  
Aluva - 683106.

Dear Anirudh Koovakkattil Biju,


CONGRATULATIONS! We are excited that you are stepping into a professional world with us. Thank you for all the efforts during the selection process and we are pleased to make you an offer. Based on your profile and performance in the selection process, you have been selected for the position of "Software Engineer Trainee" in "1 A" with annual compensation of INR 3,50,000 (Indian Rupee Three Lakh Fifty Thousand Per Annum Only) and a Retention bonus of INR 1,00,000 (Indian Rupees One Lakh Only). The details of your offer are in Annexure A of this offer letter.



Your date of joining will be **01 August 2023** and your work location will be **Kochi**.



Kindly acknowledge the offer and confirm your acceptance within 5 calendar days or else, this offer will be automatically withdrawn.

We are fast growing as a team and super excited to have you join us! We are certain that this journey will be exceptional and mutually rewarding! Looking forward!

Sincerely,

  
**Dileep Choyappally**  
Vice President & Head - HR

 NeST Towers, University Junction,  
 +91-484-6701000

 [Contact@nest-digital.com](mailto:Contact@nest-digital.com)  
 [www.nestdigital.com](http://www.nestdigital.com)





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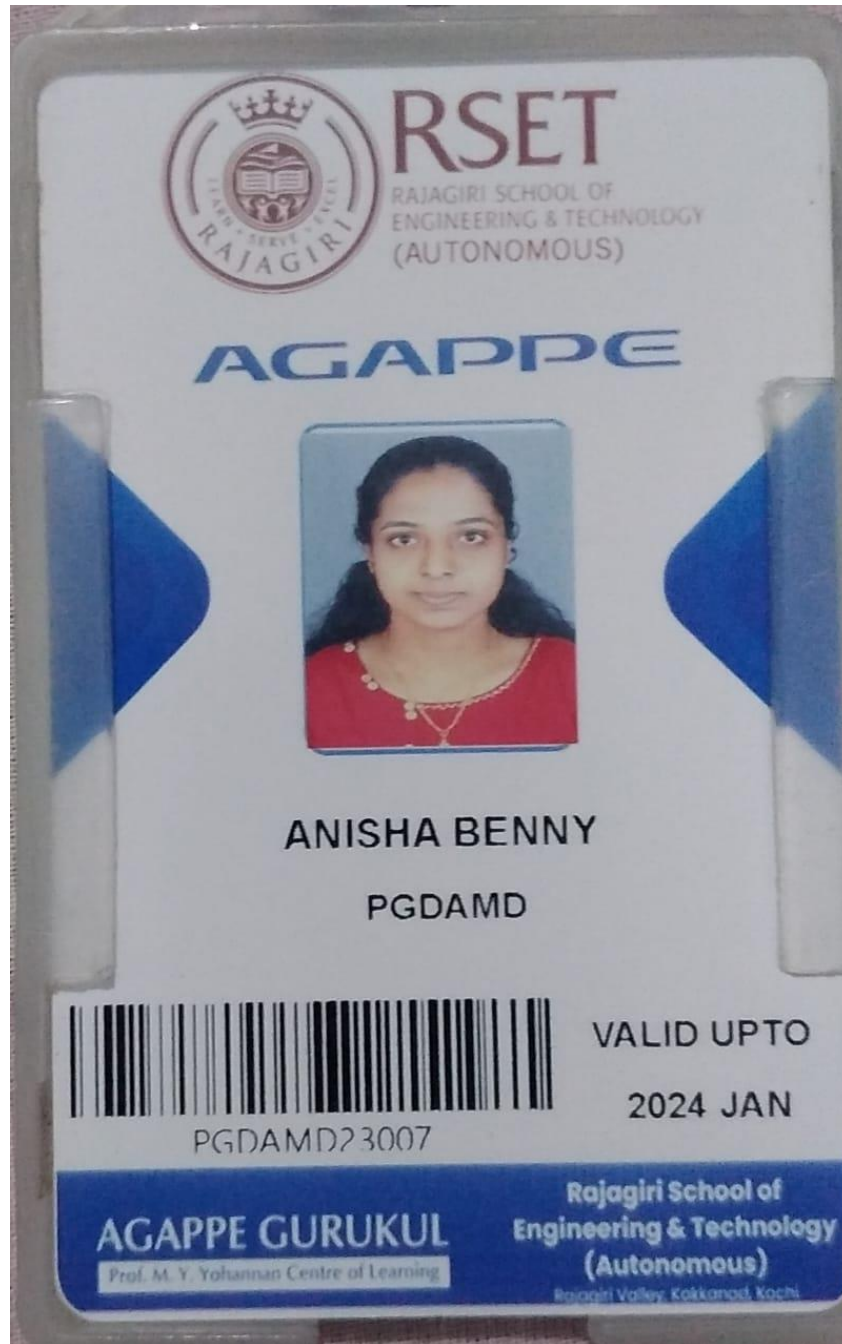
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Anisha Benny



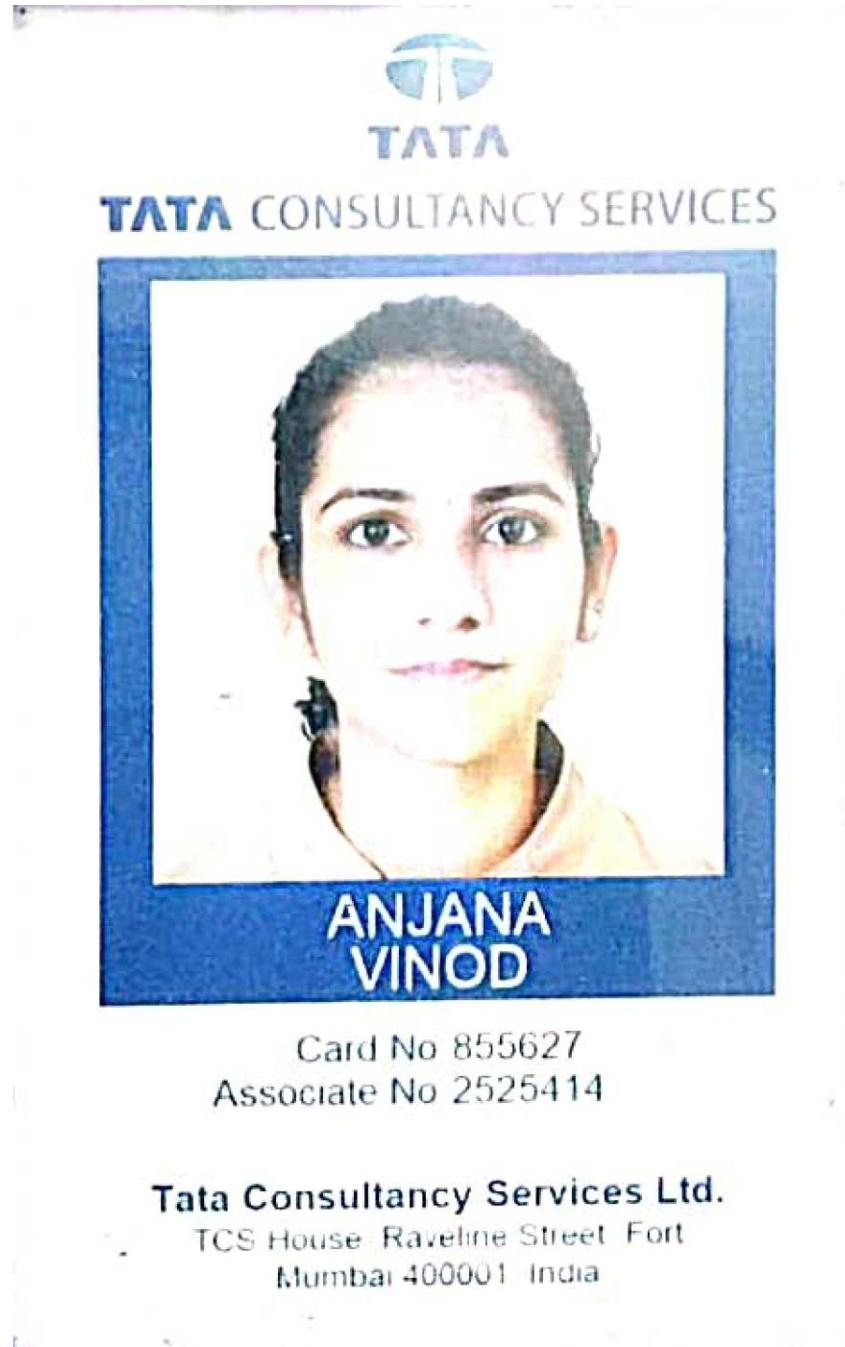


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Anjana Vinod





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2023

Anjitha K A



EMS/HRD/ST/2022-23

Emsyne Technologies Private Limited  
14 October 2022

**Anjitha K A**  
**Karivelil (H)**  
**Muravanthuruth, Vadakkakara P.O**  
**North Paravur, Ernakulam**  
**Kerala**  
**Pin - 683522**

Dear Anjitha K A,

Congratulations! And welcome you to the Emsyne Software Engineering team.

We have pleasure in offering you the position of **"Trainee-Software Engineer"**, subject to the following.

Your appointment will be effective from the date on which you report for duty. You are required to join duty, as early as possible, but not later than 17 October 2022 failing which this offer of appointment will automatically stand withdrawn.

You will be on probation for a period of 1 year from the date of joining.

Your annual compensation will start with Rs 3,00,000/- Components of the compensation is given in Annexure I. You will be entitled to receive performance variable incentive after 6 months of service at emsyne. And upon successful completion of probation period, you will be confirmed and will be eligible for salary enhancement varying from Rs.4,00,000/- to 5,00,000/- based on your overall performance and in tune with the Company norms.

You will be provided training from 20 October 2022 in ASP .Net, SQL at emsyne for a duration of one month.

During the period of your probation, your services may be terminated by either party giving the other, a 60 days' notice. It may be noted that the Company will be spending substantial resources for your professional training including costs incurred for Trainers, Computers, Internet facility, various monetary and non-monetary compensation etc. Accordingly, it is agreed that you will not leave the employment of the Company before the expiry of 2 years (i.e.1 year probation period plus 1 year permanent employment).

You will be required to sign an agreement to serve the Company for a period of 2 years from the date of joining.

Your employment is subject to satisfactory verification of your identity, address and educational qualification. You will be given a detailed Appointment order after the verification of the same.

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2023

Anjitha K A1



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Emsyne Technologies Private Limited

## Annexure I

Components	Amount (Monthly)	Amount (Yearly)
Basic Pay	9,120	1,09,440
DA	2,262	27,144
CCA	1,200	14,400
Special Allowance	5,355	64,260
<b>Gross Salary(A)</b>	<b>17,937</b>	<b>2,15,244</b>
<b>Employer Contribution (B)</b>		
PF	1,366	16,392
Others	114	1,368
ESI	583	6,996
<b>Gross Cost to Company (A+B)</b>	<b>20,000</b>	<b>2,40,000</b>
<b>Variable Total - Annual (C)</b>		<b>60,000</b>
<b>Total CTC(A+B+C)</b>	<b>20,000</b>	<b>3,00,000</b>
<b>Employee Contribution (D)</b>		
PF	1,366	
ESI	135	
<b>Proposed Take Home(A-D)</b>	<b>16,436</b>	

At the time of joining, photocopies of the following documents should be submitted. Please carry the originals of documents for verification. Original documents will be returned to you after verification.

- Standard X/ XII mark sheets
- Degree certificate if available/Mark Sheets
- Special certifications if any
- PAN Card, Voter Id, Driving License & Passport
- E Aadhar
- Recent passport size photograph-2 Nos
- Passbook of your savings account

Yours sincerely,

K N C Nair

CEO

I agree and accept the terms and conditions of my prospective employment as mentioned above.

Signature:

Date:

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2023

Anjitha O S

## CABIN CREW APPLICATION



Dear **Anjitha O S**,

This is with reference to your application for the position of Cabin Crew with Air India Express.

Here is your Candidate ID: **SW0280**

We are pleased to inform you that your candidature is shortlisted for the further selection process.

**Venue:**

**Holiday Inn Kochi, National Highway Bypass, Chakkaramparambu, Vennala, Kochi- 682028**

**Reporting time: 09:00 AM on 27th May 2023**

**Dress Code:**

1. Female: Full Make-up & Office Attire (Western Formals)

**Qualification Requirements:**

1. HSC/PUC (10 +2) from a recognized board or a university.
2. Minimum Height (barefoot) | Female: 157 cm
3. Weight within the prescribed BMI (basis height): Between 18 to 22.
4. Age Limit: Between 18-27 years as on 1st May 2023
5. Clear Complexion, No visible Tattoos/Scars/Dental Braces.
6. Good command of Hindi & English
7. Outgoing, Fun & friendly
8. Open only for Indian Nationals

**Documents Required:**

1. COVID Vaccination certificate
2. Updated Resume
3. Passport (original & photocopy)
4. Pan card (original & photocopy)
5. Aadhar Card (original & photocopy)
6. 10th and 12th certificate (original & photocopy)
7. Passport size photograph
8. For candidates with experience: Carry your current SEP Card (original & photocopy)

**Request you all to carry your wired headphones for the English Test.**

Regards,

Recruitment Team

**Disclaimer:** We bring to the notice of all concerned that we at Air Connect Private Limited (Formerly known as Airken (India) Private Limited) have deployed a merit based employee selection process. We do not charge/accept any amount or security deposit from job seekers during the selection process or while inviting candidates for an interview. We have noticed that fake job offers in the name of Air Connect Private Limited have been circulated by some unauthorized persons/fraudsters. Some fraudsters are using the names of Air Connect Private Limited to solicit job applications and require the job seekers/applicants to pay processing fees or deposit amounts by sending fake emails or by making fraudulent telephone calls. We shall not accept any liability towards the representation made in any fraudulent communication or its consequences and such fraudulent communication shall not be treated as any kind of offer or representation by Air Connect Private Limited.



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Anju Jomy





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2023

Anju Jomy1

<b>Emp Id</b>	<b>Ekm289/025/2021</b>
<b>Mobile</b>	<b>9074585972</b>
<b>Office Ph</b>	<b>04842947271</b>
<b>Office Address</b>	<b>3/560H, ST SEBASTIAN COMPLEX, NEERICODE</b>
<b>Residential Address</b>	<b>KAITHARAN HOUSE ALANGAD P.O</b>
<b>Date of Issue</b>	<b>06-11-2021</b>



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2023

Anna Joseph



EMS/HRD/ST/2022-23

Emsyne Technologies Private Limited

14 October 2022

**Anna Joseph**  
**Velutheppilly (H)**  
Sreemoolanagaram, South Vellarappilly P.O  
Ernakulam  
Kerala  
Pin - 683580

Dear Anna Joseph,

Congratulations! And welcome you to the Emsyne Software Engineering team.

We have pleasure in offering you the position of "**Trainee-Software Engineer**", subject to the following.

Your appointment will be effective from the date on which you report for duty. You are required to join duty, as early as possible, but not later than 17 October 2022 failing which this offer of appointment will automatically stand withdrawn.

You will be on probation for a period of 1 year from the date of joining.

Your annual compensation will start with Rs 3,00,000/- Components of the compensation is given in Annexure I. You will be entitled to receive performance variable incentive after 6 months of service at emsyne. And upon successful completion of probation period, you will be confirmed and will be eligible for salary enhancement varying from Rs.4,00,000/- to 5,00,000/- based on your overall performance and in tune with the Company norms.

You will be provided training from 20 October 2022 in ASP .Net, SQL at emsyne for a duration of one month.

During the period of your probation, your services may be terminated by either party giving the other, a 60 days' notice. It may be noted that the Company will be spending substantial resources for your professional training including costs incurred for Trainers, Computers, Internet facility, various monetary and non-monetary compensation etc. Accordingly, it is agreed that you will not leave the employment of the Company before the expiry of 2 years (i.e.1 year probation period plus 1 year permanent employment).

You will be required to sign an agreement to serve the Company for a period of 2 years from the date of joining.

Your employment is subject to satisfactory verification of your identity, address and educational qualification. You will be given a detailed Appointment order after the verification of the same.

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Anna Joseph1



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## Annexure I

Components	Amount (Monthly)	Amount (Yearly)
Basic Pay	9,120	1,09,440
DA	2,262	27,144
CCA	1,200	14,400
Special Allowance	5,355	64,260
<b>Gross Salary(A)</b>	<b>17,937</b>	<b>2,15,244</b>
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<b>Gross Cost to Company (A+B)</b>	<b>20,000</b>	<b>2,40,000</b>
<b>Variable Total - Annual (C)</b>		<b>60,000</b>
<b>Total CTC(A+B+C)</b>	<b>20,000</b>	<b>3,00,000</b>
<b>Employee Contribution (D)</b>		
PF	1,366	
ESI	135	
<b>Proposed Take Home(A-D)</b>	<b>16,436</b>	

At the time of joining, photocopies of the following documents should be submitted. Please carry the originals of documents for verification. Original documents will be returned to you after verification.

- Standard X/ XII mark sheets
- Degree certificate if available/Mark Sheets
- Special certifications if any
- PAN Card, Voter Id, Driving License & Passport
- E Aadhar
- Recent passport size photograph-2 Nos
- Passbook of your savings account

Yours sincerely,

K N C Nair  
C E O

I agree and accept the terms and conditions of my prospective employment as mentioned above.

Signature: \_\_\_\_\_

Date: 14/10/2022

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2023

Annliya Joy

			<b>Shaadow Digital Marketing Pvt. Ltd, Lakshmi Kripa, Thiruvonam Nagar, Near CUSAT ground, Cochin-22 Mob: 9207569594</b>	
<b>Payslip for the month of February 2023</b>				
Name	: Annliya Joy		PF Number	: NA
Date of Joining	: 15 December 2021		PF UAN	: NA
Designation	: Managing Director		ESI Number	: NA
Department	: IT		PAN Number	: BXCPA2
Location	: Kalamassery		LOP	: 0
Effective Working Days	: 24			
Days in Month	: 28			
<b>Earnings</b>	<b>Full</b>	<b>Actual</b>	<b>Deductions</b>	<b>Actual</b>
BASIC	₹50,000.00	₹50,000.00		
HRA	₹0.00	₹0.00		
CONVEYANCE	₹0.00	₹0.00		
MEDICAL ALLOWANCE	₹0.00	₹0.00		
SPECIAL ALLOWANCE	₹0.00	₹0.00		
<b>Total Earnings: Rs.</b>	<b>₹50,000.00</b>	<b>₹50,000.00</b>	<b>Total Deductions: Rs.</b>	<b>0/-</b>
Net Pay for the month ( Total Earnings - Total Deductions ) : INR 50,000.00 ( Fifty Thousand Only )				

This is a system generated slip and does not require signature.



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2023

Annliya Joy1



# UNION CHRISTIAN COLLEGE, ALUVA

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2023

Annliya Joy2



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2023

Anugrah Np



September 26, 2022

Mr. ANUGRAH N P  
Union Christian College, Aluva

Dear ANUGRAH N P,

**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.

We would like you to begin employment with us on **27<sup>th</sup> September, 2022 (Tuesday)** at our **Kochi location**. You will be inducted as a "**Trainee**". Your initial onboarding will be done virtually and then you have to report at our **Kochi office** on **30<sup>th</sup> September, 2022 (Friday)** and continue to work from there. 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 once the situation becomes normal, 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 total Cost-to-Company (CTC) will be revised to **Rs.3.60 Lakhs Per Annum**. 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](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :  
Name : ANUGRAH N P  
Date :

Aspire Systems (India) Private Limited  
1/D -1, SIPCOT IT PARK, Siruseri,  
Chennai - 603103, Tamil Nadu, INDIA.  
Tel: +91-44-67404000 Fax: +91-44-67404234  
[www.aspiresys.com](http://www.aspiresys.com)



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## Anugrah Np2



9. 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.
10. **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 performance. For Eg: If your date of joining is September 27, 2022, then it works like this:

Duration	Salary (Per Month INR)	Comments
27th Sept 2022 to 15th Dec 2022	15,000	Training period (3 Months Max)
16th Dec 2022 to 15th Dec 2023	30,000	Salary gets revised to 30,000
Post Probation	-	Confirmation, Promotion to Engineer
16th Dec 2023 to 15th June 2024	35,000	Salary gets revised to 35,000
16th June 2024 to 15th Dec 2024	40,000	Salary gets revised to 40,000
16th Dec 2024 to 15th June 2025	45,000	Salary gets revised to 45,000
16th June 2025	Road Map Salary Revision	Alignment with Org Cycle

11. 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.
12. You are governed by the company’s policies in practice from time to time. Your work timings may also be changed depending on the organizational need and your responsibilities.
13. 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.
14. 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 : ANUGRAH N P  
 Date :

Aspire Systems (India) Private Limited  
 1/D -1, SIPCOT IT PARK, Siruseri,  
 Chennai - 603103, Tamil Nadu, INDIA.  
 Tel: +91-44-67404000 Fax: +91-44-67404234  
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Aparna Singh



Knowledge Lens Pvt. Ltd  
74/A, Keonics, Hosur road,  
Electronic City Phase 1 - Bengaluru - 560100  
CIN No: U72200KA2013PTC072670

Date:26-04-2023

Sub: Job Confirmation Letter

Dear Aparna Singh,

After the completion of the probation period, We are glad to inform you that your employment has been confirmed with our organisation as **Software Engineer** effective from **2<sup>nd</sup> April 2023**.The terms and conditions of your employment and your job responsibilities will continue to remain the same.

Wishing you a bright career ahead with Knowledge Lens.

For Knowledge Lens Pvt. Ltd.



Jayashree S  
Sr. HR Manager  
[hr@knowledgelens.com](mailto:hr@knowledgelens.com)

74/A, Keonics, Hosur road, Electronic City - Phase 1, Bangalore 560100  
Ph: + 91 9113283347 | [hr@knowledgelens.com](mailto:hr@knowledgelens.com) | <http://www.knowledgelens.com>



Arunima Ks



## LETTER OF INTENT (LOI)

Dear Arunima K S,

With reference to your interview conducted by us, we are pleased to inform that you have been selected for the position of **System Engineer - Trainee** with **Jobin and Jismi Private Limited**. We are glad to extend a hearty welcome to you to our Jobin and Jismi family.

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/post-graduation and the minimum passing percentage/ grade/ rank/ class as determined by Jobin and Jismi.

This LOI from Jobin and Jismi is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time, this LOI shall stand withdrawn, and will be considered as void.

Any extension to the LOI validity will be at the sole discretion of Jobin and Jismi.

### Upon Joining Jobin and Jismi

- 1. You will enter into a service agreement for 2 years with Jobin and Jismi which shall contain details including the scope, terms and conditions of your employment and the contractual obligation of Jobin and Jismi.**
- 2. You will be on probation for a period of 12 months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of 12 months.**





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Arunima Ks2

## ANNEXURE 1

### Compensation Structure

Name: Arunima K S

Designation: System Engineer - Trainee

Location: Chalakudy

Components	Per Month	Annual
Basic Pay	15000	180000
Dearness Allowance	2000	24000
Other Allowances	4500	54000
<b>CTC</b>	<b>21500</b>	<b>258000</b>
Professional Tax	200	2400
Employer PF	1800	21600
Employee PF	1800	21600
<b>Net Pay</b>	<b>21300</b>	<b>255600</b>

\*Professional Tax and TDS will be deducted as per government norms.



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Arya Pramod





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Ashitha K Navad





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2023

Ashitha P R



## Internship Offer Letter

30/11/2022

Ashitha P R

Dear Ashitha,

We are pleased to offer you an internship at our company for the role of Copywrite Intern at our Chennai office [Work From Home].

Your internship shall commence on 02/12/2022 and you shall continue in this position for a period of 3 months from the date of commencement of work ("Term"). The terms and conditions of your internship with the Company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the internship.
2. You are eligible for a monthly stipend of ₹ 10,000 [fixed] + 5,000 [variable based on performance on client projects] during the Term which shall be paid on completion of the tasks assigned to you during your internship to the satisfaction of the Company.
3. Your timings will be from 9:00 AM to 6:00 PM, Monday to Saturday. Please be sure to send a signed internship letter to complete your onboarding procedures.
4. You will sign a confidentiality agreement with the company before you commence your internship.
5. The internship cannot be construed as employment or an offer of employment with Optimex LLP. Post-completion of your internship the company will assess your performance and may offer you a revised employment offer letter.

Please confirm your acceptance of the terms of this offer by 1/12/2022 failing which, we have the right to cancel the internship. We look forward to having you on our team! If you have any questions,

please feel free to reach out to us.

Accepted by,  
ASHITHA P R.



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2023

Ashlin Mariya Alias



## CONFIRMATION OF STUDENT STATUS

Date Issued: April 27, 2023

Student Information	
Student Name	Ashlin Mariya Alias
Student Number	10286781

Term Information	
Academic Term	2022 Fall
Registration Status	Registered
Program Name	Wireless Information Networking
Semester Level	1
Student Status	Full Time

Program Information	
Program Type	Ontario College Graduate Certificate
Program Length	4 Semesters
Start Date of the Academic Term	September 6, 2022
End Date of the Academic Term	December 16, 2022

Shery Gosselin  
Fleming College Registrar  
Designated Learning Institution Number: O19303189722

**Peterborough**  
599 Brealey Dr.  
Peterborough, ON K9J 7B1  
T. 705-749-5530  
F. 705-749-5540

**Lindsay**  
200 Albert St. S., Box 8000  
Lindsay, ON K9V 5E6  
T. 705-324-9144  
F. 705-878-9312

**Haliburton**  
297 College Dr., Box 839  
Haliburton, ON K0M 1S0  
T. 705-457-1680  
F. 705-457-2255

[flemingcollege.ca](http://flemingcollege.ca)



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Ashna K Navad

**ASHNA NAVAD**  
Academic Advisor

+971 54 581 1323  
ashna@exeedcollege.com  
exeedcollege.com

#704, City Gate Tower,  
Al Taawun, Sharjah

EC  
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Ashna Mariam Shibu



HO/HR/TA/125085299

Date:05/12/2022

Ms. Ashna Mariam Shibu,  
Nedyapambil (H) Aymanathpuzha, Eranjal, Parambuzha p.o Kanjikuzhy, Kottayam , Kottayam , Central Kerala, 686004

Dear Ms. Ashna Mariam Shibu,

**Sub: Provisional Offer Letter**

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of '**Executive Trainee**' - **Grade 'B1'**.

By joining ESAF BANK, you will be part of a fast-paced and socially dedicated team that works together to provide 'Joy of Banking to Everyone'. Also, you are committing to the Bank's **vision** of being India's leading social Bank that offers equal opportunities for the whole society through universal access and financial deepening, thus promoting financial inclusion, livelihood and economic development as a whole. In turn, Bank will be providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

The details of the offer are as follows, and shall be confidential.

You will be on training for a period of 12 months, which may be extended or regularized based on your performance and the successful completion of training will be followed by six months' probation. Your service in the Bank will be confirmed subject to your performance being satisfactory during the probationary period.

Your remuneration will be as follows:

1. Annual Salary would be Rs. 300000.0
2. Apart from the above, you will be eligible for Performance Incentive/ Pay as per Bank's policy, applicable to the Role/Grade.

The emoluments mentioned above are payable as per the policies of the bank, after effecting appropriate and applicable statutory deductions if any.

You shall be eligible for TA & DA and other payments as applicable to the grade, in line with the Bank's policy.

Your initial posting will be at any branch/office anywhere in India. However, the Bank reserves the right to transfer you to any Office / Department / Branch of the Bank, in India, that is in existence / or may come into existence at a future date, based on the Bank's business requirements.

You shall give the acceptance of the offer and of the above terms and conditions of employment on receipt of this letter. This offer letter is valid for 7 days from the date of this letter, for acceptance. This offer shall be effective from the date of your joining the Bank.

Your performance will be reviewed on a regular basis as per the performance parameters appropriate to the position mentioned. You will be governed by the rules, regulations and policies laid down by the **ESAF Bank** from time to time, and as applicable to your position.

Notwithstanding anything contained herein, if you are found to be indulging in any act of commission/omission that may be prejudicial to the interests of the Bank, violation of its code of conduct and/or policies, such act shall warrant disciplinary action, as deemed fit by the Bank.

Your appointment is subject to the necessary verifications / NOCs / receipt of Experience and Conduct certificate from your present/previous employers and receiving satisfactory references.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and in case of any dispute arising out of the same, the Courts at Thrissur will have exclusive jurisdiction.

You are requested to produce the documents as per the Annexure 1, at the time of joining. Please note that you are required to join the Bank as per the date, agreed in our discussion.



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Ashna Mariam Shibu2

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#### ESAF SMALL FINANCE BANK LIMITED

RB License no: MUM 124, CIN: L85990KL2019PLC045669

**Registered & Corporate Office:** ESAF Small Finance Bank Limited, Building No. VII/83/8, ESAF Bhavan,

Mannuthy, Thrissur- Palakad National Highway, Thrissur- 680 651, Kerala

Ph. No: 0487 7123456, 123457, Email: [customercare@esafbank.com](mailto:customercare@esafbank.com), [www.esafbank.com](http://www.esafbank.com)





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Ashwin M S

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**Deloitte.**

Deloitte Consulting India Private Limited  
Salarpuria Softzone, Sy. No. 80/1, 81/1 & 81/2,  
Bellandur Village, Varthur Hobli, Bengaluru South Taluk,  
Outer Ring Road, Bengaluru – 560103, India

Tel: +91 080 6755 5000/ +91 080 6755 4000  
[www.deloitte.com](http://www.deloitte.com)

Dec 13, 2022

Mr. Ashwin M S  
Mullakkaparambil House, Arakulam West,  
Kodungallur, 680664  
India

**Subject: Offer of Employment**

**Dear Ashwin M S:**

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **February 6, 2023**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 325,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 25,000/-** subject to your reporting for full-time employment on **February 6, 2023**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **February 6, 2023**, or an alternative mutually agreed upon date.

Regd. Off.: Floor 4, Deloitte Tower 1, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India  
GST Reg No: 36AABCD0476H12T CIN: U72900TG2000PTC039976

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Ashwin M S11

DocuSign Envelope ID: DBD07790-4FC2-4990-8158-0386CB18D25C

**Personal Creations** – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works* of a *Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a *Deloitte Entity*, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

**Personnel** – partners, principals, members, officers and employees of a *Deloitte Entity*.

**PII** – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name\*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

\* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

**Pre-existing Agreements or Arrangements** – agreements or arrangements that (1) relate to any *Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United States Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

**Pre-existing Creations** – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

**Proceedings** – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

**Systems** – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

**Works** – all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.

Regd. Off.: Floor 4, Deloitte Tower 1, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India  
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2023

Asish Kuriakose





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5<sup>th</sup> CYCLE  
2023

Aswin Vs



February 21, 2022

Mr. Aswin V S  
Union Christian College

Dear Aswin V S,

**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 will be done virtually as the Covid situation continues and 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 once the situation becomes normal, 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 total Cost-to-Company (CTC) will be revised to **Rs.3.60 Lakhs Per Annum**. 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](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :  
Name : Aswin V S  
Date :

Aspire Systems (India) Private Limited  
1/D -1, SIPCOT IT PARK, Siruseri,  
Chennai - 603103, Tamil Nadu, INDIA.  
Tel: +91-44-67404000 Fax: +91-44-67404234  
[www.aspiresys.com](http://www.aspiresys.com)



# UNION CHRISTIAN COLLEGE, ALUVA

Affiliated to Mahatma Gandhi University, Kottayam, India

NAAC Re-Accredited with A Grade in 4<sup>th</sup> Cycle (CGPA 3.45)

[www.uccollege.edu.in](http://www.uccollege.edu.in)

SSR  
5<sup>th</sup> CYCLE  
2023

Aswin Vs2



9. 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.
10. **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 performance. For Eg: If your date of joining is August 11, 2021, then it works like this:

Duration	Salary (Per Month INR)	Comments
Training Salary	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	45,000 + Hike	Alignment with Org Cycle

11. Performance Appraisals are a part of the work policies at Aspire and your performance will solely spell out any revision in your compensation package.
12. 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.
13. 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.
14. 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 : Aswin V S  
 Date :

Aspire Systems (India) Private Limited  
 1/D -1, SIPCOT IT PARK, Siruseri,  
 Chennai - 603103, Tamil Nadu, INDIA.  
 Tel: +91-44-67404000 Fax: +91-44-67404234  
[www.aspiresys.com](http://www.aspiresys.com)



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2023

Athira A B

Zoho Sign Document ID: 2D234590-KZVPH9C0GEWFJNLTDUYJTS2GKYCULOJMUHK9TVNUGBS

**carelabs**  
Innovations Private Limited

KERALA, INDIA  
PIN NO. 679586  
Email: [info@carelabz.com](mailto:info@carelabz.com)  
Website: [www.carelabz.com](http://www.carelabz.com)

Date: 03.04.2023

To,

Athira A.B  
D/o Babu A.K  
Aliparambil House  
Sreenarayanapuram  
Panangad (P.O)  
Kodungallur, Thrissur (Dist)  
Pin: 680665  
Adhar Number :5898 4568 1199

Dear Athira,

Pursuant to interview we had with you we are pleased to offer you an appointment with us as per below

**Designation:**

Your designation will be "**Application Development Trainee**". You are required to report for joining at HR Department of Carelabs.

**Salary:**

You will be paid a Gross Salary of Rs. 10,000/- (Ten Thousand Only) per month, with bifurcation of 40% as Basic ,20% as Dearness Allowance, House Rent Allowance 20% , and Conveyance Allowance 10% and Special Allowance 10% respectively.

Management reserves the right to change the above bifurcate as and when required.

**Statutory Benefits.**

You will be eligible for statutory benefits like Provident Fund and Medical Insurance/Employee State Insurance after the successful completion of probation period and after commencement of registering in Provident Fund by the company.

**Taxation:**

Your salary will be subject to the income tax deduction (Tax Deducted at Source) as per Government of India. Also, there will be a deduction under Professional Tax as per Government of Kerala.

**Probation:**

You will be on probation for a period of three months from the date of joining in Carelabs. During this probation period, your performance will be reviewed weekly, monthly, and at any time the performance is found unsatisfactory, your contract may be terminated.

[info@carelabz.com](mailto:info@carelabz.com)

**carelabs**  
Innovations Private Limited



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2023

Athira A B2

Zoho Sign Document ID: 2D234590-KZVPH9C0GEWFJNLTDUYJTS2GKYCULOJMUHK9TVNUGBS

**carelabs**  
Innovations Private Limited

KERALA, INDIA  
PIN NO. 679586  
Email: [info@carelabz.com](mailto:info@carelabz.com)  
Website: [www.carelabz.com](http://www.carelabz.com)

### **Retirement Age:**

As laid down under the existing rules, you will retire from the services of Carelabs on attaining superannuation (presently 60 years) on the basis of proof of age in the birth certificate or Primary education certificate submitted by you subject to your being medically and mentally fit.

### **General:**

You are requested not to divulge any confidential information to the detriment of the company's interest and that you will not directly or indirectly engage yourself in other activities, business, agency, employment without seeking prior written consent of the company. The company will expect you to work in the Section/Department in which you are placed, with a high standard of initiative, efficiency and economy. You will be in all respect governed by the rules and regulations of the Company from time to time applicable to your Grade/Category.

Your date of birth as per our record is **08-09-1998**

Your date of joining as per our record is **03-04-2023**

We request you to sign digitally it reflects your understanding of our service conditions with effect from your date of joining.

We wish you all success

**Yours Faithfully,**

For and on behalf of the Board of Directors of  
**CARELABS INNOVATIONS PRIVATE LIMITED**  
*Manoj Chendran* 03/04/2023

**Employee Name: Athira A.B** 03/04/2023  
*Athira*

**Mr. Manoj Chendran**

[info@carelabz.com](mailto:info@carelabz.com)

**carelabs**  
Innovations Private Limited




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2023

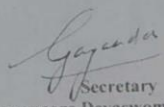
Athira A


  
**TRAVANCORE DEVASWOM BOARD**  
**FORM – 1**  
(See Statutes 13 & 47)

ROC.No.3675/22/Coll. Thiruvananthapuram  
Dated: 05.01.2023

APPOINTMENT ORDER

Smt. Athira A, Aiswarya, Kandiyoor, Thattarambalam P.O, Mavelikkara is appointed as Guest Lecturer in *English* under this Educational Agency on a remuneration of Rs.1750/- per day subject to a maximum of Rs. 43,750/- per month in the Sree Ayyappa College, Eramallikkara with effect from 31.08.2022, subject to the provisions of the Kerala University Act 1974 and the Statutes, Ordinance and Regulations made there under and such other rules and orders issued from time to time by the University of Kerala or by such other authority who may be competent to issue rules, orders etc. under the said statutes.

  
Secretary  
Travancore Devaswom Board



*JK* *JK*

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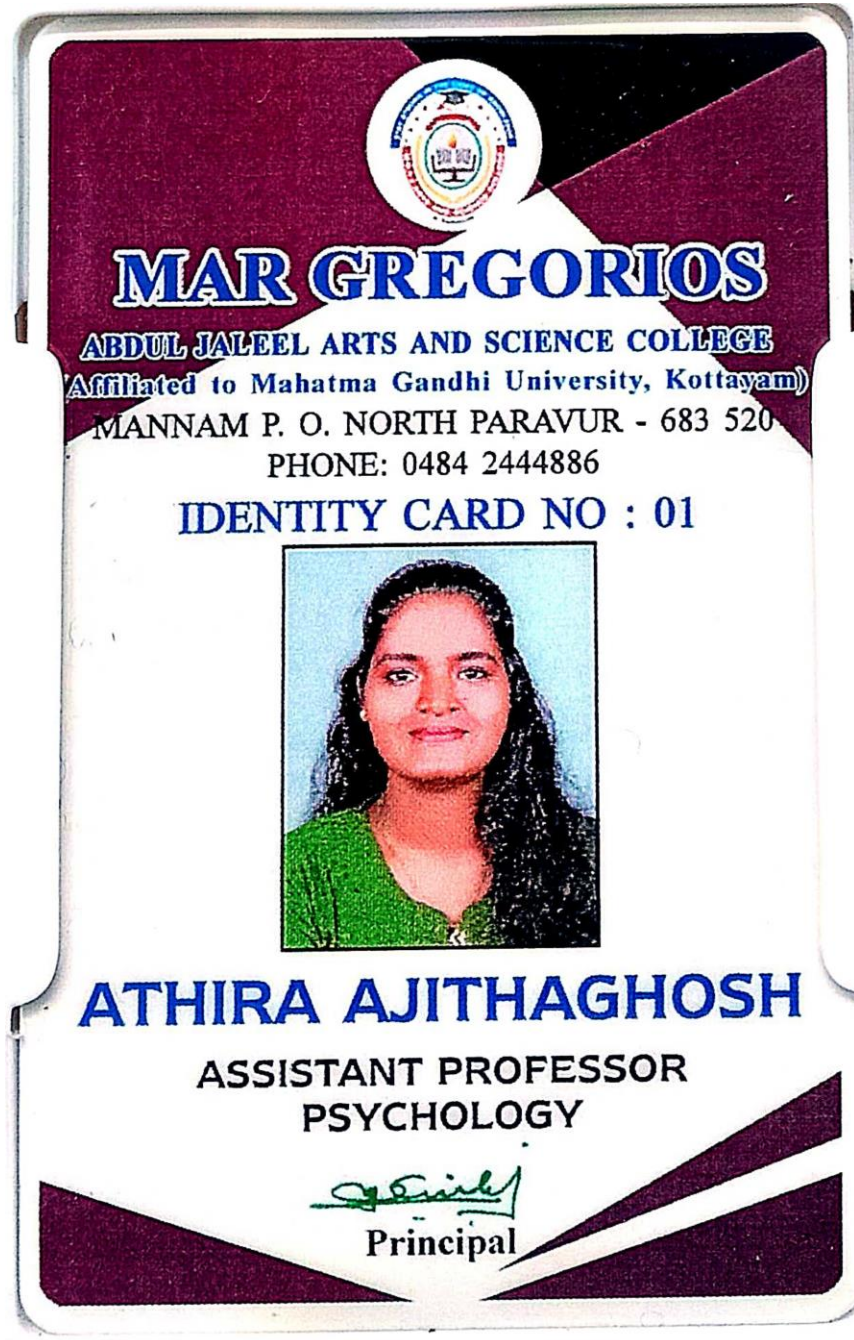


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Athira Ajithaghosh






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2023

Athira Nair

**CHRIST ACADEMY**  
Christ Nagar, Hullahalli, Begur-Koppa Road, Sakalawara Post, Bengaluru - 560 083  
Ph: +91 94482 04411, +91 99722 22400  
Email: office@christacademy.in Web: www.christacademy.in  
AN ISO 9001:2015 (TUV) CERTIFIED EDUCATIONAL INSTITUTION

Date: 23/3/2022

To  
Mr/Ms. ATHIRA NAIR

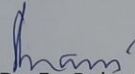
Dear Madam/Sir,


We would like to offer you the post of a teacher (Primary School / Middle School / COUNSELLOR ✓  
High School) for the academic year 2022-2023 in our institution. Your Total Cost  
to Institution (TCI) stands at Rs. 32,000/- /- per month.

Note: PF / PT / ESI / any other statutory deductions as applicable from TCI.

Kindly give your acceptance for the same.

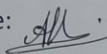
Thanking you,

  
Dr. Fr. Babu Paul CMI  
Manager



Acceptance from:

I hereby accept the offer letter dated 20.3.2022 and declare that I shall abide by it.

Name: ATHIRA NAIR  
Signature: 



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2023

Athira P J



**NeST Digital Private Limited**

Formerly NeST Information Technologies Private Limited  
(A NeST Group Company)

NeST Towers, Cochin University Jn.  
South Kalamassery, Cochin - 682 033.  
Phone : 91-484-6701000, Fax : 91-484-2551062  
Email : [contact@nest-digital.com](mailto:contact@nest-digital.com) Website : [www.nestgroup.net](http://www.nestgroup.net)  
CIN:U72200KL1998PTC012602

16 August 2022

**Athira P J**

Peedikapparambil House,  
Chathedath Parambu P.O  
Kodungallur, Thrissur,  
Pin:680664.

Dear Athira P J,

Further to the discussion you had with us, we are pleased to appoint you with NeST Digital Private Limited as "**Software Engineer Trainee**" (Grade 1A). You will be reporting to the Business Unit Head. Your date of joining will be on **16 August 2022**. You will be located at NeST Tech Park, 8/837, Thengode P.O, Kakkanad, Kochi / NeST Towers, University junction, Kalamassery, Kochi.

We would like to share with you some company practices and policies to familiarize you with our organization.

## 1. Salary & Perks

You will be entitled to a monthly cost to the company of **INR 29167.00/- (Indian Rupees Twenty Nine Thousand One Hundred Sixty Seven Only all-inclusive)**. A detailed breakup of your salary is as follows:

Basic Salary	: INR 15000.00
House Rent Allowance	: INR 6000.00
Special Allowance	: INR 5626.00
Employer PF Contribution	: INR 1800.00
Employer KSCWEF Contribution	: INR 20.00
Gratuity	: INR 721.00
Total	: INR 29167.00

## 2. Probation and Confirmation

You will be on probation for a period of six months from the date of joining. The management reserves the right to extend your probation period or terminate your employment without any prior notice during the probation period if your performance is not found satisfactory. You will continue to be on probation unless and until you are expressly confirmed in writing in the regular service of the Company. Completion of probation period does not entitle you to an increase in your remuneration.



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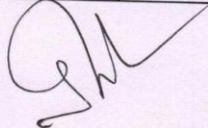
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2023

Athira P J3



**ANNEXURE A**

NeST Digital Private Limited		
Salary Annexure		
<b>Employee Name</b>	<b>Athira P J</b>	
<b>Job Title</b>	<b>Software Engineer Trainee</b>	
<b>Components</b>	<b>Monthly</b>	<b>Annual</b>
<b>Fixed (A)</b>		
Basic Salary		
House Rent Allowance	15000	180000
Special Allowance	6000	72000
<b>Total (A)</b>	<b>26626</b>	<b>319512</b>
<b>Others (B)</b>		
Employer PF Contribution	1800	21600
Employer KSCE Welfare Fund Contribution	20	240
Gratuity*	721	8654
<b>Total (B)</b>	<b>2541</b>	<b>30494</b>
<b>Deductions (C)</b>		
Employee PF Contribution	1800	21600
Employee KSCE Welfare Fund Contribution	20	240
<b>Total (C)</b>	<b>1820</b>	<b>21840</b>
<b>Total Fixed Pay (A+B)</b>	<b>29167</b>	<b>350000</b>
Retention Bonus***		100000
<b>Total (D)</b>		<b>100000</b>
Net Monthly Salary(A-C)**	24806	297672
<b>Total Compensation (A+B+D)</b>		<b>450006</b>
*On completion of 5 years		
**Tax will be applicable as per the IT rules		
***Retention Bonus: The software engineer trainees completing the fresh graduate on boarding process will join us at a Fixed Annual Compensation of INR 3,50,000 (Indian Rupees Three Lakhs and Fifty Thousand Only). Over and above the Fixed Annual Compensation, a retention bonus of INR 1,00,000 (Indian Rupees One Lakh Only) will be offered to them. The retention bonus will be paid out in 2 equal instalments (1) at the completion of 12 months of employment with NeST Digital and (2) at the completion of 24 months of employment with NeST Digital. Thus, the Total Compensation of a Fresh Engineering Graduate will be Rs.4,00,000 for Year 1 and Rs.4,00,000 for Year 2. There will be merit pay increments as per the NeST performance management calendar and the increments will be based on the performance of the employee. There will be no change to the Retention Pay amounts in both years.		





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2023

Athira P S



HO/HR/TA/125083299

Date:05/12/2022

Ms. Athira P S,  
Poovathingal (house) Manakulangara p o, Kodakara ,Thrissur, Kerala, 680684

Dear Ms. Athira P S,

**Sub: Provisional Offer Letter**

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of '**Executive Trainee**' - **Grade 'B1'**.

By joining ESAF BANK, you will be part of a fast-paced and socially dedicated team that works together to provide 'Joy of Banking to Everyone'. Also, you are committing to the Bank's **vision** of being India's leading social Bank that offers equal opportunities for the whole society through universal access and financial deepening, thus promoting financial inclusion, livelihood and economic development as a whole. In turn, Bank will be providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

The details of the offer are as follows, and shall be confidential.

You will be on training for a period of 12 months, which may be extended or regularized based on your performance and the successful completion of training will be followed by six months' probation. Your service in the Bank will be confirmed subject to your performance being satisfactory during the probationary period.

Your remuneration will be as follows:

1. Annual Salary would be Rs. 300000.0
2. Apart from the above, you will be eligible for Performance Incentive/ Pay as per Bank's policy, applicable to the Role/Grade.

The emoluments mentioned above are payable as per the policies of the bank, after effecting appropriate and applicable statutory deductions if any.

You shall be eligible for TA & DA and other payments as applicable to the grade, in line with the Bank's policy.

Your initial posting will be at any branch/office anywhere in India. However, the Bank reserves the right to transfer you to any Office / Department / Branch of the Bank, in India, that is in existence / or may come into existence at a future date, based on the Bank's business requirements.

You shall give the acceptance of the offer and of the above terms and conditions of employment on receipt of this letter. This offer letter is valid for 7 days from the date of this letter, for acceptance. This offer shall be effective from the date of your joining the Bank.

Your performance will be reviewed on a regular basis as per the performance parameters appropriate to the position mentioned. You will be governed by the rules, regulations and policies laid down by the **ESAF Bank** from time to time, and as applicable to your position.

Notwithstanding anything contained herein, if you are found to be indulging in any act of commission/omission that may be prejudicial to the interests of the Bank, violation of its code of conduct and/or policies, such act shall warrant disciplinary action, as deemed fit by the Bank.

Your appointment is subject to the necessary verifications / NOCs / receipt of Experience and Conduct certificate from your present/previous employers and receiving satisfactory references.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and in case of any dispute arising out of the same, the Courts at Thrissur will have exclusive jurisdiction.

You are requested to produce the documents as per the Annexure 1, at the time of joining. Please note that you are required to join the Bank as per the date, agreed in our discussion.



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2023

Athira P S2

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#### ESAF SMALL FINANCE BANK LIMITED

RB License no: MUM 124, CIN: L85990KL2019PLC045669

**Registered & Corporate Office:** ESAF Small Finance Bank Limited, Building No. VII/83/8, ESAF Bhavan,

Mannuthy, Thrissur- Palakad National Highway, Thrissur- 680 651, Kerala

Ph. No: 0487 7123456, 123457, Email: [customercare@esafbank.com](mailto:customercare@esafbank.com), [www.esafbank.com](http://www.esafbank.com)



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2023

Athira Prasannan



Knowledge Lens Pvt. Ltd  
74/A, Keonics, Hosur road,  
Electronic City Phase 1 - Bengaluru - 560100  
CIN No: U72200KA2013PTC072670

Date:26-04-2023

Sub: Job Confirmation Letter

Dear Athira Prasannan,

After the completion of the probation period, We are glad to inform you that your employment has been confirmed with our organisation as **Software Engineer** effective from **2<sup>nd</sup> April 2023**.The terms and conditions of your employment and your job responsibilities will continue to remain the same.

Wishing you a bright career ahead with Knowledge Lens.

For Knowledge Lens Pvt. Ltd.



Jayashree S  
Sr. HR Manager  
[hr@knowledgelens.com](mailto:hr@knowledgelens.com)

74/A, Keonics, Hosur road, Electronic City - Phase 1, Bangalore 560100  
Ph: + 91 9113283347 | [hr@knowledgelens.com](mailto:hr@knowledgelens.com) | <http://www.knowledgelens.com>



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5<sup>th</sup> CYCLE  
2023

Athira T.T

HR Services / Offer Letter /2022/3

22.02.2022

To  
Ms.Athira T.T, MBA  
Union Christian College  
Aluva  
Kerala.

Dear Ms.Athira T.T,

SUB: Offer Letter

We are glad to offer you a position as Trainee – Relationship Manager for a salary of Rs.17,000/- per month gross ( Rupees Seventeen Thousand Only) @ our Ernakulam branch .

You will be covered with PF,ESI benefits during the training period itself. You will be eligible for attractive periodical performance incentives paid six months once.

You will become eligible for Bonus, Group Medclaim, Group Term Life Insurance on confirmation of your services which is normally six months from the date of joining and primarily based on your overall work performance.

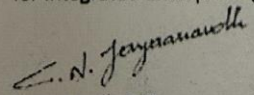
Your date of Joining will be w.e.f 01.03.2022 (Tuesday) and you are advised to mail your confirmation to [rajesh@integratedindia.in](mailto:rajesh@integratedindia.in) before 26th February 2022.

On receipt of your confirmation mail we shall contact you to brief on joining formalities viz place of joining and person to be met along with other related details. On the date of joining you shall produce all the originals ( will be returned to you immediately ) & photocopies of educational qualifications certificates , Address proof , Aadhaar ,PAN and Savings Bank Account in City Union Bank or HDFC Bank along with two latest colour passport size photos.

We welcome you to our organization and looking forward for a long & mutually beneficial association.

Thanks / Regards

Yours truly,  
for Integrated Enterprises(India) Pvt Ltd

  
Jayaanandh C.N  
AGM – HR Service





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2023

Athira Vijayakumar

HR Services / Offer Letter /2022/4

22.02.2022

To  
Ms.Athira Vijayakumar, MBA  
Union Christian College  
Aluva  
Kerala.

Dear Ms.Athira Vijayakumar,

SUB: Offer Letter

We are glad to offer you a position as **Trainee – Relationship Manager** for a salary of **Rs.17,000/-** per month gross ( **Rupees Seventeen Thousand Only** ) @ our **Ernakulam** branch .

You will be covered with PF,ESI benefits during the training period itself. You will be eligible for attractive periodical performance incentives paid six months once.

You will become eligible for Bonus, Group Mediclaim, Group Term Life Insurance on confirmation of your services which is normally six months from the date of joining and primarily based on your overall work performance.

**Your date of Joining will be w.e.f 01.03.2022 (Tuesday) and you are advised to mail your confirmation to [rajesh@integratedindia.in](mailto:rajesh@integratedindia.in) before 26th February 2022.**

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We welcome you to our organization and looking forward for a long & mutually beneficial association.

Thanks / Regards

Yours truly,  
for Integrated Enterprises(India) Pvt Ltd

Jayaanandh C.N  
AGM – HR Service



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Athul Krishna K



## Motion Philm Cgi Private Limited

Mr/Mrs.Athul Krishna K ,  
Date: 27<sup>th</sup> April 2023  
Ref No.PCGI/2223/27042023/02390

**Subject: Offer Letter**

Dear Athul,

Congratulations on being selected to join Motion Philm CGI Private Limited. A new assignment, office and colleagues, await you. We hope you will find joy and challenge in each aspect of work life here. With reference to the discussions that we had with you, we are pleased to offer you a position of "Roto Trainee" at Philm CGI.

You will be posted at our office in Pune and /or Thrissur, Kerala, however you may be required to work at any other location for specific assignments, depending on exigencies of work.

You shall be governed by the following terms and conditions of service during your employment with Motion Philm CGI Private Limited.

- In case you leave the company, for whatever reason, you will not hire directly or indirectly any employee of Motion Philm CGI Private Limited for a period of twenty-four months.
- You will not work directly or indirectly with any Director / Producer associated with Motion Philm CGI Private Limited for a period of twelve months.
- You will at all times protect and safeguard all confidential information and prevent unauthorized use or disclosure of such information.
- Work from home if been a necessity. Please be informed that based on the government guidelines and ongoing situation please be prepared to work from home. For which, you should have your system and internet connection as per the specification provided by philm CGI.
- For freshers/trainees - If for any reason you abscond, resign or leave the company within two years from the day you join the company, the company will not be liable to give you the exit documents for that time period and salary for that particular month.
- After the 2 year period, you will serve a notice period of one month unless otherwise agreed upon mutually.

Your salary structure is enclosed along with this offer letter.

We take this opportunity to welcome you to philm CGI and look forward to you being a part of our vision, and together, we hope to build a company that we will all enjoy working for!  
**Joining date:- 03/05/2023**

Mr. Anand Bhanushali  
Managing Director

I Accept the Offer Letter and  
will report to work on  
03/05/2023

*Athulkrishna*

Registered Address :- A/15, Vidyut Nagar Society, Lane Number 5, Koregaon, Park Pune - 411001 Maharashtra.

Kerala Studio Address :- 28/533/10, 3rd Floor, Silver Rox Building, Swimming Pool Road, Chembukavu, Thrissur - 680020.  
Contact number: +917261957570  
[www.philmcgi.com](http://www.philmcgi.com)



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2023

Ayas M S



September 26, 2022

Mr. AYAS M S  
Union Christian College, Aluva

Dear AYAS M S,

**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.

We would like you to begin employment with us on **27<sup>th</sup> September, 2022 (Tuesday)** at our **Kochi location**. You will be inducted as a "**Trainee**". Your initial onboarding will be done virtually and then you have to report at our **Kochi office** on **30<sup>th</sup> September, 2022 (Friday)** and continue to work from there. 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 once the situation becomes normal, 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 total Cost-to-Company (CTC) will be revised to **Rs.3.60 Lakhs Per Annum**. 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](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :  
Name : AYAS M S  
Date :

Aspire Systems (India) Private Limited  
1/D -1, SIPCOT IT PARK, Siruseri,  
Chennai - 603103, Tamil Nadu, INDIA.  
Tel: +91-44-67404000 Fax: +91-44-67404234  
[www.aspiresys.com](http://www.aspiresys.com)



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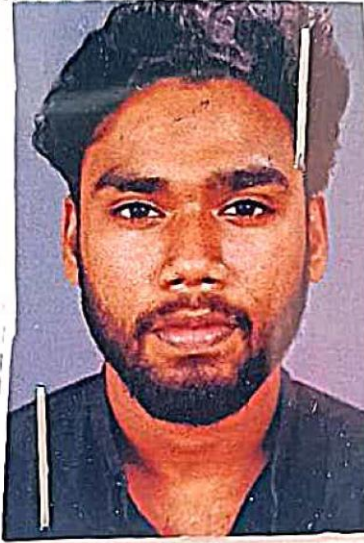
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Benjamin Babu



**ARCHANCE HR SERVICES PVT. LTD.**



Name : BENJAMIN BABU

Emp. ID No.:

D. O. J : 14/01/2023.

Deputed to: SORTER





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Benris Mary Eldhos

**NEWMAN ACADEMY**  
**SENIOR SECONDARY SCHOOL**  
Affiliated to CBSE New Delhi No: 931153  
VIMALAGIRI, MALAYATTOOR P O-683587  
PH: 0484-2468284, 2468268



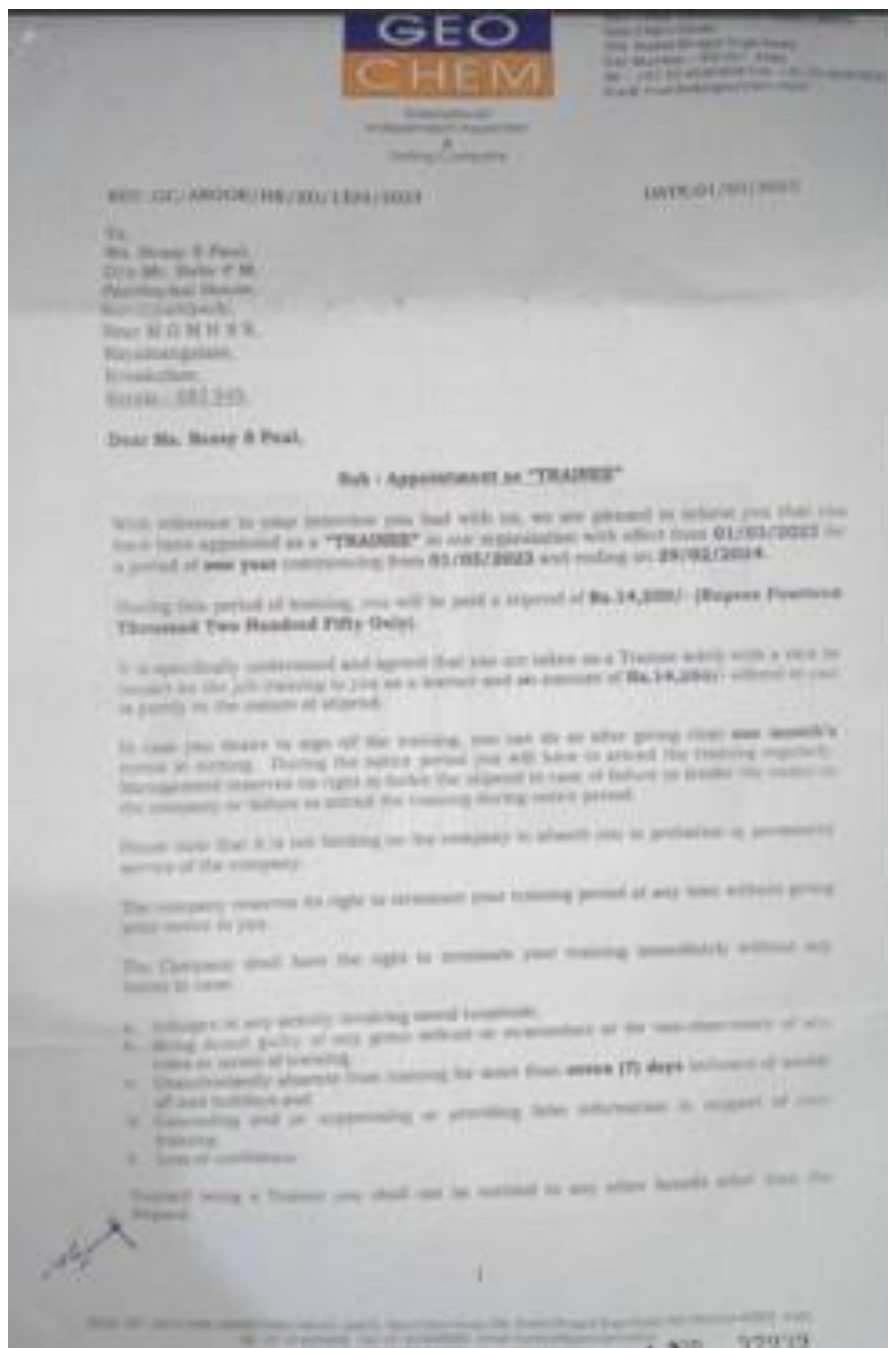
**BENRIS MARY ELDHOS**  
TEACHER

D.O.B : 27.12.1995  
ALAMBLASSERI THOTTATHIL (H)  
MATTOOR KALADY P O  
ERNAKULAM-683574  
PH : 9400760552  
BLOOD GROUP : B+VE

*(Handwritten Signature)*  
(Principal)



Bessy S Paul





Bhuvanesh K Shenoy



## OFFER OF APPOINTMENT

Ref: HRD/2022/IND/Offer/1432

Date: October 13, 2022

To,

Bhunvesh K shenoy  
Thekke Omancheril Nadvath Nagar p.o  
Arookutty,  
Cherthala, Pincode:-688526

Dear Bhunvesh,

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in Orion India Systems Private Limited (the "Company") on the terms and conditions detailed in this letter under **Annexure A** hereto.

1. **OPPORTUNITY, DESIGNATION AND DATE OF JOINING:**

You will be appointed as **Associate Engineer** with the Company with effect from **November 21, 2022** (the "Effective Date").

2. **SALARY:**

Your Salary will be as detailed under **Annexure C** to this letter (the "Salary").

3. **DOCUMENTS:**

On the date of appointment, you are required to furnish the documents as described under **Annexure B** to this letter.



Bhuvanesh K Shenoy8



## ANNEXURE B DOCUMENTS REQUIRED

### A. Immediately (Scanned)

- UG/PG Degree certificates;
- Marks cards/transcripts;
- Experience and relieving letters from previous employers;
- Five (5) passport size photographs;
- Two (2) photocopies each of your educational certificates, experience certificates, last drawn salary slip and proof of your age;
- Please show the original of the above certificates for verification;
- A copy of your valid passport; and
- Address proof.

### B. Training will be given for the specified skill set you have been employed for.

### C. Employment Background Verification

The Company is committed to provide a safe and productive working environment. Therefore, as part of the hiring process you will be required to successfully complete an employment background verification prior joining. Please note that in the event of failure in background verification will result in withdrawal of your offer of employment.





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Binuraj A R

  
सत्यमेव जयते

दूरभाष/Phone : 080-25520352  
टेलीफैक्स/Telefax: 080-25538973  
ई-मेल/e-mail: [dco-kar\\_raj@censusindia.gov.in](mailto:dco-kar_raj@censusindia.gov.in)

भारत सरकार/ Government of India  
गृह मंत्रालय/ Ministry of Home Affairs

  
जनगणना कार्य निदेशालय, कर्नाटक / Directorate of Census Operations, Karnataka  
ई एवं 'एफ' विंग, 7वां तल, केन्द्रीय सदन, बेंगलूरु - 560 034  
'E' & 'F' Wing, 7th Floor, Kendriya Sadan, Koramangala, Bengaluru - 560034

F. No. A12057/1/2011-EST Date: 21-12-2022

**ORDER**

The Undersigned hereby appoints **Shri Binuraj A R** to the post of Multi-Tasking Staff (MTS), Group 'C' Non-Gazetted, Non-Ministerial post in the entry Level of 1 - Rs.18000-56900(equivalent to Rs.5200-20200 Grade Pay 1800) as per 7<sup>th</sup> CPC in new Pay Matrix under CCS(RP) Rules, 2016 in the Office of the Directorate of Census Operations, Karnataka, Bangalore with effect from the date of his Joining. He will be entitled to draw dearness and other allowances according to the Rules, Government of India.


2. **Shri Binuraj A R** is directed to report for duty to Shri Bijesh A., Assistant Director of Census Operations(T) & Head of Office, 'E' & 'F' Wing, 7<sup>th</sup> Floor, Kendriya Sadan, Koramangala, Bengaluru-560034 within one month from the date of receipt of this order. However, he is liable to be posted anywhere in India as per requirement of this office.

3. He will be entitled for newly introduced contributory Pension System for new entrants vide Ministry of Finance Press release No.5(26/2003-ECB&PR)dated 27-08-2003 and MHA OM No. 1-34030/1/2003-AD IV dated 23-12-2003.

4. He will be on probation for a period of two years. Further, his appointment is subject to satisfactory verification of all the documents contained in the dossier. If the documents are found to be false or non-satisfactory, his service will be terminated without any notice.

5. His appointment is subject to the satisfactory verification of character & antecedents from the Competent Authority. If the report on character & antecedents from the Competent Authority is found to be adverse and non-satisfactory, his service will be terminated without any notice.

6. The appointment is subject to the terms and conditions specified in the offer of appointment communicated vide letter No. No. A12057/1/2011-EST dated 22-11-2022.

  
(Bijesh A.)  
Assistant Director of Census  
Operations(T)& Head of Office

To

- Shri Binuraj A R, Ayanikkattu House, Alangad PO Kottappuram Erankulam District, Kerala-683511
- PAO(Census), MHA, New Delhi
- Hindi Section for Hindi Version/Order File



Bony Dominic



## OFFER OF APPOINTMENT

Ref: HRD/2022/IND/Offer/0773

Date: June 10, 2022

To,  
Bony Dominic  
Karukamaliyil house,  
Perumbaikadu p.o, Kottayam,  
Kerala, Pin.686016

Dear Bony,

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in Orion India Systems Private Limited (the "Company") on the terms and conditions detailed in this letter under Annexure A hereto.

1. OPPORTUNITY, DESIGNATION AND DATE OF JOINING:

Your will be appointed as Associate Engineer with the Company with effect from June 20, 2022 (the "Effective Date").

2. SALARY:

Your Salary will be as detailed under Annexure C to this letter (the "Salary").

3. DOCUMENTS:

On the date of appointment, you are required to furnish the documents as described under Annexure B to this letter.



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Bony Dominic1



#### 4. DEDUCTIONS:

The Company shall be entitled to deduct from the Salary, the following amounts:

- Provident Fund;
- Income tax at source, at the rates applicable on your remuneration; and any other taxes or statutory dues/levies etc;
- Employment / Professional tax; and
- All other dues from you to the Company such as, loans and advances given to you.

The Income Tax Liability with regards to your Salary and perks will be at your liability, and will be governed by the tax laws of the country where you are posted and as applicable from time to time.

#### 5. OTHER TERMS AND CONDITIONS:

You shall be bound by the terms and conditions as set out under Annexure A hereto. We take this opportunity to welcome you to the Company and wish you a long and fruitful association with us.

Yours sincerely,  
For Orion India Systems Private Limited

Narendra Kumar  
Director

I hereby accept your offer of appointment as on the terms and conditions enclosed and will report for duty on

Signature

Bony Dominic



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Chinnu Bose

 **ILM COLLEGE OF ARTS & SCIENCE**  
(Affiliated to MG University, Kottayam)  
836 Techno Village, Methala, Keezhilam P.O., Perumbavoor  
Ernakulam Dist., Kerala - 683 541, India  
Phone: 0484 - 2597902/03  
8281591000  
ilmartscollege@gmail.com  
www.ilmartscollege.ac.in  
- A PROJECT OF ILM TRUST, PERUMBAVOOR -

ILM / 20\_\_\_\_ / Date.....  
No. ILMArts/EST/TS/22-23/137 16/01/2023

To,  
Chinnu Bose  
Pandikudyil (H)  
Vengoor P O  
Vengoor

Sub: Appointment as Assistant Professor in, Psychology, ILM College of Arts and Science  
Methala

With reference to your application and subsequent interview with us, we are pleased to  
appoint you as Assistant Professor in Psychology, ILM College of Arts and Science, Methala  
. You may join this institution on or before 16<sup>th</sup> January 2023

We welcome you to this institution and look forward to a fruitful association with  
us.



Chairman/Secretary  
ILM College of Arts and Science  
EAZIL S.H.  
Secretary  
ILM College of Arts and Science  
Methala, Keezhilam P.O., Perumbavoor-683541  
Email: ilmartscollege@gmail.com  
0484259

Copy to:

1. Principal
2. Management
3. Accounts Section
4. Establishment Section
5. Personal File



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2023

Christeena P J

## Asiana Times

Asiana Tech Private Limited  
CIN: U92410MH2021PTC362515  
E-mail - [admin@asianatimes.com](mailto:admin@asianatimes.com)

Offer Letter No. ASTA11158

Date: 15/05/2023

### Internship Offer Letter

Dear Christeena P J,

We are glad to inform you that you have been selected as an Intern for the epithet of the Human Resource Department at Asiana Times from 5/26/2023 to 6/25/2023.

Congratulations on being part of our team. All the Work will be assigned to you by the Head of the concerned department. Please read the T&C carefully before accepting this offer with Asiana Times. Acknowledge the official acceptance of this offer letter through the mail.

All the Best and Regards,

  
Sneha Saha  
CEO & Co Founder  
Asiana Times  
Email: [hr@asianatimes.com](mailto:hr@asianatimes.com)  
Web: [asianatimes.com](http://asianatimes.com)



Scan the QR Code to read the  
Internship Terms & Conditions.



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Christo P L



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20222848267/Bangalore**  
**Date: 28/12/2022**

Ms. Christo P L  
338W Tippu Sulthan Rd Kerala,  
St Thomas Church,  
Thrissur-680615,  
Kerala.  
Tel# 91-9961666220

Dear Christo P L,

**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 ₹3,53,578/- per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

**TCS Confidential**  
TCSL/DT20222848267

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**TATA CONSULTANCY SERVICES**  
VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India  
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



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2023

Christo P L11



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

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

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

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

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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## TATA CONSULTANCY SERVICES

VYDEHI RC-1 BLOCK, 82, EPIP, Whitefield, Bangalore 560 066 India  
Tel: 91 80 6724 7000 Fax: 91 80 2841 0114 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



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Devi Krishna K.A



March 31, 2022

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme  
Wipro Limited, Dodda Kannelli  
Sarjapur Road, Bengaluru - 560 035.  
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Devikrishna K A,

Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M-Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment to the academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro" or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,  
For Wipro Limited,

**Aparna Shailen**  
General Manager - Human Resources

Endorsement

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

Terms & Conditions of Scholarship

**1. PROFILE:**

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M-Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

**2. DURATION:**

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

**3. Appointment details:**





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2023

Devi Krishna K.A7

date

- you have not resigned voluntarily or abandoned your job as of the retention date

2. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

3. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 3 tranches of bonus payouts

4. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

5. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

6. You shall keep the contents of this letter confidential

**Note: The above shall be applicable on successful completion of your course and will be effective from your joining date with Wipro as a full time employee.**

#### ANNEXURE - V

I have read and understood the terms of my enrolment letter. I agree and acknowledge that I am a Student/Scholar trainee with Wipro's WILP. I further undertake that I shall not represent to any person within Wipro or any other third party that I am an employee of Wipro Ltd and I fully understand that such false representation shall entail severe disciplinary action including immediate cancellation of my enrolment.

#### Travel, Accommodation, Food & Other Miscellaneous Expenses

##### Travel

- You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month stipend. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

##### Accommodation, Food & other Miscellaneous Expenses

- You would be entitled for Rs.400 per day for 8 days (total amount of Rs.3,200) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month stipend and you would not need to submit bills towards usage of this amount.
- If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:  
Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

Accept  Decline

Signature Devikrishna K A 31/3/2022 7:29 PM

(checking the checkbox above is equivalent to a handwritten signature)

Registered Office:  
Wipro Limited T +91 (80) 2844 0011  
Doddakannelli F +91 (80) 2844 0054  
Sarjapur Road E :info@wipro.com  
Bengaluru 560 W :wipro.com



Devika Mg



## LETTER OF APPOINTMENT

Date: 19/05/2023

Name: Devika MG

Address: Mannarkannath House Njarakkal PO 682505

Ernakulam, Kerala

**DIAZ INVEST** is pleased to confirm our offer as a **Relationship Manager – Sales** reporting to **Binu Manuel (Branch Head)**. It is a **full time** Position .Your date of joining will be **23rd May 2023**. This letter set out the main terms of your appointment. —

An annual CTC of Rs. **2,16,000** will be paid to you which will be subject to statutory deduction as per company policy.

This appointment is governed by the service, conduct, and leave rules of the institution in force from time to time and is terminable with one month's notice on either side or notice pay in lieu thereof.

You are required to submit the certified copies of all certificates relating to qualifications and previous company experience besides original relieving certificates issued by the previous institution where he worked if any should be submitted.

Your appointment will be subject to the company policies indicated in "Annexure - A" attached and the Rules and Regulations of the company. Details regarding your salary and other allowances & perquisites are indicated an Annexure – B.

We hope to provide you a challenging and rewarding Career ensuring a high level of job satisfaction and sample opportunities for career development.

3rd Floor | Vistaara Business Centre | Cannon Shed Road | Ernakulam | PIN: 682011

Tel: +91 974694 3311 | [hr@diazinvest.com](mailto:hr@diazinvest.com)



Devika Mg10



## ANNEXURE B - SALARY DETAILS

Your monthly emoluments will be RS 18,000 + Incentives. The details of salary and benefits are shown in Annexure 1. You would be entitled to reimbursement of all expenses properly incurred by you for participating in the meetings of companies and any other matters related to the nature of employment. All payments for services rendered are subject to income tax and other statutory deductions and requirements.

### Member's Investments :

Total CTC of each employee contains a portion of contribution to any Investment scheme, which is made by the company as it deems fit from time to time, for the future savings of its employees.

<b>Gross Salary (A)</b>	<b>Monthly</b>
Basic Pay	9,330
Dearness Allowance	3,000
House Rent Allowance	3,670
Conveyance Allowance	2,000
Other Allowance	0
<b>Total</b>	<b>18,000</b>
<b>Deductions (B)</b>	
EPF	0
ESI	135
WWF	50
Professional Tax	0
<b>Total</b>	<b>185</b>
<b>Employer Contributions(C)</b>	
EPF	0
ESI	585

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Tel: +91 974694 3311 | [hr@diazinvest.com](mailto:hr@diazinvest.com)



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2023

Dhanya Jose



## ALL SAINTS' COLLEGE

Re-accredited with 'A' - Grade by NAAC

Thiruvananthapuram - 695 007, Kerala - South India

Phone:0471-2501153, 8281334337

E-mail:allsaintscollegeasc@gmail.com, www.allsaintscollege.com

FORM I

### APPOINTMENT ORDER

Station : Trivandrum -695007  
Date : June 01, 2022  
No : PHY 7/PHYSICS/APPT/2022/

Mrs. Dhanya Jose, Kanappilly House, Kavilnada, Koonammavu.P.O, Ernakulam-683518, is appointed as Assistant Professor in Physics, temporarily/ permanently/ on probation under this Educational Agency on a pay of Rs.57,700/- -in the scale of Rs.57,700-1,82,400 in All Saints' College from the FN of 01/06/2022, subject to the provisions of the Kerala University Act ,1974 and the Statutes, Ordinances and Regulations made there under the such other rules orders issued from time to time by the University of Kerala or by such other authority who may be competent to issue such rules orders, etc., under the said Statues in the place of Smt. Kalyani S, who retired from service.

*JM Jose*  
MANAGER





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2023

Diya N A



EMS/HRD/ST/2022-23

Emsyne Technologies Private Limited

14 October 2022

**Diya N A**  
NADUVILA VEETIL HOUSE  
JAYANTHI ROAD, MARAD  
Ernakulam  
Kerala  
Pin - 682304

Dear Diya N A,

Congratulations! And welcome you to the Emsyne Software Engineering team.

We have pleasure in offering you the position of “**Trainee-Software Engineer**”, subject to the following.

Your appointment will be effective from the date on which you report for duty. You are required to join duty, as early as possible, but not later than 17 October 2022 failing which this offer of appointment will automatically stand withdrawn.

You will be on probation for a period of 1 year from the date of joining.

Your annual compensation will start with Rs 3,00,000/- Components of the compensation is given in Annexure I. You will be entitled to receive performance variable incentive after 6 months of service at emsyne. And upon successful completion of probation period, you will be confirmed and will be eligible for salary enhancement varying from Rs.4,00,000/- to 5,00,000/- based on your overall performance and in tune with the Company norms.

You will be provided training from 20 October 2022 in ASP .Net, SQL at emsyne for a duration of one month.

During the period of your probation, your services may be terminated by either party giving the other, a 60 days' notice. It may be noted that the Company will be spending substantial resources for your professional training including costs incurred for Trainers, Computers, Internet facility, various monetary and non-monetary compensation etc. Accordingly, it is agreed that you will not leave the employment of the Company before the expiry of 2 years (i.e.1 year probation period plus 1 year permanent employment).

You will be required to sign an agreement to serve the Company for a period of 2 years from the date of joining.

Your employment is subject to satisfactory verification of your identity, address and educational qualification. You will be given a detailed Appointment order after the verification of the same.

4th floor, LULU Cyber Tower I  
Infopark, Kusumagiri P.O, Kakkanad  
Kochi-682 030, Kerala, India  
Tel : 0484 6677601  
[emsyne@emsyne.com](mailto:emsyne@emsyne.com)

[www.emsyne.com](http://www.emsyne.com)

11th floor, LULU Cyber Tower II  
Infopark, Kusumagiri P.O, Kakkanad  
Kochi-682 030, Kerala, India  
Tel : 0484 6677601  
[emsyne@emsyne.com](mailto:emsyne@emsyne.com)



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5<sup>th</sup> CYCLE  
2023

Diya Sara Santhosh

REPLY

VALOREM

## EMPLOYMENT AGREEMENT

Great  
Place  
To  
Work  
Certified

BETWEEN:

VALOREM PRIVATE LIMITED

"Employer"

AND

Diya Sara Santhosh

"Employee"



THIS AGREEMENT is entered into on this 29 day March of 2022, at Ernakulam;  
BETWEEN:

VALOREM PRIVATE LIMITED, a Company incorporated under the Companies Act, 1956 and having its registered office at Office Number 305 & 306, 3<sup>rd</sup> Floor, SCK-OI, Smart city Kochi, SEZ, Kakkanad, Kerala, India, 682030 and represented by its VP, Global Delivery & Operations Mr.Sanjeev Sudheer(hereinafter referred to as 'the

Reg. Name: Valorem Private Limited  
A-Block, Office #305 & 306, SCK - 01, SmartCity Kochi - Kerala India 682030  
CIN: U72200KL2004PTC016996



Diya Sara Santhosh11

Great  
Place  
To  
Work.

## REPLY Certified

VALOREM

Employee during the Employee's employment shall continue in full force and effect after the termination of the Employee's employment and shall be binding upon the Employee's personal representatives.

16.3 The Employer would be entitled to sue the Employee for infringement of any of its intellectual property rights or trade secrets.

### 17) Indemnity

The Employee agrees to indemnify, defend and hold the Employer (and any other relevant group concern, affiliate, client and/or business associate of the Employer) harmless from any liability or injury or damage caused by the Employee, directly or indirectly, to the Employer's (any other relevant Group Employer, affiliate, client and/or business associate of the

10/ 14

Reg. Name: Valorem Private Limited

A-Block, Office #305 & 306, SCK - 01, SmartCity Kochi - Kerala India 682030



Elizabeth Joy



## OFFER OF APPOINTMENT

Ref: HRD/2022/IND/Offer/1433

Date: October 19, 2022

To,

Elizabeth Joy  
Elizabeth Joy, Theyyampurath(H), Valamboor  
North Mazhuvannoor(P O)  
Ernakulam(Dist),Pin: 686669

Dear Elizabeth,

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in Orion India Systems Private Limited (the "Company") on the terms and conditions detailed in this letter under **Annexure A** hereto.

1. **OPPORTUNITY, DESIGNATION AND DATE OF JOINING:**

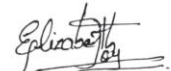
You will be appointed as **Associate Engineer** with the Company with effect from **November 21, 2022** (the "Effective Date").

2. **SALARY:**

Your Salary will be as detailed under **Annexure C** to this letter (the "Salary").

3. **DOCUMENTS:**

On the date of appointment, you are required to furnish the documents as described under **Annexure B** to this letter.

  
Page 1 of 10





Elizabeth Joy8



## ANNEXURE B DOCUMENTS REQUIRED

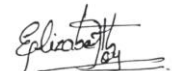
### A. Immediately (Scanned)

- UG/PG Degree certificates;
- Marks cards/transcripts;
- Experience and relieving letters from previous employers;
- Five (5) passport size photographs;
- Two (2) photocopies each of your educational certificates, experience certificates, last drawn salary slip and proof of your age;
- Please show the original of the above certificates for verification;
- A copy of your valid passport; and
- Address proof.

### B. Training will be given for the specified skill set you have been employed for.

### C. Employment Background Verification

The Company is committed to provide a safe and productive working environment. Therefore, as part of the hiring process you will be required to successfully complete an employment background verification prior joining. Please note that in the event of failure in background verification will result in withdrawal of your offer of employment.

  
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SSR  
5<sup>th</sup> CYCLE  
2023

Elvin Symeathy



**ABSyz Software Consulting Pvt. Ltd.**

6th Floor, S S Techpark, Beside DLF Cyber City,  
Gachibowli, Hyderabad, Telangana - 500032

+91 8309069115 | [billing@absyz.com](mailto:billing@absyz.com)



Date: 02-Aug-2022

**Name:** Elvin Symeathy  
**Location:** Hyderabad

Dear Elvin Symeathy,

We are pleased to offer you a training program with ABSYZ Software Consulting Pvt Ltd.

Following are the terms and conditions of the offer

1. Scope of work:

- Assist in the development of customer experience strategies, digital offerings, development, and implementation of customer relationship management solutions, namely Salesforce.com
- Process optimization
- Technology enhancements and upgrades
- Implementation of new contact solutions
- Facilitate training and knowledge transfer for new systems and processes

2. Duration and Full-Time Offer Details:

Your training shall commence from **1<sup>st</sup> September 2022** and shall continue for a period of six (6) months.

At the end of your training, your performance will be assessed and based on your performance you will be offered a full-time employment as a **Software Engineer**.

***Based on your performance you will be offered a CTC ranging between 4 to 4.5 LPA [Four lakh to Four lakh fifty thousand only]***

3. Stipend during the training period:

During the training period your designation will be **Trainee**.

Your stipend shall be **INR 18,000** per month (Rupees eighteen thousand only). The payment shall be credited to your official bank account.



[www.absyz.com](http://www.absyz.com)  
INDIA | USA



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2023

Elvin Symeathy2



## ABSYZ Software Consulting Pvt. Ltd.

6th Floor, S S Techpark, Beside DLF Cyber City,  
Gachibowli, Hyderabad, Telangana - 500032  
+91 8309069115 | [billing@absyz.com](mailto:billing@absyz.com)



Once acceptance of the above terms and conditions, the following documents copy shall be submitted for verification:

- Educational qualification(s) certificates including latest graduation and post-graduation
- Passport
- Pan card/ Aadhaar card copy
- 2 passport size photographs of self-color photos.

We are pleased to be associated with you and sincerely hope that your period of services with us will be pleasant and of mutual benefit.

Regards

*Manasa Katari*

**Manasa Katari**  
Director HR

For ABSYZ Software Consulting Pvt. Ltd.



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2023

Enosh K R

Aqua Bridge Farms Company  
For Development & Aquaculture Investment



شركة مزارع الجسر المائي  
للتطوير والاستثمار الزراعي

Date: 20<sup>th</sup> Feb, 2023

Ref: AB/DXB/HR/JO/99

To  
**Mr. Enosh K R**  
(Passport No: Indian – W8838408)

**Subject: Job Offer**

AQUA BRIDGE, here after referred to as 'the company', is pleased to offer you employment in the position of **Assistant Brood stock and Quarantine Technician**. Your employment will be in accordance with the following terms and conditions of the company:

**1. Designation**

Your position will be designated as "Assistant Brood stock and Quarantine Technician."

**2. Reporting**

You will be reporting to the **Line Manager** of your department.

**3. Probation**

You will be on three (3) months probationary period and on successful completion of the probationary period your services will be certainly confirmed with the company.

**4. Salary**

As an **Assistant Brood stock and Quarantine Technician** you will be entitled to a MONTHLY total salary of SR 3,000/- (*Three Thousand Saudi Riyal Only*), split as follows:

a. Basic Salary-----	SR 1,800/-
b. Other Allowance-----	SR 1,200/-
<hr/>	
TOTAL MONTHLY GROSS SALARY	SR 3,000/-

**5. Annual Leave**

- Upon completion of 12 months uninterrupted service, you will be entitled to 30 calendar days' annual paid leave per year.
- Sick leave and leave of absence on any other account will be granted as per the company HR Policy.



Page 1 | 3



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2023



Enosh K R2

Aqua Bridge Farms Company  
For Development & Aquaculture Investment



شركة مزارع الجسر المائي  
للتطوير والاستثمار الزراعي

Your signing of this letter confirms your acceptance of the job offer with all the terms and conditions.

Name: <b>Mohammad Tabish</b>	Name: <b>Enosh KR</b>
Designation: CEO	Designation: Assistant Brood stock and Quarantine Technician
Date: 20th Feb,2023	Date: 20 <sup>th</sup> Feb, 2023
	
Signature: _____ <b>For Aqua Bridge Group</b>	Signature: _____ <b>Employee</b>



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2023

Esther Anna Joy





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2023

Esther Anna Joy\_2





Faheema P A



## OFFER OF APPOINTMENT

Ref: HRD/2022/IND/Offer/1434

Date: October 19, 2022

To,

Faheema PA  
Pandaramparambil house ,Kochukadavu ,  
Eravathoor p.o  
Vazhakulam, Pin:686670

Dear Faheema,

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in Orion India Systems Private Limited (the "Company") on the terms and conditions detailed in this letter under **Annexure A** hereto.

1. **OPPORTUNITY, DESIGNATION AND DATE OF JOINING:**

Your will be appointed as **Associate Engineer** with the Company with effect from **November 21, 2022** (the "Effective Date").

2. **SALARY:**

Your Salary will be as detailed under **Annexure C** to this letter (the "Salary").

3. **DOCUMENTS:**

On the date of appointment, you are required to furnish the documents as described under **Annexure B** to this letter.





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2023

Faheema P A9



ANNEXURE C

Date: October 19, 2022

Name: Faheema  
Designation: Associate Engineer  
Location: Kochi

Compensation Structure	
Components	Amount (₹)
Basic	10000.00
HRA	5000.00
**Special Allowance	5750.00
Conveyance Allowance	1,600.00
Education Allowance	200.00
Medical Allowance	1,250.00
<b>Sub Total A</b>	<b>23800.00</b>
*PF Contribution (Employer)	1200.00
<b>Sub Total B</b>	<b>1200.00</b>
<b>Total (A+B)</b>	<b>25000.00</b>
Monthly CTC	25000.00
CTC (Fixed)	300000.00
***Performance Bonus	50,000.00
<b>Total CTC (per annum)</b>	<b>350000.00</b>

#### Income Tax Benefit Options

Food Coupons (Optional)	2,000.00
LTA (Optional)	(5% of CTC)
Fuel Reimbursement and Driver's Salary (Optional)	As per policy

\*The amount will be subject to applicable Statutory and Income Tax Deductions. Employee Contribution of PF will be deducted from the Gross Salary.

\*\*Special Allowance is subject to change as per your choice of flexible benefit components.

\*\*\*Performance Bonus is subject to your achievement of Orion technology badges, certifications, and annual performance rating of 3 or more

Yours sincerely,

For Orion India Systems Pvt. Ltd.

Narendra Kumar  
Director

Page 10 of 10



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2023

Fasna K N

Partnering Governments. Providing Solutions.



November 28, 2022

Fasna K N

Kanjirathinkal H, Mudickal , PO Perumbavoor, Kerala, India, 683547

Dear Fasna,

We are pleased to offer you employment as **Officer - Operations - VFS Global** (Grade: **P5**) on a fixed term basis w.e.f **December 26, 2022** for a period of Six months.

- You will be paid a monthly CTC (Cost to Company) of **INR 18745/- (Rupees Eighteen Thousand Seven Hundred Forty Five Only)**. Kindly refer to the Annexure for detailed break up of your compensation.
- You will report functionally to **Deputy Manager - Operations - VFS Global** or to any other person as may be specified to you by the organization from time to time.
- Your posting will be at **Cochin**.
- Your services will stand automatically terminated after the expiry of **Six** months. The contract can be further extended upto a maximum of 3 months based on the business requirement.
- You will comply with all the terms and conditions of the company as are applicable to Fixed Term employees during the course of your employment with us.
- The offer is subject to the following that in the event of you being employed earlier in VFS Global either as FTC/FTE, this letter shall not be construed in any manner as continuous employment basis the last duration of employment with us and that you shall not make any monetary claims or otherwise .
- Please also note that your employment is contingent upon satisfactory reference & background checks including verification of your application materials, education and employment history.
- You are requested to submit the documents required for Background Verification within 5 working days from the date of issue of this Offer Letter. Failure to submit the documents within the stipulated period or in case of an unsatisfactory verification report, the Company reserves the right to withdraw the Offer Letter.
- As per Policy, all employees joining VFS who are in customer facing roles or otherwise will be required to undergo Employees Process Certification Program. The details of the program will be communicated to the employees by the Regional L&D Team. The new employees will have to clear the certification test within 2 (two) attempts and post successful clearance of the test, they will be provided the customer facing roles. In the event, if the employee fails to clear the test, the company has the right to terminate your services. Please note that local laws prevailing in the country will supersede in respect of the clause above if the same is conflicting.

VFS Global Services Pvt. Ltd., 19<sup>th</sup> Floor, Tower A, Urmi Estate, 95, Ganpatrao Kadam Marg, Lower Parel (West), Mumbai 400013, India. Tel: +91 22 6728 9000, Fax: +91 22 6728 9292, Web: [www.vfsglobal.com](http://www.vfsglobal.com) | CIN: U75210MH2006FTC158812

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2023

Fasna K N1

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You are requested to sign and return to us the copy of this letter as a token of your acceptance of the terms and conditions.

Your acceptance should reach us on or before **December 26, 2022** failing which it shall stand automatically withdrawn.

for VFS Global Services Pvt. Ltd

**Sumitabh Bhatnagar**  
Head - Corporate Human Resources

for VFS Global Services Pvt. Ltd.

**Archana Bandekar**  
Senior General Manager-Employee Services

I am pleased to accept your employment as per your terms & conditions. I have also been explained, and have understood and assessed the risks involved in the business of the Company, and accept the employment pursuant to the agreement.

Date: - \_\_\_\_\_

Signature: - \_\_\_\_\_

VFS Global Services Pvt. Ltd., 19<sup>th</sup> Floor, Tower A, Urmi Estate, 95, Ganpatrao Kadam Marg, Lower Parel (West), Mumbai 400013, India. Tel: +91 22 6728 9000, Fax: +91 22 6728 9292, Web: [www.vfsglobal.com](http://www.vfsglobal.com) | CIN: U75210MH2006FTC158812

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SSR  
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2023

Fathima P.S



**GadgEon**  
Engineering Smartness

HR/Gad/Offer Letter/2022-02/104

16<sup>th</sup> Feb 2022  
Fathima P S

WELCOME LETTER

Dear Fathima P S,

We take great pleasure in inviting you to be an integral part of GadgEon Smart Systems Pvt Ltd, an end-to-end Product Engineering and IoT Solution Development Company.

We are enclosing herewith your Offer & Appointment Letter, with terms and conditions of your employment with GadgEon, which you may kindly be sent to us, with your signature on each page, as a token of acceptance.

Please note that the offer of employment & appointment is subject to satisfactory completion of your reference checks and background verification. You are requested to join on the date mentioned at the following address

GadgEon Smart Systems Pvt Ltd,  
Unit O203, 2nd Floor,  
Building SCK-01,  
Smartcity, Kochi- 682030  
India

In case you need any clarifications regarding your job, compensation, or any policy please contact: Human Resources at [hr@gadgeon.com](mailto:hr@gadgeon.com).

We look forward to you having a long and fruitful relationship with GadgEon.

Sincerely,  
for GadgEon Smart Systems Pvt. Ltd

---

GadgEon Smart Systems Pvt Ltd, Unit O203, 2nd Floor, Building SCK-0, Phone: +91-484-2903000India. Email: [info@gadgeon.com](mailto:info@gadgeon.com)



Fathima P.S6



**GadgEon**  
Engineering Smartness

and data generated in connection therewith, plans for future development and the like and any or all business records.

- b. This restriction continues indefinitely after your employment has ended but does not apply to information you have to disclose in the course of your employment.
- c. You shall not take any presents/gifts, commission or any kind of gratification or benefit in cash or any kind from any person, party or firm having connection with the company. In case you are offered such benefits by any party, you should inform your supervisor immediately and take his permission to decide the course of action.

#### 17. Notice period for Separation

- a. The notice period required from either side is 2 months, during probation period and after confirmation as well
- b. On your last working day, if you owe money to the Company for any reason, you agree that it may be deducted from any final payment to you or should be settled by you from your personal accounts
- c. The Company expects you to be available and to work during the notice period.
- d. Company reserve the right, entirely at its discretion to terminate your employment before the expiry of the notice period in lieu of the salary you would have earned during the unworked balance of your notice period.
- e. On termination / cessation of your employment with the Company, you will return to the Company:
  - i. any item belonging to the Company such as laptop with all software and data therein, with details of any passwords which you may have installed;
  - i. every Company document (including electronic documents) of whatever description in your possession or control, together with any copies, notes or summaries of such documents and your own working papers, for all of which your undertake to make a diligent search;
  - ii. any other Company property in your possession or control;

#### 18. Communication of changes

You are required to intimate us from time to time any change of your temporary or permanent address and contact details.

Gadgeon reserves the right to withdraw the offer made to you even after the acceptance of such offer by you, if Gadgeon becomes aware of any material information that may have been concealed or misrepresented by you at the time the offer was made.

---

GadgEon Smart Systems Pvt Ltd, Unit O203, 2nd Floor, Building SCK-0, Phone: +91-484-2903000India. Email: info@gadgeon.com



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Fathima Thahseen T M





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2023

Flevin Kishore



February 21, 2022

Mr. Flevin Kishore  
Union Christian College

Dear Flevin,

**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 will be done virtually as the Covid situation continues and 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 once the situation becomes normal, 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 total Cost-to-Company (CTC) will be revised to **Rs.3.60 Lakhs Per Annum**. 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](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :  
Name : Flevin Kishore  
Date :

Aspire Systems (India) Private Limited  
1/D -1, SIPCOT IT PARK, Siruseri,  
Chennai - 603103, Tamil Nadu, INDIA.  
Tel: +91-44-67404000 Fax: +91-44-67404234  
[www.aspiresys.com](http://www.aspiresys.com)



Fousiya P J



## OFFER OF APPOINTMENT

Ref: HRD/2022/IND/Offer/0779

Date: June 10, 2022

To,

Fousiya P J  
Parakkunnath(H), Vengola PO,  
Vengola, Ernakulam, Kerala, 683556

Dear Fousiya,

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in Orion India Systems Private Limited (the "Company") on the terms and conditions detailed in this letter under **Annexure A** hereto.

### 1. OPPORTUNITY, DESIGNATION AND DATE OF JOINING:

Your will be appointed as **Associate Engineer** with the Company with effect from **June 20, 2022** (the "Effective Date").

### 2. SALARY:

Your Salary will be as detailed under **Annexure C** to this letter (the "Salary").

### 3. DOCUMENTS:

On the date of appointment, you are required to furnish the documents as described under **Annexure B** to this letter.





Fousiya P J8



## ANNEXURE B DOCUMENTS REQUIRED

### A. Immediately (Scanned)

- UG/PG Degree certificates;
- Marks cards/transcripts;
- Experience and relieving letters from previous employers;
- Five (5) passport size photographs;
- Two (2) photocopies each of your educational certificates, experience certificates, last drawn salary slip and proof of your age;
- Please show the original of the above certificates for verification;
- A copy of your valid passport; and
- Address proof.

### B. Training will be given for the specified skill set you have been employed for.

### C. Employment Background Verification

The Company is committed to provide a safe and productive working environment. Therefore, as part of the hiring process you will be required to successfully complete an employment background verification prior joining. Please note that in the event of failure in background verification will result in withdrawal of your offer of employment.

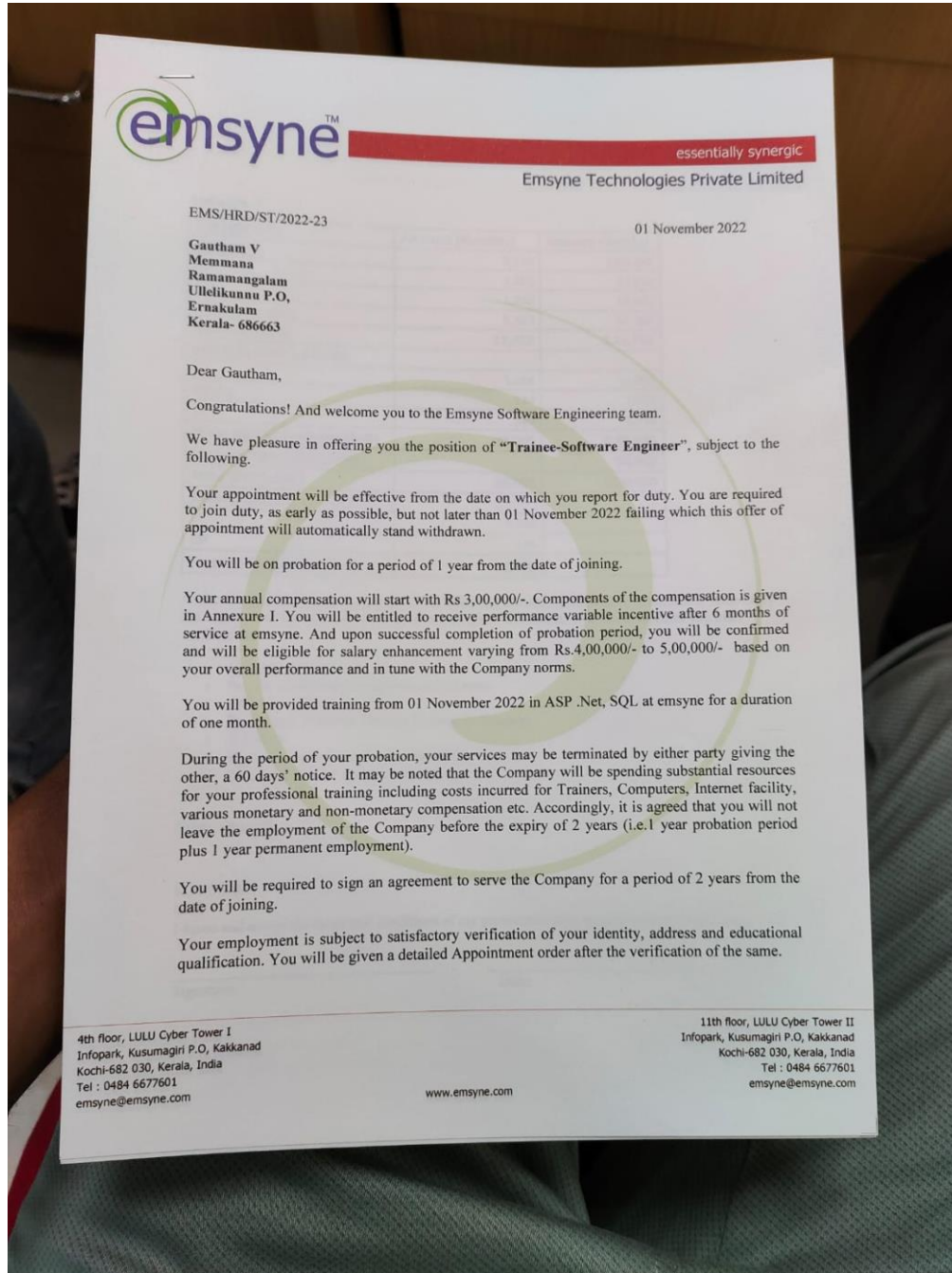


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Gautham V





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Gayathri Devi J S





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2023

Gayathri

**flysoft.**

Flysoft Systems Endterstraße 9, 90459 Nürnberg

**Ms. Gayathri**  
Lakshmi nivas, Near kunnath temple, Manjeri,  
Malappuram district, Kerala, India  
PIN: 676121

Flysoft Systems GmbH  
Endterstraße 9  
90459 Nürnberg  
Deutschland

Tel: 0911 6099 8787  
[www.flysoft.eu](http://www.flysoft.eu)

Offer Letter

30.03.2022

Dear Ms. Gayathri,

This is with reference to your application for the post of "**Junior Software Developer**" and subsequent interviews you had with us; we are pleased to offer you this position with Flysoft Systems GmbH.

We believe that your skills and experience will be an ideal fit for our organization.

Details of the terms and conditions of the offer are as under:

1. **Location:** You will be working remotely.
2. **Date of joining:** Your date of commencement of internship will be on 1st July, 2022.
3. Your employment would be subject to the Terms & Conditions mentioned in your appointment letter, which will be issued to you post joining.
4. Please send a scanned copy of the below listed documents before your day of joining.
  - a. Aadhar Card
  - b. First page of bank passbook



## Gayathri6

purpose of carrying out authorized activities on behalf of the Company. The Participant may, however, use or disclose Confidential Information which:

- (a) is or becomes public other than through abreach of this Agreement;
- (b) is known to the Participant prior to the date of this Agreement and with respect to which the Participant does not have any obligation of confidentiality; or
- (c) is required to be disclosed by law, whether under an order of a court or government tribunal or other legal process, provided that the Participant informs the Company of such requirement in sufficient time to allow the Company to avoid such disclosure by the Participant.
- (d) The Participant shall return or destroy, as directed by the Company, Confidential Information and Proprietary Property to the Company upon request by the Company at any time. The Participant shall certify, by way of affidavit or statutory declaration, that all such Confidential Information and Proprietary Property has been returned or destroyed, as applicable.

5. The Participant covenants and agrees not to make any unauthorized use whatsoever of or to bring onto the Company's premises for the purpose of making any unauthorized use whatsoever of any trade secrets, confidential information or proprietary property of any third party, including without limitation any trademarks or copyrighted materials, during the course of the Engagement. The Participant agrees and represents that the Engagement and the execution of this Agreement do not and will not breach any agreement to which the Participant is currently a party, or which currently applies to the Participant.

6. At the reasonable request and at the sole expense of the Company, the Participant shall do all reasonable acts necessary and sign all reasonable documentation necessary in order to ensure the Company's ownership of the Proprietary Property and all intellectual and industrial property rights and other rights in the same, including but not limited to providing to the Company written assignments of all rights to the Company and any other documents required to enable the Company to document rights to and/or register patents, copyrights, trademarks, industrial designs and such other protections as the Company considers advisable anywhere in the world.

7. The Participant hereby irrevocably and unconditionally waives all moral rights the Participant may now or in the future have in any Proprietary Property.

8. The Participant agrees that the Participant will, if requested from time to time by the Company, execute such further reasonable agreements as to confidentiality and proprietary rights as the Company's customers or suppliers reasonably required to protect Confidential Information or Proprietary Property.

9. Regardless of any changes in position, salary or otherwise, including, without limitation, termination of the Engagement, unless otherwise stipulated pursuant to the terms hereof,



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2023

Gigi Mary Thomas



HR No: 1275/2023  
Date: 29-05-2023

To,  
Ms. Gigi Mary Thomas  
8/602 B, Maliyekkal House,  
Thazha Attur Paramba,  
Kakkodi Mukku P O,  
Kozhikode - 673611

**Sub: Provisional Offer letter for the post of— "OFFICER TRAINEE"**

Dear Ms. Gigi,

With reference to your application and further to the interview / subsequent discussion you had with us, we are pleased to offer the position of "Officer Trainee" (A0 Cadre)

The details of offer shall be confidential and as follows:

You will be on training for a period of six (6) months and followed by probation period for six (6) months, from the date of joining. Your confirmation shall be subject to your performance being satisfactory during the probation period.

You will be paid an annual CTC of **Rs.2,00,028/- (Rupees :Two Lakh & Twenty Eight Only)** and the emoluments are payable as per the Company's policy, by effecting appropriate and applicable statutory deductions, if any. A detailed structure of the same is attached as Annexure to this letter. You shall be eligible for TA/DA as applicable to your cadre for official purposes, in line with the Company's policy.

You shall give acceptance of the offer and of the above terms and conditions of employment on receipt of this letter by signing a copy of the same. This offer letter is valid for 7 days from the letter date and shall be effective from the date of your joining the Company.

Your performance will be reviewed on a regular basis as per the performance parameters appropriate to the position mentioned. You will be governed by the rules, regulations and policies laid down by **GramPro Business Services Pvt Ltd.** from time to time, as applicable to your cadre.

You are requested to produce the following documents at the time of joining;

- Passport size photograph — 5 Nos.
- Self - attested copy of ID proof / address proof along with originals shall be produced for verification.
- Attested copies of testimonials in proof of your age, qualification, experience etc.. along with originals.
- Original Relieving Order from the previous employer.



**GRAMPRO BUSINESS SERVICES (P) LTD**  
(formerly known as Lahanti Business Services (P) Ltd)

CIN: U74999KL2017PTC047850

Regd. Off: Building No: 708, Sreebhadrha Complex, Tirupadi Lane, Mannuthy, Thrissur - 689651, Kerala.  
Email: [contactus@grampro.net](mailto:contactus@grampro.net), Tel: +91 9074 556 094, [www.lahanti.com](http://www.lahanti.com)





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2023

Gigi Mary Thomas2



## ANNEXURE

NAME	GIGI MARY THOMAS
CADRE	A0
DESIGNATION	OFFICER TRAINEE
DEPARTMENT	HR
LOCATION	KALATHODU, THRISSUR

Salary Breakup	Monthly	Yearly
Basic	8,910.00	1,06,920.00
DA	4,200.00	50,400.00
Special Allowance	300.00	3,600.00
<b>Gross Salary</b>	<b>13,410.00</b>	<b>1,60,920.00</b>
PF (Employee Contribution)	1,609.00	19,308.00
Charity (1%)	89.00	1,068.00
ESWT (1%)	89.00	1,068.00
Labour Welfare Fund	50.00	600.00
ESI (0.75%)	101.00	1,212.00
PT	125.00	1,500.00
<b>Net Salary</b>	<b>11,347.00</b>	<b>1,36,164.00</b>
PF (Employer Contribution)	1,609.00	19,308.00
Gratuity	630.00	7,560.00
Bonus	584.00	7,008.00
ESI (3.25%)	436.00	5,232.00
<b>Cost to Company</b>	<b>16,669.00</b>	<b>2,00,028.00</b>



### GRAMPRO BUSINESS SERVICES (P) LTD

(formerly known as Lahanti Business Services (P) Ltd)

CIN: U74999KL2017PTC047850

Regd. Off: Building No: 708, Sreebhadra Complex, Tirupadi Lane, Mannuthy, Thrissur - 680651, Kerala.

Email: [contactus@grampro.net](mailto:contactus@grampro.net), Tel: +91 9074 556 094, [www.lahanti.com](http://www.lahanti.com)



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2023

Githu Varghese

DocuSign Envelope ID: 0E793366-5077-4CC7-927A-FA702C2F3389



Knowledge Lens Pvt Ltd,  
74/A,Keonics,  
Electronic City Phase 1, Bengaluru - 560100  
CIN No: U72200KA2013PTC072670

HRD/BLR/HR/2898

Mr. Githu Varghese,

Date: 30-12-2022


Sub: Letter of Offer

Dear Githu Varghese,

With reference to your application and the subsequent interviews you have had with us, we are pleased to appoint you at the post of "Software Engineer" in Bangalore location on the terms & conditions outlined in the Annexure A below. You are requested to report on duty on 2<sup>nd</sup> January 2023 at 9.30 AM in Bangalore premises and report to HR department. It is to be noted, the final posting will be Bangalore, Pune, or Delhi, based on the project requirements. The current project assigned is for Bangalore location, but it is expected that you are flexible to travel to any other location based on project need as they arise.

Kindly communicate your acceptance of this appointment by signing a copy of this letter or email confirmation to [hr@knowledgelens.com](mailto:hr@knowledgelens.com) and returning it to us.

We wish you all the very best in your career with us.  
For Knowledge Lens Pvt. Ltd.

DocuSigned by:  
  
Smta. Dhanya 2AAEB...  
Director - Human Resources

74/A,Keonics,Electronic City - Phase 1, Bangalore 560100  
Ph: + 91 9113283347 | [hr@knowledgelens.com](mailto:hr@knowledgelens.com) | <http://www.knowledgelens.com>

1





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2023

Githu Varghese3

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Knowledge Lens Pvt Ltd,  
74/A,Keonics,  
Electronic City Phase 1, Bengaluru - 560100  
CIN No: U72200KA2013PTC072670

## Compensation Details

Name	Githu Varghese
Level/Grade	3B
Designation	Software Engineer
Role/Department	Consulting Services
Cost to Company (CTC)	5 Lakhs Per Annum (Includes 50 K Variable pay)

Components	Per annum	Per month
Basic	1,80,000.00	15,000.00
HRA	72,000.00	6,000.00
Conveyance	19,200.00	1,600.00
Telephone & Internet	13,500.00	1,125.00
Medical Allowance	15,000.00	1,250.00
LTA	22,500.00	1,875.00
Statutory Bonus	18,000.00	1,500.00
Special Allowance	69,550.15	5,795.85
Employer's contribution to PF	21,600	1,800.00
Employer's contribution to Gratuity	8,654	721.15
Employer's contribution to Group Insurance	9,996	833.00
Variable Pay (Yearly)	50,000	
<b>Total CTC</b>	<b>5,00,000</b>	

### Note:

- The Variable pay will be paid yearly in the month of May based on the following.
  - Your performance and contribution during the period starting from your date of joining to till March 2023.
  - Your workstream (**Product/Consulting**) performance during the period.
  - Actual number of days worked during the period.

Variable pay will be paid only if you are not serving notice period.

- \*\*TDS / Income Tax is based on the income of individual and IT declaration made with regards to exemption & deductions.

74/A,Keonics,Electronic City - Phase 1, Bangalore 560100  
Ph: + 91 9113283347 | [hr@knowledgelens.com](mailto:hr@knowledgelens.com) | <http://www.knowledgelens.com>

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5<sup>th</sup> CYCLE  
2023

Gokul Gopalakrishnan

ना. वि. सु. ब्यूरो  B. C. A. S																
<b>AEP NO. KEL0042055</b>																
Valid From: <b>01.07.2022</b> To: <b>31.03.2023</b>																
Airport/s : <b>COCHIN</b>																
Terminal/s : <b>ALL TERMINALS</b>																
Name : <b>GOKUL GOPALAKRISHNAN</b>																
Desig : <b>COUNTER STAFF</b>																
Org : <b>IMMANUEL AVN, COK</b>																
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<b>A</b>																
 Holder's Signature	 Sasheendran K Regional Director Signature of Issuing Authority															



Greeshma Chandran



## OFFER OF APPOINTMENT

Ref: HRD/2022/IND/Offer/0796

Date: June 10, 2022

To,  
Greeshma Chandran  
Olattuparambil, Elamkunnappuzha,  
Ernakulam, Pin:682503

Dear Greeshma,

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in Orion India Systems Private Limited (the "Company") on the terms and conditions detailed in this letter under **Annexure A** hereto.

### 1. OPPORTUNITY, DESIGNATION AND DATE OF JOINING:

Your will be appointed as **Associate Engineer** with the Company with effect from **June 20, 2022** (the "Effective Date").

### 2. SALARY:

Your Salary will be as detailed under **Annexure C** to this letter (the "Salary").

### 3. DOCUMENTS:

On the date of appointment, you are required to furnish the documents as described under **Annexure B** to this letter.

  
Page 1 of 10



Greeshma Chandran8



## ANNEXURE B DOCUMENTS REQUIRED

### A. Immediately (Scanned)

- UG/PG Degree certificates;
- Marks cards/transcripts;
- Experience and relieving letters from previous employers;
- Five (5) passport size photographs;
- Two (2) photocopies each of your educational certificates, experience certificates, last drawn salary slip and proof of your age;
- Please show the original of the above certificates for verification;
- A copy of your valid passport; and
- Address proof.

### B. Training will be given for the specified skill set you have been employed for.

### C. Employment Background Verification

The Company is committed to provide a safe and productive working environment. Therefore, as part of the hiring process you will be required to successfully complete an employment background verification prior joining. Please note that in the event of failure in background verification will result in withdrawal of your offer of employment.



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2023

Greeshma T Nath



HRD/MML/O/53210/22  
27/Dec/2022

Mrs. Greeshma T Nath  
Kochery,  
Muppathadam,  
Ernakulam, Kerala  
Pin: 683110

Dear Mrs. Greeshma T Nath

It gives us pleasure in offering you a position with the **Muthoot Microfin Limited**. This offer is in pursuance with the discussions we had with you recently.

#### Terms & Conditions

##### 1. Job Title :

You will be designated as **Executive-IT**

##### 2. Reporting:

You will be reporting to the **Chief Technology Officer-IT**

##### 3. Location:

Your first posting will be at **Head Office , Kerala**

##### 4. Remuneration:

Your Annual Total Employment Cost to the company would be **Rs.284400.00 /-** (**Rupees Two Lakhs Eighty-Four Thousand Four Hundred Only**) the details of which are been given in the Annexure attached

**MUTHOOT MICROFIN LIMITED**  
CIN: U65190MH1992PLC066228  
Regd. Office: 13<sup>th</sup> Floor, Parvina Crescendo, Bandra Kurla Complex, Bandra East, Mumbai, Maharashtra - 400051  
Administrative Office: 5<sup>th</sup> Floor, Muthoot Towers, M.G. Road, Kochi, Kerala - 682035 Tel: +91-484-4277500, F: +91-484-2351494 E: info@muthootmicrofin.com  
[www.muthootmicrofin.com](http://www.muthootmicrofin.com)

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2023

Greeshma T Nath3



### Professional Code of Conduct

You shall abide by the Professional code of conduct, as amended from time to time, at all times.

### Acceptable Usage Policy

You shall be bound by the acceptable usage policy and the related policies from time to time.  
Within 15 days of joining you will read through the Policy and acknowledge receipt of the same failing which you may not be able to access the information assets

While welcoming you to Muthoot Pappachan Group, we hope you will excel in your endeavours and help make Muthoot Microfin a success story.

### For Muthoot Microfin Limited.



**Subhransu Pattnayak**  
Executive Vice President - HR

<p><b>Monetary</b></p> <ul style="list-style-type: none"> <li>Staff loan</li> <li>Incentive</li> <li>Fuel Allowance</li> <li>Yearly Bonus</li> <li>Branch Grade wise Pay increments</li> </ul>	<p><b>Career Growth</b></p> <ul style="list-style-type: none"> <li>Performance</li> <li>Appraisal</li> <li>Internal Promotion</li> <li>Learning and Development Programs</li> </ul>	<p><b>Work Life Balance</b></p> <ul style="list-style-type: none"> <li>Second Saturday Off</li> <li>Maternity Leave</li> <li>Paternity Leave</li> <li>Adoption Leave</li> <li>Sports &amp; Cultural Activities</li> <li>Mobile connection</li> </ul>
<p><b>Health and safety</b></p> <ul style="list-style-type: none"> <li>Term Insurance</li> <li>Medical Insurance</li> <li>Parental Insurance</li> <li>Additional Insurance to ESIC employees</li> </ul>	<p><b>Retirals</b></p> <ul style="list-style-type: none"> <li>EPF</li> <li>ESI</li> <li>LWF</li> <li>Gratuity</li> <li>Leave Encashment</li> </ul>	

Muthoot Microfin is a Great Place to Work® certified company. We are also one of the leading and fastest growing microfinance institution in India. The company offers tremendous growth opportunities for its employees. We have the best people practices and policies in place to ensure the wellbeing and work-life balance of our employees.

MUTHOOT MICROFIN LIMITED  
CIN: U65190MH1992PLC066228  
Regd. Office: 13<sup>th</sup> Floor, Parinase Crescendo, Bandra Kurla Complex, Bandra East, Mumbai, Maharashtra - 400051  
Administrative Office: 5<sup>th</sup> Floor, Muthoot Towers, M.G. Road, Kochi, Kerala - 682035 Tel: +91-484-4277500, F: +91-484-2351494 E: info@muthootmicrofin.com  
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5<sup>th</sup> CYCLE  
2023

Hana Shereen

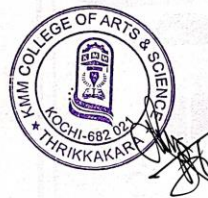



**KMM COLLEGE**  
OF ARTS & SCIENCE  
AN ISO 9001 : 2008 CERTIFIED INSTITUTION  
RUN BY JAI BHARATH EDUCATIONAL FOUNDATION  
Approved by AICTE & Govt. of Kerala | Affiliated to MG University, Kottayam  
EDAPPALLY TOLL GATE | PIPE LINE JUNCTION | COCHIN PUBLIC SCHOOL ROAD | THRIKKAKARA | COCHIN - 682021  
☎ 0484 - 2577567, 2577667, 9037002130, 9446097707      📠 FAX : 0484 - 2577667  
✉ [kmmcollege.artsandscience@gmail.com](mailto:kmmcollege.artsandscience@gmail.com)      🌐 [www.kmmcollege.edu.in](http://www.kmmcollege.edu.in)

## CERTIFICATE

Ms. Hana Shereen residing at 9A, Tamarind Rajadhani Apartment, Pulinchodu, Aluva as the Assistant Professor in the Department of Psychology, KMM College of Arts and Science, Thrikkakara .

Thrikkakara  
10-08-2023



  
PRINCIPAL  
KMM College of Arts & Science  
Thrikkakara P.O., Cochin-21

PG COURSES OFFERED :

UG COURSES OFFERED :

MBA | MCA | M.Sc Computer Science | M.Sc Mathematics | MA English  
M.Com (Finance & Taxation | Management & IT | Marketing & International Business)

B.Com (Computer Applications , Finance & Taxation M-1 , Finance & Taxation M-II , Logistics Mgt )  
B. Sc (Computer Science , Mathematics , Apparel & Fashion Design , Psychology , Cyber Forensic )  
BBA | BCA | BA English Literature & Communication Studies



Harsha Jaison

## OFFER OF POSITION OF BANK CARE ASSISTANT Inbox



Linda Logie

to me, South ▾



Good morning Harsha

Further to your interview with Dorothy and Tanzeela, I am pleased to advise that you have been successful and hereby offer you the position of Bank Care Assistant with Bluebird Care (South Lanarkshire), subject to obtaining fully and satisfactorily completed application form, medical declaration and experience forms, satisfactory references and Disclosure and completion of the company induction programme.

Please email back your acceptance of the position. We look forward to having you on our team.





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SSR  
5<sup>th</sup> CYCLE  
2023

Hridya Joly



## THE ALWAYS SETTLEMENT HIGHER SECONDARY SCHOOL

U. C. COLLEGE P. O., ALUVA - 683 102, INDIA  
Phone : Off. 2604429 Manager : 2604115, 2606113

Ref No: 126/2022-2023

Date: 31.03.2023.

### To Whomsoever it may concern

This is to certify that Ms. HRIDYA JOLY has worked as a Higher Secondary School Teacher of English at The Always Settlement HSS from 29/08/2022 to 31/03/2023. During this tenure, we found her to be sincere, responsible and dedicated with regard to all the duties. She has the potential to be a valuable contributor to any Organisation. We wish her the best of all future endeavours.

Best regards

  
Principal






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5<sup>th</sup> CYCLE  
2023

Indiya Sudheesh



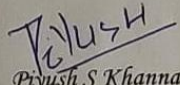
20-March-2023


WHOMSOEVER IT MAY CONCERN

*This is to certify that Ms. Indiya Sudeesh D/O Mr. Sudeesh was working with our organization as Customer Service Host (Trainee) in Passenger Service Department since 02-December-2022 at Dabolim International Airport, Goa.*

*During the training period she was found to be enthusiastic, energetic and trustworthy person having good character and conduct.*

*She had completed the trainee programme on 08-March-2023 and we wish her all success in her future endeavours.*

  
Piyush S Khanna  
Station Manager



Bird Airport Services (Konkan) Private Limited  
Shop No. CS-4, Near Keshav Smruti High School,  
Green Meadows, Dabolim,  
Goa - 403801  
CIN : U63030GA2021PTC014656




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5<sup>th</sup> CYCLE  
2023

Jancy Varghese



## SRI CHAITANYA TECHNO SCHOOL

(AFFILIATED TO CBSE, Govt. of India, New Delhi)  
CBSE Aff. No: 830304 School No: 45215 M : 88610 04637

---

**APPOINTMENT ORDER**

ID No. SCTS/00/22-23

a. Name of the Applicant	: JANCY VARGHESE
b. S/o d/o w/o	: VARGHESE P A
c. Qualification	: M.A
d. Department & Designation	: SOCIAL TEACHER
e. Date of Birth	: 28/07/2000
f. Date of Joining	: 05/01/2023

With reference to your Application dated 02/01 /2023 and the subsequent interview held at BANGALORE The Management is pleased to offer you the post of **SOCIAL TEACHER at ELECTRONICCITY Branch** on a CTC (Cost to Company) of **Rs. 28000/-** Per month in words (**Twenty Eight Thousand Rupees Only**) for a period of one year on probation/adhoc-basis provided the following terms and conditions are acceptable to you:

**Your Appointment is Contingent upon the Following Conditions:**

- Your minimum completion period of service should be one full academic Year. However, if your services, actions and comments are found detrimental to the institution or if you resort to corporal punishments or humiliation, or harass children either physically or mentally you shall be immediately terminated without assigning any reason. On the basis of your performance, if you are found to be not improving or showing growth in your performance, results your services will be stopped with 3 months' notice.
- You are eligible for annual increment provided your work continues and is found satisfactory. However, the grant of increment is not warranted in adverse cases of report and result.
- Your services to the institution(s) must be in strict adherence to the nature of work/ timings/ leaves/ holidays etc., as adopted by the concerned place of work from time to time.
- The employee shall teach for 6(six) periods per day or 36 periods per week and attend to counseling of students for a minimum of 6(six) hours in a week.
- You shall be given teaching periods, invigilation, substitutions, paper correction work etc. as a part of your role. The teaching periods and workload allocation is in the discretion of principal keeping in view the need. It may vary on case to case basis.
- You will not be allowed to take up any full-time/ part-time services in any other organization or institution once you are appointed.
- You are not allowed to leave the campus during the working hours without prior permission of the Principal you shall devote your whole time effort to the service of the institution and are accepted to carry out the instructions of the principal in the stabilization of the system and the growth of the institution.
- You are not permitted to take tuitions outside before or after working hours of the school.
- You are entitled for 12 days of casual leaves only per annum. Leaves availed for more than two days during the same calendar month incur loss of pay.
- Teachers must apply leave well in advance. Leave informed on the same day will be considered loss of pay.
- Leave applying a day before or a day after the holidays, then those will also be considered as leaves.

---

WebSite: [www.srichaitanyaschool.net](http://www.srichaitanyaschool.net) Email : [Electronicityprincipal@srichaitanyaschool.net](mailto:Electronicityprincipal@srichaitanyaschool.net)

#71 Lakshminarayanapura Village, Huskur Post, Behind APMC Market, Near Electronic City, Bangalore -560099



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SSR  
5<sup>th</sup> CYCLE  
2023

Jency Md

DocuSign Envelope ID: BDC6BA01-4B6D-4B5A-A00B-921F62B42F5D



**Re: Offer of Internship with Jumbotail Technologies Private Limited.**

Dear Jency,

On behalf of Jumbotail, I am pleased to offer you the position of **Intern - Business Global Command Center**, subject to the terms and conditions set forth below. Your internship period will be from **25th July 2022 to 25th January 2023**. You will receive a training salary of **Rs 15,000 (Rupees Fifteen Thousand Only)** per month.

Compensation or benefits paid to you shall be subject to all applicable taxes, and the Company may withhold from any amounts payable under this Agreement such taxes as shall be required to be withheld pursuant to any applicable law or regulation. We encourage you to consult a tax professional for information regarding all current tax reporting requirements related to the compensation and benefits discussed above.

You are being offered an internship at Jumbotail based on your personal skills and experience, and not due to your knowledge of any confidential, proprietary or trade secret information of a prior or current employer. Should you accept this offer, we do not want you to make use of or disclose any such information or to retain or disclose any materials from a prior or current employer. Likewise, as an intern of Jumbotail, it is likely that you will become knowledgeable about confidential, trade secret and/or proprietary information related to the operations, products and services of Jumbotail and its clients. You acknowledge and agree that any intellectual property arising out of or in connection with your internship at Jumbotail, shall be the proprietary property of the Company and all right, title, and interest in the intellectual property arising out of or in connection with your employment at Jumbotail shall vest in the Company.

Please understand that this letter does not constitute a contract of internship for any specific period of time. Jumbotail may terminate your internship by giving you not less than 30 days' prior notice in writing, or your basic salary in lieu thereof. You may resign from the internship by giving Jumbotail no less than 30 days' prior notice. Jumbotail reserves the right to terminate your internship summarily without any notice period or salary in lieu thereof, if it has reasonable grounds to believe that you are guilty of misconduct or negligence, or have committed any fundamental breach of the Internship Agreement, or caused any loss to the Company.

Your signature at the end of this letter confirms that no promises or agreements that are contrary to this offer letter have been committed to you during any of your pre-internship discussions with Jumbotail, and that Jumbotail has made no promises whatsoever to offer full time employment before or at the completion of internship.

We look forward to an early acceptance of this offer. This offer will remain open for 7 (Seven) business days following your receipt of this letter. The Company reserves the right to conduct background investigations and/or reference checks. This offer and your employment are contingent upon satisfactory results from your background check and reference check.

---

**Jumbotail Technologies Pvt. Ltd.**

CIN: U72200KA2015PTC083865

Registered Office: Eastland Citadel, 6th Floor,

No.102, Hosur Road, Madiwala Check post,

Bangalore 560 029, Karnataka

Email: [mission@jumbotail.com](mailto:mission@jumbotail.com) | Tel: +919902931533 | Website: [www.jumbotail.com](http://www.jumbotail.com)



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2023

Jerry John

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**Knowledge Lens**  
Accelerating Actionable Insights

Knowledge Lens Pvt Ltd,  
74/A, Keonics,  
Electronic City Phase 1, Bengaluru - 560100  
CIN No: U72200KA2013PTC072670

HRD/BLR/HR/2897

Mr. Jerry John,

Date: 30-12-2022

Sub: Letter of Offer


Dear Jerry John,

With reference to your application and the subsequent interviews you have had with us, we are pleased to appoint you at the post of "Software Engineer" in Bangalore location on the terms & conditions outlined in the Annexure A below. You are requested to report on duty on 2<sup>nd</sup> January 2023 at 9.30 AM in Bangalore premises and report to HR department. It is to be noted, the final posting will be Bangalore, Pune, or Delhi, based on the project requirements. The current project assigned is for Bangalore location, but it is expected that you are flexible to travel to any other location based on project need as they arise.

Kindly communicate your acceptance of this appointment by signing a copy of this letter or email confirmation to [hr@knowledgelens.com](mailto:hr@knowledgelens.com) and returning it to us.

We wish you all the very best in your career with us.  
For Knowledge Lens Pvt. Ltd.

In Process

DocuSigned by:  
  
Smt. B. Pradeepa  
Director - Human Resources

74/A, Keonics, Electronic City - Phase 1, Bangalore 560100  
Ph: + 91 9113283347 | [hr@knowledgelens.com](mailto:hr@knowledgelens.com) | <http://www.knowledgelens.com>

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2023

Jerry John4

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**Knowledge Lens**  
Accelerating Actionable Insights

Knowledge Lens Pvt Ltd,  
74/A,Keonics,  
Electronic City Phase 1, Bengaluru - 560100  
CIN No: U72200KA2013PTC072670

3. Employer's Contribution/cost towards PF, ESI (if any), gratuity & health insurance are included as part of compliance requirements. However, employee gets the benefits out our contribution towards ESI (if any), PF & health insurance, but gratuity shall be paid as per the applicable Act only if the employee serves at least 5 years in the organization or else the employer contribution towards gratuity provision shown here shall not be paid to employee at the time of full & final settlement.

Insurance benefits by the employer

Benefit Type	Benefit Value	Features
Group Medical Insurance	INR 5,00,000	This covers for self and 3 dependents which includes spouse and 2 children.
Group Personal Accident Insurance	INR 20,00,000	For self, as per policy, is being paid/incurred by the firm on your behalf.

Note: The benefit value may vary post policy renewal every year.

We look forward to a successful and pleasant association with you.

With Warm Regards,  
Smita Bhadury  
Director - Human Resources

I agree and accept the above terms and conditions: \_\_\_\_\_  
(Name and Signature)

74/A,Keonics,Electronic City - Phase 1, Bangalore 560100  
Ph: + 91 9113283347 | [hr@knowledgeLens.com](mailto:hr@knowledgeLens.com) | <http://www.knowledgeLens.com>

5



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2023

Jesna Najeem

The image displays two resume templates for Jesna Najeem. The left template is a traditional resume with sections for Professional Skills, Interpersonal Skills, Languages Known, and Personal Info. The right template is a more modern, vertical resume with a circular profile picture and sections for About, Experience, Projects, and Education.

**PROFESSIONAL SKILLS**

- Collaborative working in a laboratory environment
- Capable of working with a variety of professional software applications
- Ability to discuss equipment and facility utilization, safety, maintenance, procedures, etc. (SOP) and etc.
- Experience in working with a team environment, focus on learning knowledge & meeting goals
- Ability to communicate verbally & written in a clear & organized manner of correct business language

**INTERPERSONAL SKILLS**

- Working in Diverse Teams
- Customer Service
- New Person Learning
- Time Management
- Organization Skills
- Problem Solving
- Team Work
- Dependability

**LANGUAGES KNOWN**

- English
- Malayalam
- Hindi

**PERSONAL INFO**

- Marital Status: Single
- Date of Birth: 08-01-1998
- Nationality: Indian
- Mother Tongue: Malayalam
- Residence: Malappuram
- Workable: 07-05-2023

**DECLARATION**

I hereby declare that the details mentioned above are true and correct to the best of my knowledge and belief and I undertake to inform you of any change immediately.

View all activities  
Jesna Najeem

**JESNA NAJEEM**  
CHEMIST CUM TUTOR

**CONTACT**

- VTS 3032476
- [jesna\\_najeem\\_21@gmail.com](mailto:jesna_najeem_21@gmail.com)
- Malabar, Dubai, UAE

**ABOUT**

Seeking a career to utilize my knowledge & skills to gain comprehensive understanding of a market organization so as to take responsibility and contribute significantly. To work in an environment that provides me competitive edge to develop my self.

**EXPERIENCE**

- **Senior Student Institute**  
Chemistry & Biotech Tutor | Without Curriculum  
01-2020 - Present
  - An excellent working and engaging attitude to enhance student participation in classes or learning
  - Engaged with students through hands-on experiments and theoretical presentations
  - Consistent and frequent assignments, activities and tests to provide feedback
- **Senior Service Centre Operator**  
Lab Chemist  
01-2019 - 01-2020
  - Assisted customers in equipment use and helped laboratory personnel in maintenance operations
  - Performed general chemical & biotech activities, offering a wide variety of services to equipment
  - Took the leading, cleaning and maintaining of laboratory equipment and supplies
  - Assisted in the development and implementation of research projects

**PROJECTS**

- Effect of Temperature on the Rate of Reaction (Report)
- Kinetics of Reaction (Report)
- Solubility of Salts (Report)
- Solubility of Salts (Report)

**EDUCATION**

DEGREE	INSTITUTION
MASTERS OF SCIENCE	St. Xavier's College - Aluva
BACHELOR OF SCIENCE	St. Xavier's College - Aluva



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5<sup>th</sup> CYCLE  
2023

Jibiya Jacob

GSTIN: 32AGR PV0778RIZA



## MUNNAR CHOCOLATE FACTORY

VGP 6/2(G,H,I,F), ALTHARA Jn, ANACHAL, CHITHIRAPURAM.P.O

IDUKKI Dt, KERALA-685 565, PH: 6238247458, 7907969029

[www.munnarchocolatefactory.com](http://www.munnarchocolatefactory.com) [chomunnar@gmail.com](mailto:chomunnar@gmail.com)

27/11/2022

Jibiya Jacob

MUNNAR CHOCOLATE FACTORY

Althara Junction, Anachal, 685565

[www.munnarchocolatefactory.com](http://www.munnarchocolatefactory.com)

6238247458

Dear Jibiya Jacob

We are pleased to offer you the position of Accountant at Munnar Chocolate Factory. We feel confident that you will contribute your skills and experience towards the growth of our organization. Topper

As per the discussion, Your starting date will be on December 1. Please find the employee handbook enclosed herewith which contains the medical and retirement benefits offered by our organization.

Please confirm your acceptance of this offer by signing and returning the copy of this offer letter.

We look forward to welcoming you on board.

Sincerely,

For Munnar Chocolate Factory

Sanu Raghav

Manager MCF





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2023

Jijimol Johny



**Offer for the position of "Associate-Developer" Omnex Software Solutions Pvt. Ltd. - Ms. Jijimol Johny , DOJ: 8th August 2022**

1 message

Anoop Ajayan <aaajayan@omnex.com>

Tue, 2 Aug, 2022 at 6:16 pm

To: jijimoljohny123@gmail.com <jijimoljohny123@gmail.com>

Cc: Indrani Nandy <inandy@omnex.com>, Vanitha Jayakumar <vjayakumar@omnex.com>, RS Sabu <rssabu@omnex.com>

Ms. Jijimol Johny

**Sub: Offer for the position of "Associate-Developer"**

Dear Jijimol Johny,

Congratulation! We are pleased to confirm you that, you have been selected to work for Omnex Software Solutions Pvt. Ltd. We are delighted to make you the following job offer. OMNEX Solutions Pvt. Ltd. wishes to hire you for the post of "Associate-Developer" for our Chennai office. Your remuneration package (TTC) would be Rs. **3,00,004/-** per annum. Your date of joining is on or before **8<sup>th</sup> August 2022**.

Yearly Cost to Company and Salary Structure (CTC)			
Sl.	Head	Monthly	Yearly
A.1	Basic	13,000	1,56,000
A.2	HRA	6,500	78,000
A.3	Spl Allowance	1,600	19,200
A.4	Conveyance	1,215	14,580
Gross, Sub-Total (A)		22,315	2,67,780
B.1	Employer Contribution to PF	1560	18,720
B.3	Gratuity Act (As Per Gratuity, Act 1972)	625	7,504
B.3	Medical, Yearly Insurance Premium (Insurance Cover 2,00,000)	500	6000
Gross, Sub-Total (B)		2,685	32,224
<b>Grand Total CTC (A+B)</b>		<b>25,000</b>	<b>3,00,004</b>



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2023

Jijimol Johny1

For processing the appointment letter (hard copy), please revert the below mentioned documents (scan copies along with self-attested).

- Scan copy of Educational certificates (10+12+Graduation), Post-Graduation (if any).
- Passport size photo.
- Self Attested Copy of Adhaar
- Self Attested Copy Of PAN Card

You are hereby required to reply with your concurrence as token of your acceptance and send back to us. Formal appointment letter, employment agreement, etc will be given to you upon joining.

Welcome once again. We are confident that you will be able to make a significant contribution to the success of our company and look forward to working with you. We hope our relationship will be pleasant, profitable and mutually beneficial.

Thanks & Regards

Thanks & Regards



Digitalization of Quality

Follow us on



Anoop A

HR-Executive

OMNEX SYSTEMS

[aaajayan@omnex.com](mailto:aaajayan@omnex.com)

M: +91 8520819146

Off: +918925664999

[www.omnexsystems.com](http://www.omnexsystems.com) | [www.omnex.com](http://www.omnex.com)

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2023

Jijo Jayaraj



## MARTHOMA COLLEGE FOR WOMEN, PERUMBAVOOR

(Affiliated to Mahatma Gandhi University, Kottayam, Re-Accredited By NAAC with B+ Grade)

Kerala 683 542

☎ 0484 2522723

Mob : 9446438500

Email : mtcwpr@yahoo.in

MANAGER

No. 06/APP/TS/2022-23

പേരാം നമ്പർ : 6

(മഹാത്മാഗാന്ധി സ്റ്റാറ്റൂട്ട് ചാപ്റ്റർ 45 ലെ 15 & 50 ക്ലോസ്)

നിയമന ഉത്തരവ്

സ്ഥലം : പെരുമ്പാവൂർ  
തീയതി : 30/01/2023

സർകർത്താവിന്റെ ഒപ്പ്

വധം, ജീവജാല ജന്മരക്ഷ, കരിത്തലയ്ക്കൽ റീട്, മാക്വവ പി.ഒ. ചിന്നാർ, ഇടുക്കി, എന്ന ആളിനെ സ്ഥിര നിയമനത്തിൽ അസിസ്റ്റന്റ് പ്രൊഫസ്സർ ആയിരുന്ന വധം പ്രിയ കാർപ്പൻ രാജീവേഷ് മൂലമുണ്ടായ സ്ഥിര തസ്തികയിലേക്ക് 57,700-1,82,400 (അക്കാദമിക് ലെവൽ 10) എന്ന സ്കെയിലിൽ 57,700/- രൂപ അടിസ്ഥാന ശമ്പളത്തിൽ ഹിസ്റ്ററി വിഭാഗം അസിസ്റ്റന്റ് പ്രൊഫസർ ആയി പെരുമ്പാവൂർ മാർത്തോമ്മാ വനിതാ കോളേജ് എന്ന സ്ഥാപനത്തിൽ 30/01/2023 തീയതിയിൽ നിയമിച്ചു ഉത്തരവാകുന്നു.

മഹാത്മാഗാന്ധി സർവ്വകലാശാലയുടെ 1985 ലെ സ്റ്റാറ്റൂട്ടിലെ നിയമങ്ങൾ, ചട്ടങ്ങൾ അനുസരിച്ചും സർക്കാർ നിയമങ്ങൾ സംബന്ധിച്ച് അതതു കാലങ്ങളിൽ ഉണ്ടായിട്ടുള്ള ഉത്തരവുകൾ അനുസരിച്ചും ഇത് സംബന്ധിച്ച് ഉത്തരവുകൾ പുറപ്പെടുവിക്കാൻ അധികാരപ്പെടുത്തിയവരുടെ തുടർന്ന് വരുന്ന ഉത്തരവുകളും അനുസരിച്ചായിരിക്കും ഈ നിയമനം.



മാനേജർ  
Rt. Rev. Dr. Joseph Mar Barnabas  
Suffragan Metropolitan  
Manager  
Mar Thoma College For Women  
Perumbavoor - 683 542



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5<sup>th</sup> CYCLE  
2023

Jilna Mary Pius



phone: +91 484 2989101  
email: [info@dinerotechlabs.com](mailto:info@dinerotechlabs.com)

Date: 17<sup>th</sup> May 2023

## To Whomsoever It May Concern

This is to certify that Ms. Jilna Mary is employed with us as a Content writer in the Digital Marketing Department, from February 21<sup>st</sup>, 2022 . During the period of her assignment, we found her sincere, hardworking and a keen learner.

For Dinero Tech Labs

Sumi J Menachery

Director

---

Trine Tower, Floor 2, Seaport Airport Road, Kakkanad, Kochi - 682021  
[www.dinerotechlabs.com](http://www.dinerotechlabs.com)



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2023

Jisin Joseph

## MULAVARICKAL GROUP

FACILITY MANAGEMENT SERVICES & SUPPLY CHAIN LOGISTICS

Corporate Office : Arcadia Piazza, Mulavarickal Estate Building, Ashokapuram P.O., Aluva, Kerala - 683 101  
Ph. : 99475 40001 / 914842838115 :: Email - [contact@mpdgroupmail.com](mailto:contact@mpdgroupmail.com)

### JOB OFFER LETTER

Date: 17/01/2023

Ref

MULAVARICKAL GROUP

Dear,

JISIN JOSEPH

Kanappilly House

Neericode P O

Ernakulam-683511

We're delighted to extend this offer of employment for the position of entry level recruiter non IT with MULAVARICKAL GROUP Please review this summary of terms and conditions for your anticipated employment with us.

If you accept this offer, your start date will be 16-02-2023 or another mutually agreed upon date and you would report to manager Mrs. Sunitha Sajeev

Please find attached the terms and conditions of your employment, should you accept this offer letter. We would like to have your response by 15-06-2023. In the meantime, please feel free to contact me or [sunitha@mpdgroupmail.com](mailto:sunitha@mpdgroupmail.com) via email or phone at 9947540009, if you have any questions.

Your probation period will be 3 months (subject to extension) and your continuation of service will be based on your performance appraisal and at the pleasure of Management.

Your per month salary as a probationary with our firm will be INR 8000/-

We are all looking forward to having you on our team.

Best regards,

Admin Manager/Operation Manager

Received  
17/01/2023  
JJS

Facility Management, Security Services, Temporary Staffing, Logistics  
Email : [www.mulavarickalgroup.com](http://www.mulavarickalgroup.com)

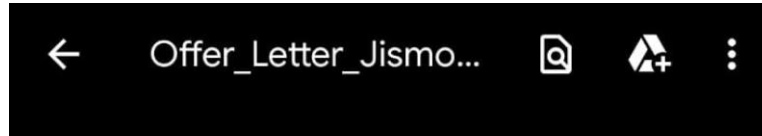


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Jismon Roy



## DRD Communications and Software Private Limited

303, 3<sup>rd</sup> Floor, Building No. SCK - 01, SmartCity,  
Kakkanad, Kochi - 682042, Kerala, India.  
Phone: 0484 - 2970335  
CIN: U72200KL2015FTC038205

Ref: DRDCS/HR/2022-23/063

Date: 18-Aug-2022

**JISMON ROY**  
Kadmbattuparambil (H)  
Pariyaram P.O.  
Chalakyady  
Thrissur  
Pin - 680721

Dear Mr. Jismon,

**Sub: Letter of Offer and Terms of Employment**

Thank you for exploring career opportunities with DRD Communications And Software Private Limited (DRDINDIA). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You are selected for the position of **Asst. Software Engineer (Trainee), Band VIBGYOR**. Your annual CTC including all benefits will be **Rs.2,48,871/-**.

Please get in touch with the DRDINDIA - HR Manager / Induction officer within 7 days and confirm your acceptance of this offer by signing and returning Annexure 2 of this letter. Your date of joining shall be **23<sup>rd</sup> August 2022**. Annexure 3 provides the contact details of DRDINDIA offices.

Please note that this offer will lapse if it is not accepted within 7 days. In the event of any delay in your acceptance of this offer, DRDINDIA shall have the sole discretion to determine if this offer is open to you.

As discussed, you shall join DRDINDIA on or before **23<sup>rd</sup> August 2022**. If you fail to join by the said date this offer shall stand cancelled.

DRDCS/HR/LF/1

1 | Page

Corporate Office: DRD Communications, No.1, Croydon, 12-16 Addiscombe Road, Croydon, Surrey, CR0 0XT, United Kingdom



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Jismy Baby

**CHEMMANUR CREDITS AND INVESTMENTS LIMITED**  
Registered Office: Mangalodhayam Building, Round South, Thrissur - 680001, Kerala  
Tel: 0487-6621200, 2424010 | mail@chemmanurcredits.com | www.chemmanurcredits.com  
CIN: U65923KL2008PLC023560

HRD/AL/8/6529/1005149  
07/08/2023  
To,  
**Ms.Jismy Baby K B**  
**Kaiparambadan (H)**  
**Nayathode**  
**P.O Angamaly**  
**Ernakulam**  
**India**

Sub: **Appointment Order**

Dear **Ms.Jismy Baby K B**,

On considering the relevant materials on record, the Management is satisfied on your having the prerequisite eligibility criterion for appointment as sought for and thereon decided to extent you an opportunity to be tried as **Probationer** status. Management considers you as valuable asset to be used for mutual goals, mutual rewards and mutual responsibilities for greater human resource performance and thus for better organizational achievements.

Your assignment as **Customer Care Executive** will be regulated by the terms and conditions given below, besides the mandatory provisions applicable through the Company orders as they exist at present or as may be amended or modified in future. You will be reporting to **BRANCH MANAGER**



Jissa Wilson



## OFFER OF APPOINTMENT

Ref: HRD/2022/IND/Offer/1435

Date: October 19, 2022

To,

Jissa Wilson  
Kanjithara House Puthuvype po(South),  
Ernakulam,  
PIN:682508

Dear Jissa,

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in Orion India Systems Private Limited (the "Company") on the terms and conditions detailed in this letter under **Annexure A** hereto.

1. **OPPORTUNITY, DESIGNATION AND DATE OF JOINING:**

Your will be appointed as **Associate Engineer** with the Company with effect from **November 21, 2022** (the "Effective Date").

2. **SALARY:**

Your Salary will be as detailed under **Annexure C** to this letter (the "Salary").

3. **DOCUMENTS:**

On the date of appointment, you are required to furnish the documents as described under **Annexure B** to this letter.





Jissa Wilson8



## ANNEXURE B DOCUMENTS REQUIRED

### A. Immediately (Scanned)

- UG/PG Degree certificates;
- Marks cards/transcripts;
- Experience and relieving letters from previous employers;
- Five (5) passport size photographs;
- Two (2) photocopies each of your educational certificates, experience certificates, last drawn salary slip and proof of your age;
- Please show the original of the above certificates for verification;
- A copy of your valid passport; and
- Address proof.

### B. Training will be given for the specified skill set you have been employed for.

### C. Employment Background Verification

The Company is committed to provide a safe and productive working environment. Therefore, as part of the hiring process you will be required to successfully complete an employment background verification prior joining. Please note that in the event of failure in background verification will result in withdrawal of your offer of employment.



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2023

Jithin Varghese



19-May-2022

Dear Jithin Varghese,  
B.Sc, Computer Science  
Union Christian College, Aluva

Candidate ID – 21303918

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 252,000/-. This includes an annual target incentive of INR 12,000 /- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.284,111/-. This includes an annual target incentive of INR 12,000/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.


This offer from Cognizant is valid for only 15 days and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

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03/12/2022



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2023

Jithin Varghese7



contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

#### 11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

#### 12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

#### 13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

#### 14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.


#### 15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or

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2023

Jithun N M



Date : 19/10/2022

# TITAN\_CE  
Emp Name : Jithun N M  
Corp ID : E020

To,  
Jithun N M

PRIVATE & CONFIDENTIAL

Dear Jithun,

## CONTRACT OF EMPLOYMENT

Congratulations! Further, to your acceptance for employment with us and preceding the selection processes held, we are delighted to offer you the role of **Wordpress Developer** at Titan Tech Emirates Pvt Ltd (The "company") (your employer), based at Cochin, in effect from **Nov 1st, 2022**.

Your Total Gross Salary as applicable has been detailed in the Annexure to this letter. We request you to carry a signed copy of the offer letter on the day of your joining as a token of your acceptance. Welcome to Titan Tech India Pvt Ltd. We wish you a long, gratifying and fulfilling career.

Yours sincerely,  
Sruthy Sreekumar  
Manager – Human Resources



Titan Tech Emirates Pvt Ltd

First Floor, Thapasya Building, Infopark, Kochi, Kerala, 682030  
Website: [www.titantechemirates.com](http://www.titantechemirates.com)



Jithuraj Raveendran

DATAFLOAT TECHNOLOGIES INDIA PVT LTD  
CIN: U72900KL2007PTC020784



HRD/OL/2022/08/009

26-August-2022

## Appointment Offer

To,  
Mr. Jithuraj Raveendran  
Mangalath(H), Kidangoor P.O.,  
Angamaly 683572.

Dear Jithuraj,

Following our interview, we are delighted to offer you the position of **Junior Software Trainee**, subject to following terms and conditions.

### 1. Place of Work

Your normal place of work will be at the office of Datafloat Technologies India Pvt Ltd, 11-A, Trans Asia Cyber Park, Infopark SEZ Phase - II, Kochi, Kerala.

### 2. Joining Requirements

I look forward to your starting your assignment on **29.08.2022**. You will have to bring 4 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates, work experience letters and the latest pay stubs on the joining date.

### 3. Salary and benefits

Your CTC at the start of your employment in the role of **Junior Software Trainee**, including all allowances will be **Rs 2,17,518.00** per year. Refer Annexure for the splits.

### 4. Increments and promotions

You will be eligible for timely salary increments, the value of which will depend on your performance and contribution. Increments will be decided at the time of appraisal being carried out by your superior. General remuneration reviews will also be conducted to ensure that the remuneration of Datafloat employees always match the best in industry. Promotions to higher grades will depend primarily on your performance and potential, and also on the availability of vacancies. Being a growing organization, there will be opportunities for the ideal candidates to quickly raise to higher responsibility positions.

DATAFLOAT TECHNOLOGIES INDIA PVT LTD  
CIN: U72900KL2007PTC020784  
Email: [hrindia@idcglobal.com](mailto:hrindia@idcglobal.com)  
Website: [www.datafloat.com](http://www.datafloat.com)

11-A, Tower 1, Trans Asia Cyber Park  
Infopark SEZ Phase-II, Ambalamedu P.O  
Puthencruz, Kochi – 682303  
Tel: (+91) 484 241 5161



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2023

Jithuraj Raveendran2

DATAFLOAT TECHNOLOGIES INDIA PVT LTD  
CIN: U72900KL2007PTC020784



## ANNEXURE

Employee Name : Jithuraj Raveendran  
Designation : Junior Software Trainee

	Per Month	Per Annum
<b>Monthly Components (A)</b>		
Basic Pay	5,700.00	68,400.00
Dearness Allowance	2,000.00	24,000.00
House Rent Allowance	3,000.00	36,000.00
City Compensatory Allowance	1,474.00	17,688.00
Transport Allowance	2,000.00	24,000.00
Statutory Bonus	1,909.00	22,908.00
<b>Total Gross Pay-(A)</b>	<b>16,083.00</b>	<b>1,92,996.00</b>
Employee's contribution to PF	924.00	11,088.00
Employee's contribution to ESI	91.00	1,092.00
Employee's contribution to Workers Welfare Fund	20.00	240.00
<b>Total Net Pay</b>	<b>15,048.00</b>	<b>1,81,668.00</b>
<b>Retirals (B)</b>		
Company's contribution to PF	924.00	11,088.00
Company's contribution to ESI	396.00	4,752.00
Company's contribution to Workers Welfare Fund	20.00	240.00
<b>Total-(B)</b>	<b>1,340.00</b>	<b>16,080.00</b>
<b>Other Benefits (C)</b>		
Health Insurance		4,000.00
Gratuity		4,442.00
<b>Total-(C)</b>		<b>8,442.00</b>
<b>CTC (A+B+C)</b>		<b>2,17,518.00</b>

Company Confidential - This communication is confidential between you and Datafloat Technologies Pvt. Ltd.

DATAFLOAT TECHNOLOGIES INDIA PVT LTD  
CIN: U72900KL2007PTC020784  
Email: [hrindia@idcglobal.com](mailto:hrindia@idcglobal.com)  
Website: [www.datafloat.com](http://www.datafloat.com)

11-A, Tower 1, Trans Asia Cyber Park  
Infopark SEZ Phase-II, Ambalamedu P.O  
Puthencruz, Kochi - 682303  
Tel: (+91) 484 241 5161



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2023

Joel K Saji



## Nirmala Arts & Science College

Nirmala Hills, Mulanthuruthy P.O., Ernakulam - 682314, Kerala  
Tel: (0484) 3237752, 2739105. Email: nirmalaans@ymail.com  
(Affiliated to Mahatma Gandhi University, Kottayam)

### CERTIFICATE

Certified that Mr. Joel K Saji, MSc. Botany, Ankamaly, Ernakulam District, Kerala, served as Assistant Consultant under Dr. Justin R Nayagam (Consultant) in the development of "PLANT BIODIVERSITY DATA" of this college during the period November 01, 2022 to March 01, 2023, as a part of preparation of Experiential Learning Documents of this college. The program covered over 180 hours of field, laboratory work for the identification of plants, preparation of QR code enabled boards and its display. I wish him all success in his future ventures.

31.03.2023

Mulanthuruthy



*Dr. C.A. Geetha*  
PRINCIPAL

Dr. C.A. GEETHA  
Principal  
Nirmala Arts & Science College  
Mulanthuruthy - 682 314

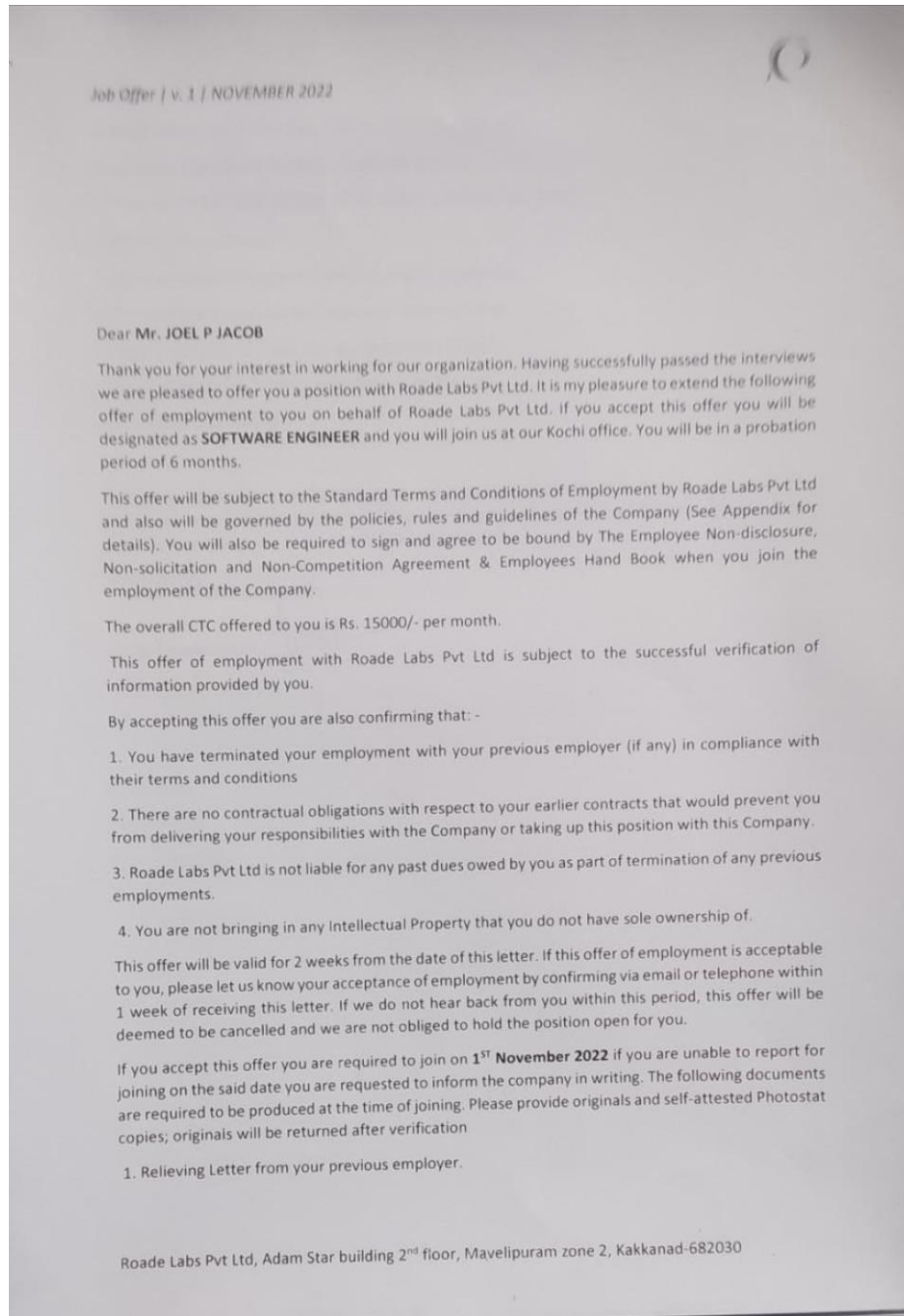


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2023

Joel P Jacob







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Affiliated to Mahatma Gandhi University, Kottayam, India

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2023

Jofiya Johnson





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2023

John Alias



## VISAKH ASSOCIATES Accountants & Tax Practitioners

KP.XVII/31ABC, Kambilly Road, Sastha Lane,  
Muppathadam Jn., Aluva - 683110

☎ : 9846408471  
📠 : 9846131224  
📞 : 0484 - 2532626  
Res. : 0484 - 2605122

E-mail: [visakhtax@gmail.com](mailto:visakhtax@gmail.com)

Ref: 11/2/2023

Date: 06-02-2023

### EXPERIENCE CERTIFICATE

We hereby certified that **Mr. JOHN ALIAS** S/o P.I Alias residing at Nambiyarathu Parayil House, Mekkad P.O, Mekkad, Nedumbassery, Ernakulam - 683 589 has joined our firm on 5<sup>th</sup> February 2018 as GST Section Clerk cum Accountant and has been with the firm for the period of 5 years from 05/02/2018 till 31/01/2023.

During his services with us we found that he was very-sincere, hard-working, trustworthy and very-obedient to the superiors and dedicated to the firm. Also certified that his conduct and character is very good. Throughout his service he has been proved his excellence in practical.

Wish him all success in future

VISAKH ASSOCIATES  
Accountants & Tax Practitioners  
XVII/31, Kambilly Road, Sastha Lane,  
Muppathadam, PO, Aluva - 683 110, KERALA.  
Ph: 0484-2532626, 9846131224, 9846408471

For

VISAKH ASSOCIATES

For VISAKH ASSOCIATES,  
(N. Madhusoodanan Pillal)

TAX PRACTITIONER

To,

**Mr. JOHN ALIAS**  
Nambiyarathu Parayil House  
Mekkad P.O, Mekkad  
Nedumbassery, Ernakulam  
Kerala - 683 589

We deal: GST, KGST, Income Tax Matters, Project Report, Finalisation of Accounts & Balance Sheet, SSI Regn., Financial Papers for Bank Loan, Partnership Deed, Computerised Accounting, E-filing, Subsidy and Margin Money, Pancad etc.



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2023

Jomin George

**COCHIN SPECIAL ECONOMIC ZONE (CSEZ)**  
KAKKANAD, KOCHI - 682 037

**PERMANENT ID CARD**  
(See Rule 70)

S. No. 7006

Date of Issue : 30/04/2023  
Valid upto : 29/04/2028

Name of the unit : Sutherland Global Services  
Name of the Pass holder : Jomin George  
Designation : Associate-CS Internet

Signature of Security Officer



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2023

Joseph P S



essentially synergic

Emsyne Technologies Private Limited

EMS/HRD/ST/2022-23

21 October 2022

Joseph P S  
Padayattil House  
Airport Junction nagar, Angamaly P.O  
Ernakulam  
Kerala  
Pin - 683572

Dear Joseph P S,

Congratulations! And welcome you to the Emsyne Software Engineering team.

We have pleasure in offering you the position of "Trainee-Software Engineer", subject to the following.

Your appointment will be effective from the date on which you report for duty. You are required to join duty, as early as possible, but not later than 21 October 2022 failing which this offer of appointment will automatically stand withdrawn.

You will be on probation for a period of 1 year from the date of joining.

Your annual compensation will start with Rs 3,00,000/- Components of the compensation is given in Annexure I. You will be entitled to receive performance variable incentive after 6 months of service at emsyne. And upon successful completion of probation period, you will be confirmed and will be eligible for salary enhancement varying from Rs.4,00,000/- to 5,00,000/- based on your overall performance and in tune with the Company norms.

You will be provided training from 25 August 2022 in ASP .Net, SQL at emsyne for a duration of one month.

During the period of your probation, your services may be terminated by either party giving the other, a 60 days' notice. It may be noted that the Company will be spending substantial resources for your professional training including costs incurred for Trainers, Computers, Internet facility, various monetary and non-monetary compensation etc. Accordingly, it is agreed that you will not leave the employment of the Company before the expiry of 2 years (i.e.1 year probation period plus 1 year permanent employment).

You will be required to sign an agreement to serve the Company for a period of 2 years from the date of joining.

Your employment is subject to satisfactory verification of your identity, address and educational qualification. You will be given a detailed Appointment order after the verification of the same.

4th floor, LULU Cyber Tower I  
Infopark, Kusumagiri P.O, Kakkanad  
Kochi-682 030, Kerala, India  
Tel : 0484 6677601  
emsyne@emsyne.com

[www.emsyne.com](http://www.emsyne.com)

11th floor, LULU Cyber Tower II  
Infopark, Kusumagiri P.O, Kakkanad  
Kochi-682 030, Kerala, India  
Tel : 0484 6677601  
emsyne@emsyne.com



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2023

Joseph P S1



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Emsyne Technologies Private Limited

## Annexure I

Components	Amount (Monthly)	Amount (Yearly)
Basic Pay	9,120	1,09,440
DA	2,262	27,144
CCA	1,200	14,400
Special Allowance	5,355	64,260
<b>Gross Salary(A)</b>	<b>17,937</b>	<b>2,15,244</b>
<b>Employer Contribution (B)</b>		
PF	1,366	16,392
Others	114	1,368
ESI	583	6,996
<b>Gross Cost to Company (A+B)</b>	<b>20,000</b>	<b>2,40,000</b>
<b>Variable Total - Annual (C)</b>		<b>60,000</b>
<b>Total CTC(A+B+C)</b>	<b>20,000</b>	<b>3,00,000</b>
<b>Employee Contribution (D)</b>		
PF	1,366	
ESI	135	
<b>Proposed Take Home(A-D)</b>	<b>16,436</b>	

At the time of joining, photocopies of the following documents should be submitted. Please carry the originals of documents for verification. Original documents will be returned to you after verification.

- Standard X/ XII mark sheets
- Degree certificate if available/Mark Sheets
- Special certifications if any
- PAN Card, Voter Id, Driving License & Passport
- E Aadhar
- Recent passport size photograph-2 Nos
- Passbook of your savings account

Yours sincerely,

K N C Nair  
C E O

I agree and accept the terms and conditions of my prospective employment as mentioned above.

Signature:

21/10/2022  
Date:

4th floor, LULU Cyber Tower I  
Infopark, Kusumagiri P.O, Kakkanad  
Kochi-682 030, Kerala, India  
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2023

Josph Bejoy Pj

Public Authority of Manpower  
STATE OF KUWAIT

EMPLOYMENT ID هوية عمل

Name: جوسيف بيجوى جونى بينكزب  
JOSFPH BEJOY JOHNY PUNNAKKAP

Civil ID No.: 296060702042

Job: بيع

Qualification: البرامج والمؤهلات الأساسية

الإسم: جوسيف بيجوى جونى بينكزب  
الرقم المدني: 296060702042  
المهنة: بيع  
المؤهل: البرامج والمؤهلات الأساسية  
حالة إذن العمل: فعالة

المدير العام

License Civil ID : 3974376

License Name: شركة مركز نور المستقبل لاجهزة الكمبيوتر

License Type: عادي - وزارة التجارة والصناعة

Work Permit Issue Date: 15-11-2022

Work Permit Expiry Date: 14-11-2023

License Expiry Date: 15-09-2025

License Address: 15293854

الرقم المدني للترخيص: 3974376  
اسم الترخيص: شركة مركز نور المستقبل لاجهزة الكمبيوتر  
نوع الترخيص: عادي - وزارة التجارة والصناعة  
تاريخ بداية إذن العمل: 15-11-2022  
تاريخ انتهاء إذن العمل: 14-11-2023  
تاريخ انتهاء الترخيص: 15-09-2025  
الرقم الآلي لل عنوان: 15293854  
عنوان الترخيص: محافظة الجهراء - الجهراء - قطعة 002 - قسيمة 002124 - شارع  
2 جاده 1 - وحدة 00012 - الرقم الآلي للمبنى 91941147



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2023

Josphin Antony

## alight

16/03/2023

Josphin Antony  
Anpathinchira (H), S63, SRA road, Choondy

Aluva  
India  
683112

Dear Josphin,

Further to our previous discussions, we are pleased to offer you an appointment with NGA HR India Private Limited ("Company") as per the terms and conditions mentioned below.

### 1. Appointment

1.1 During the course of your employment, you will be governed by the rules, regulations and other company policies (together the "Company Policies") as enforced and as may be amended from time to time and accessible to the employees via the Company's intranet.

1.2 Subject to your accepting this letter and your reporting to duty on or before 03/04/2023, your appointment will be effective from the date of joining.

1.3 You will be required to report to our office at IN-KL-Kochi-Carnival Infopark. You will be reporting to such person as may be indicated to you from time to time. However, your services are transferable and you can be seconded or deputed by the Company to any of its operations or operations of its associate companies in or abroad. The Company further reserves the right to transfer your employment to any other company or legal entity, as part of any transfer of undertaking of the Company or as part of any restructuring or amalgamation or such other plan implemented by the Company or by which the Company is bound, on such terms and conditions as applicable to such plan.

1.4 Your appointment is subject to the verification of your credentials, testimonials and other particulars mentioned by you in your application for employment made to the Company. If the particulars given by you are the opinion of the Company in any way found to be inaccurate or misleading and/or it is found that you have not disclosed the necessary and required information, your employment shall be automatically revoked, and your services will be terminated with immediate effect.

### 2. Probation & Confirmation

2.1 You shall be on a probationary period of 180 days from the date of joining. During this period, your performance will be reviewed and if found satisfactory your employment will be confirmed on completion of this period, unless otherwise communicated by the Company. The Company, at its sole discretion can confirm your employment before the expiry of the probationary period and any such confirmation shall be duly communicated to you in writing. In the event the Company, at its sole discretion, extends the term of probation for such a period as it may deem fit, any such extension of probation shall be duly communicated to you in writing. Your performance will be continuously evaluated during such extended probationary period and if found satisfactory, your employment will be confirmed in writing on completion of this period.

### 3. Working Hours

3.1 Your working hours will be as advised to you by your superiors from time to time and you may be expected to work beyond



Josphin Antony6

## alight

Reimbursement of Internet use for business proposes: As per the Company Policy

\*Basic is a fully taxable component and is used as the base to compute other salary components such as Housing Rent Allowance, PF & Gratuity.

\*\* The Company's contribution to Provident Fund @ 12% of Base salary + Dearness Allowance

\*\*\*\* Subject to change

\*\*\*\*\* Cash in lieu (in case the benefit is not availed) is not payable.

\*\*\*\*\* Payment subject to bill submission and applicable taxes.

Maternity Benefits (including Adoption and Commissioning):

All women employees are entitled to maternity benefits as per Maternity Benefits Act 1961, and as may be amended, if they have worked for a period of not less than 80 (eighty) days with the company in the 12 (twelve) months immediately preceding the date of the expected delivery. The Company grants paid maternity leave of 26 weeks (for the first 2 children) which the employee can avail depending upon pre/ post -delivery requirement. Salary during the maternity leave period shall be paid out as per regular payroll cycle followed by the organization.

### Leave Type Description

#### Maternity Leave

Colleagues are entitled to 26 weeks (182 calendar days) of paid ML. This leave is payable for the period of their actual absence and may commence from:

- 8 weeks immediately preceding the expected date of delivery; or
- From the date of her delivery, if the colleague does not avail 8 weeks of leave preceding the expected date of her delivery, she can avail that leave following the date of actual delivery, provided the total leave period does not exceed 26 weeks.

In case a female colleague has two or more surviving children, the leave benefit will be 12 weeks starting from a date not earlier than from 6 weeks before the expected date of delivery or from the actual date of her delivery.

#### Additional Maternity Leave

Colleagues are entitled to an additional 30 calendar days of paid leave if they suffer from

- an illness arising as a result of
- the pregnancy
- delivery of the child
- premature birth of child
- Miscarriage or medical termination of pregnancy
- Tubectomy operation

The colleague may avail this additional paid leave either prior to or after the date of her delivery, by providing a written request and supporting medical documents to the reporting manager, at least 30 days prior to the expiry of the ML of 26 weeks as stated above.

The colleagues may split these leaves in two blocks of 15 days or in one go but not exceeding the maximum of 30 days and may avail it at any point during the pregnancy or in continuation of the maternity leave





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2023

Josphin Soji

Gridlex Services Pvt Ltd,  
8-2-293/82,  
Plot No-101/A, II Floor,  
Journalist Colony, Road No 70,  
Jubilee Hills, Hyderabad - 500033

## GRIDLEX

June 8<sup>th</sup>, 2023

Dear Josphin Soji,

I am happy to extend the following offer of employment to you. This letter will confirm the terms of your offer of employment with **Gridlex Services Pvt Ltd** or a related entity ("the Company"). Such terms are as follows:

- Position and Responsibilities:** You are appointed as a "UI/UX Designer" with anticipation start date on or before **3<sup>rd</sup> July, 2023**. You will assume and discharge such responsibilities as are commensurate with such a position for which we believe you are well qualified. You will initially be based at the **Hyderabad** office of the Company but may be transferred to other locations in India or abroad as well and you have a valid passport and the Company is entering into this agreement based on this representation.
- Compensation:** In consideration of your services, you will be paid compensation where the cost to the company will be **Rs 35,000/-** per month (**annualized Rs. 4,20,000/-**). The salary will be payable monthly in accordance with the Company's standard payroll practices. Your salary and cost to the company will be reviewed annually by the appropriate management of the Company in accordance with our review guidelines. In addition, to the base salary, you will be entitled to the incentive program of the company which will be discussed and communicated upon joining.
- Introductory & Probationary Period:** The initial two month of your employment will be on a probationary basis to give both the Company and yourself the opportunity to mutually assess the suitability of the employment relationship. At the end of this period your manager will conduct a review with you and if your performance has been satisfactory your employment will be confirmed.

Reg Off: 502, KAARNIK TOWERS, KHAIRTABAD HYDERABAD - 500004

CIN: U72200TG2017PTC119477 Phone: 040-23313648, 040-23313649 Email: [info@gridlex.com](mailto:info@gridlex.com) Website: [www.gridlex.com](http://www.gridlex.com)



Josphin Soji5

Gridlex Services Pvt Ltd,  
8-2-293/82,  
Plot No-101/A, II Floor,  
Journalist Colony, Road No 70,  
Jubilee Hills, Hyderabad - 500033

## GRIDLEX

- d) you become unable, due to illness (whether physical or mental), to properly and effectively perform your duties as provided hereunder for a period or periods totaling thirty (30) working days in any consecutive period of six (6) months;
  - e) you expressly or by implication repudiate this agreement;
  - f) you act in such a way (whether or not in the course of your employment) as to bring the Company or its subsidiaries into disrepute;
  - g) you are convicted of a criminal offence (this does not include a motoring offence unless it results in imprisonment);
  - h) you are charged with or convicted of an offence involving moral turpitude; or
  - i) you are declared bankrupt or enter into a composition or arrangement for the benefit of your creditors.
12. **Company Property:** On the conclusion of your employment, for any reason, you will return to the Company all Company property in your possession or control.
13. **Governing Law:** This agreement shall be governed by the laws of India Irrespective of its conflict of law provisions.
14. **Dispute Resolution:** Any disputes under this agreement shall be subject to the exclusive jurisdiction of the courts of Hyderabad.

This offer of employment is contingent upon (a) successful completion of a routine background/reference check, (b) securing an export license from the U.S. federal government, if required (to ensure Gridlex's compliance with U.S. export control laws and regulations), and (c) your signing The Company's Employee Proprietary Information and Inventions Agreement. This offer also is contingent upon your ability to show proof of your identity and legal right to work in India.

Reg Off: 502, KAARNIK TOWERS, KHAIRTABAD HYDERABAD – 500004

CIN: U72200TG2017PTC119477 Phone: 040-23313648, 040-23313649 Email: [info@gridlex.com](mailto:info@gridlex.com) Website: [www.gridlex.com](http://www.gridlex.com)



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2023

Jyothis Raj D



06 September 2022

**Jyothis Raj D,**  
Konnamparambil,  
North Aryad P.O,  
Alappuzha - 688538.

Dear **Jyothis Raj D,**

Thank you for exploring career opportunities with **NeST Digital (P) LTD.**

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 '**Software Engineer Trainee**' with annual compensation of **INR 350000 Per Annum (Three Lakh Fifty Thousand per annum)** and a **retention bonus of INR 100000 (One Lakh)**.

Your date of joining will be on **12 September 2022.**

Your employment continuation with NeST is subject to you clearing your final examination successfully. All new joiners except those who have completed their graduation in 2020 and 2021 should produce their final examination mark list and Graduation certificate at the time of joining. Those who have appeared for the final exam and awaiting your results shall submit the mark list till the last semester during the time of joining and the final semester mark list and graduation certificate within 6 months of joining. Should you not clear your graduation with a pass certificate, your employment with NeST Digital stands void.

Kindly confirm your acceptance of this offer within 2 days or else this offer will be automatically withdrawn.

We are excited to have you join our team!

Sincerely,

**Dileep Choyappally**  
Vice President & Head - HR




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2023

Kannan



CrossCipher Technologies Private Limited  
Reg Off: AJ Arcade, 34/936-1, Kannamkulangara  
Thrissur – 680007 Kerala, India  
+91 702 592 4468

**Date: October 28, 2022**

**Kannan A G**  
Ambadi  
Kuthirapanthu P.O  
Thazhava North  
Kollam ,PIN-690523  
Kerala, India

**Subject: Appointment for the post of "Security Analyst Intern"**

Dear Kannan,

With reference to your application, and the subsequent interview you had with us, we are pleased to offer you the position of "Security Analyst Intern" with CrossCipher Technologies located at Thrissur, Kerala, India. effective from 7th November 2022.

You will be paid a remuneration of INR 10,000.00 per month (All inclusive) during your probation period of 3 months. Upon confirmation of your employment, your revised salary would be INR 15,000 per month.

On acceptance of the terms and conditions as per the letter of appointment, either party can terminate the services, by giving two months' notice to the other. The management reserves the right to recover the salary in lieu of notice period or shortfall in the notice period. You shall not be eligible to avail leave during the notice period.

If your performance or conduct is not satisfactory, the management reserves its right to terminate your services without notice at any time during your service with the company.  
Your individual remuneration is purely a matter between yourself and the Company. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

You will devote your full time and attention exclusively to the duties entrusted to you from time to time by the Company. You will not work for any person or company in any capacity during your tenure in this organization without obtaining prior permission of the Company in writing.

You agree to work in any shift as may be directed by the Management from time to time depending on the work requirements. Our normal working days are from Monday to Friday.

---

GSTIN: 32AAKCC4295A120  
CIN: U72900KL2022PTC075112

CrossCipher Technologies Private Limited.  
INDIA | SWITZERLAND | SINGAPORE

[www.crosscipher.com](http://www.crosscipher.com)  
[hello@crosscipher.com](mailto:hello@crosscipher.com)

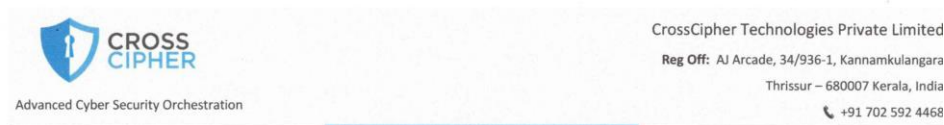


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5<sup>th</sup> CYCLE  
2023

Kannan2



## Terms & Conditions

**Payroll Schedule:** Your salary will be paid to you on 28th of every month, less required deduction, if any.

**Confidentiality:** Your offer of employment is conditional upon your acceptance and observance of company confidentiality policy. As an employee of CrossCipher, you will have access to specific company confidential information, and you may, during your employment, develop certain information, ideas, inventions, which will become the property of CrossCipher. We wish to impress upon you that we do not want to bring with you any confidential or proprietary material of any former or to violate any other obligation to your previous employer. Also, you present that you are not subject to any restrictions that prevent you from working for CrossCipher.

**Probation / Review Period:** You will be on a probation period for six (3) months. Based on your performance, your services will be confirmed with the company in writing after six (3) months. At the end of six (3) months, your continuing employment status will be reviewed. Increases in your salary are not automatic but will be based on factors such as your performance, your experience and skills, and the budget and financial requirements of the Company.

**Job Responsibilities:** Your position title is merely indicative of the responsibilities you will be required to perform. The Company may, at its discretion, require you to play any administrative, or other functions, and you will be responsible for the performance of such tasks as assigned from time to time by the Company.

**Leave:** You are entitled to:

**Sick Leave:** 12 Calendar Days per fiscal year

**Annual Leave:** 12 Calendar days per fiscal year

**Public/Festival Holidays** as declared by the Company.

**Termination of services:** You may terminate your services to the Company by giving two months' notice in writing.

We look forward to your joining the CrossCipher team. We are confident that you will enjoy working with us, learn and deliver.

GSTIN: 32AAKCC4295A1Z0  
CIN: U72900KL2022PTC075112

CrossCipher Technologies Private Limited.  
INDIA | SWITZERLAND | SINGAPORE

[www.crosscipher.com](http://www.crosscipher.com)  
[hello@crosscipher.com](mailto:hello@crosscipher.com)



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SSR  
5<sup>th</sup> CYCLE  
2023

Karthik S Salish



19-May-2022

Dear **Karthik S Salish**,  
B.Sc, Computer Science  
Union Christian College, Aluva

Candidate ID – 21303836

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **252,000/-**. This includes an annual target incentive of INR **12,000 /-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **Rs.284,111/-**. This includes an annual target incentive of INR **12,000/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of **60%** aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only **15 days** and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (If offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

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Karthik S Salish7



contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

#### 11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

#### 12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

#### 13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

#### 14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

#### 15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or

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SSR  
5<sup>th</sup> CYCLE  
2023

Karthika Krishnan



## OFFER LETTER

**Ms. Karthika Krishnan**  
[karthikakrishnan2526@gmail.com](mailto:karthikakrishnan2526@gmail.com)  
Kerala, India

Dear Karthika,

**Congratulations!!**

We are pleased to offer you an Employment with **M/s Seer Dynamics Consulting Private Limited** based on the discussions you had with us, and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You will be designated as **Application Analyst** and will be working remotely.
2. Your date of commencement of Employment will be communicated to you upon the confirmation of this offer letter.
3. You will be entitled to receive compensation and benefits CTC of INR 1,82,400 P/A (INR One Lakh Eighty Two Thousand Four Hundred Only) as per the enclosed Schedule 2.
4. After the completion of 3 months training, your salary will be revised to INR 2,42,400 P/A
5. You will be reporting to the Business Head.
6. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
7. You will be on probation for a period of six months from the date of joining.
8. You will be having a notice period of 60 days before the termination of the employment contract.
9. If you decide to accept the offer, you are required to return a signed copy of the offer letter on or before **27<sup>th</sup> June 2022**
10. Job responsibilities would be assigned by your reporting head.
11. Upon Acceptance of the offer, you will be given all the required list of documents necessary for Joining.

Looking forward to a long and mutually beneficial career with us.

Yours truly,  
**For M/s Seer Dynamics Consulting Private Limited**

\_\_\_\_\_  
**Shameem Sayyid**  
Business Head

CIN: U72900PN2021PTC199888 | Registered Office: Bldg. C2 FL 1603, Kingsbury Charoli, Pune, India 412105  
Website - [www.seerdynamics.com](http://www.seerdynamics.com) | Email: [info@seerdynamics.com](mailto:info@seerdynamics.com)





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5<sup>th</sup> CYCLE  
2023

Kaveri S

WEBSITE: [www.keralapsc.gov.in](http://www.keralapsc.gov.in)  
E-MAIL: [kpsc.psc@kerala.gov.in](mailto:kpsc.psc@kerala.gov.in)

Telephone No: 0471-2546351

**KERALA PUBLIC SERVICE COMMISSION**

No. RIC(1)2380/2021/GW

Thiruvananthapuram  
Date: 11.08.2022

From

The Secretary,  
Kerala Public Service Commission,  
Thiruvananthapuram - 695 004.

To

2. KAVERI S

Sir/Madam,

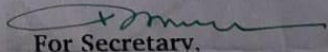
Sub: - Advice for appointment as ICDS Supervisor on ₹ 26,500-56,700/- in the Woman and Child Development Department.

\*\*\*

You are informed that you have been advised for recruitment as ICDS Supervisor on ₹ 26,500-56,700/- in the above Department against OC Turn. The selection is subject to Rule 3(c) and 10 (b) of the Kerala State and Subordinate Service Rules, 1958.

Further instructions will be issued to you in due course by the above Department.

Yours faithfully,

  
For Secretary,  
Kerala Public Service Commission

N.B. :- 1. If posting orders are not received from the above department within a period of months from the date of this letter, the fact may be intimated to this office.  
2 You are directed to produce original advice memo before the appointing authority the time of Joining Duty



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Kavya Joseph



## അക്വിനാസ് കോളേജ്

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ബി+ ഗ്രേഡോടുകൂടി നാക്ക് പുനർ അംഗീകരിച്ചത്  
കോട്ടയം മഹാത്മാഗാന്ധി സർവ്വകലാശാലയോട് സംയോജിപ്പിച്ചത്

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AC/GL/Eng/1/2022

12.09.2022

നിയമന ഉത്തരവ്

വിഷയം: അക്വിനാസ് കോളേജ് ഇടക്കൊച്ചിയിൽ -2022-2023 ലെ  
ഇംഗ്ലീഷ് വിഭാഗം അമിതി അധ്യാപിക നിയമനം  
സംബന്ധിച്ച്

- സൂചന: 1. G.O.(MS) No. 146/97/H.Edn. dtd. 17.10.1997  
2. 07/05/2022 ലെ തീയതിയിലെ മലയാള മനോരമയിൽ  
വന്ന പത്രപരസ്യം  
3. 13/06/2022 ൽ നടന്ന കുടിക്കാഴ്ച.

അക്വിനാസ് കോളേജിലെ ഇംഗ്ലീഷ് വിഭാഗത്തിൽ നിലവിലുള്ള  
താൽക്കാലിക ഒഴിവുകളിലേക്ക് താഴെ സൂചിപ്പിക്കുന്ന അമിതി  
അധ്യാപികയെ 12/09/2022 മുതൽ 31 / 03 / 2023 വരെ പ്രാബല്യത്തിൽ  
ബന്ധപ്പെട്ട കോളേജ് വിദ്യാഭ്യാസ വകുപ്പ് ഉപമേധാവിയുടെ സാധൂകരണത്തിന്  
വിധേയമായി നിയമിച്ചിരിക്കുന്നു. ജോലിയിൽ പ്രവേശിക്കുന്ന  
തീയതിയിൽത്തന്നെ 200/- രൂപ മുഖ്യമുള്ള മുദ്രപത്രത്തിൽ നിശ്ചിത  
മാതൃകയിലുള്ള ബോണ്ട് സമർപ്പിക്കേണ്ടതാണ്. കൂടാതെ യോഗ്യതാ  
സർട്ടിഫിക്കറ്റുകളുടെ 2 സെറ്റ് സാക്ഷ്യപ്പെടുത്തിയ പകർപ്പുകളും  
സമർപ്പിക്കേണ്ടതാണ്.

ക്രമ. നമ്പർ	പേര് & മേൽവിലാസം	ജനന തീയതി	വേതന നിരക്ക്	റിമാർക്സ്
1.	ശ്രീമതി. കാവ്യ ജോസഫ് പള്ളിപ്പറമ്പിൽ ഹൗസ് സി.എം.സി. 30 വെസ്റ്റ് ഓഫ് ചുടുകാട് ജംഗ്ഷൻ ചേർത്തല ആലപ്പുഴ 688524	21/07/1995	1750 / ദിവസം	

കുറിപ്പ്: വകുപ്പ് മേധാവി തന്റെ വകുപ്പിലെ സ്ഥിരം അധ്യാപകരുടെ ജോലി  
ഭാരം കഴിഞ്ഞുള്ള ജോലി മാത്രമേ അമിതി അധ്യാപകർക്ക്  
നൽകാൻ പാടുള്ളൂ.

പകർപ്പ് 1) എച്ച്. ഒ .ഡി .....(അമിതി അധ്യാപകരുടെ പ്രവർത്തന വിവരങ്ങൾ  
ടൈംടേബിൾ സഹിതം ഓരോ മാസവും 5 തീയതിക്കു മുൻപ്  
സാക്ഷ്യപ്പെടുത്തി സമർപ്പിക്കേണ്ടതും ആയത് പ്രിൻസിപ്പാൾ  
ചെയ്യേണ്ടതുമാണ്

*Allyan*  
MANAGER  
AQUINAS COLLEGE  
EDUCATION  
ALUVA - 682010

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aquinascollegemail@gmail.com



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2023

Kavya Joseph1

Office copy.

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## അക്വിനാസ് കോളേജ്

ഇടക്കൊച്ചി, കൊച്ചി - 682010  
ബി+ ഗ്രേഡോടുകൂടി നാക്ക് പുനർ അംഗീകരിച്ചത്  
കോട്ടയം മഹാത്മാഗാന്ധി സർവ്വകലാശാലയോട് സംയോജിപ്പിച്ചത്

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AC/Eng/GL/2022 09.11.2022

സ്വീകർത്താവ്

കോളേജ് വിദ്യാഭ്യാസ വകുപ്പ് ഉപമേധാവി  
എറണാകുളം

സർ,

വിഷയം: അക്വിനാസ് കോളേജ്, ഇടക്കൊച്ചി - 2022-2023 അധ്യായന വർഷത്തിൽ ഇംഗ്ലീഷ് പകരുടെ നിയമനാംഗീകാരത്തിനുള്ള രേഖകൾ - സമർപ്പിക്കുന്നത് - സംബന്ധിച്ച് -

ഈ കോളേജിൽ 2022-2023 അധ്യായന വർഷത്തിൽ ഇംഗ്ലീഷ് വിഭാഗത്തിലേക്ക് നിയമിതരായ അതിഥി അദ്ധ്യാപകരുടെ നിയമനാംഗീകാരവുമായി ബന്ധപ്പെട്ട രേഖകൾ അങ്ങയുടെ സൂക്ഷ്മ പരിശോധനയ്ക്കായി സമർപ്പിക്കുന്നു. നിയമിതരായ അദ്ധ്യാപകരുടെ വിശദ വിവരങ്ങൾ ചുവടെ ചേർക്കുന്നു.

നം	പേര്	കാലയളവ്
1.	ലയ കെ. ജെ.	01.09.2022 മുതൽ 31.03.2023 വരെ
2.	കാവ്യാ ജോസഫ്	12.09.2022 മുതൽ 31.03.2023 വരെ

മേൽ സൂചിപ്പിച്ച അതിഥി അദ്ധ്യാപകരുടെ നിയമനാംഗീകാരം എത്രയും വേഗം അംഗീകരിച്ച് ഉത്തരവാകണമെന്ന് അപേക്ഷിക്കുന്നു.

എന്ന്  
വിശ്വസ്തതയോടെ

ഉള്ളടക്കം: മേൽ ഉദ്ധരിച്ചത്

(ബ്രിജിറ്റ് ജീയി സി. ജെ.  
പ്രിൻസിപ്പാൾ - ഇൻ - ചാർജ്ജ്  
അക്വിനാസ് കോളേജ്, ഇടക്കൊച്ചി  
കൊച്ചിൻ - 682 010

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[aquinascollegemail@gmail.com](mailto:aquinascollegemail@gmail.com)

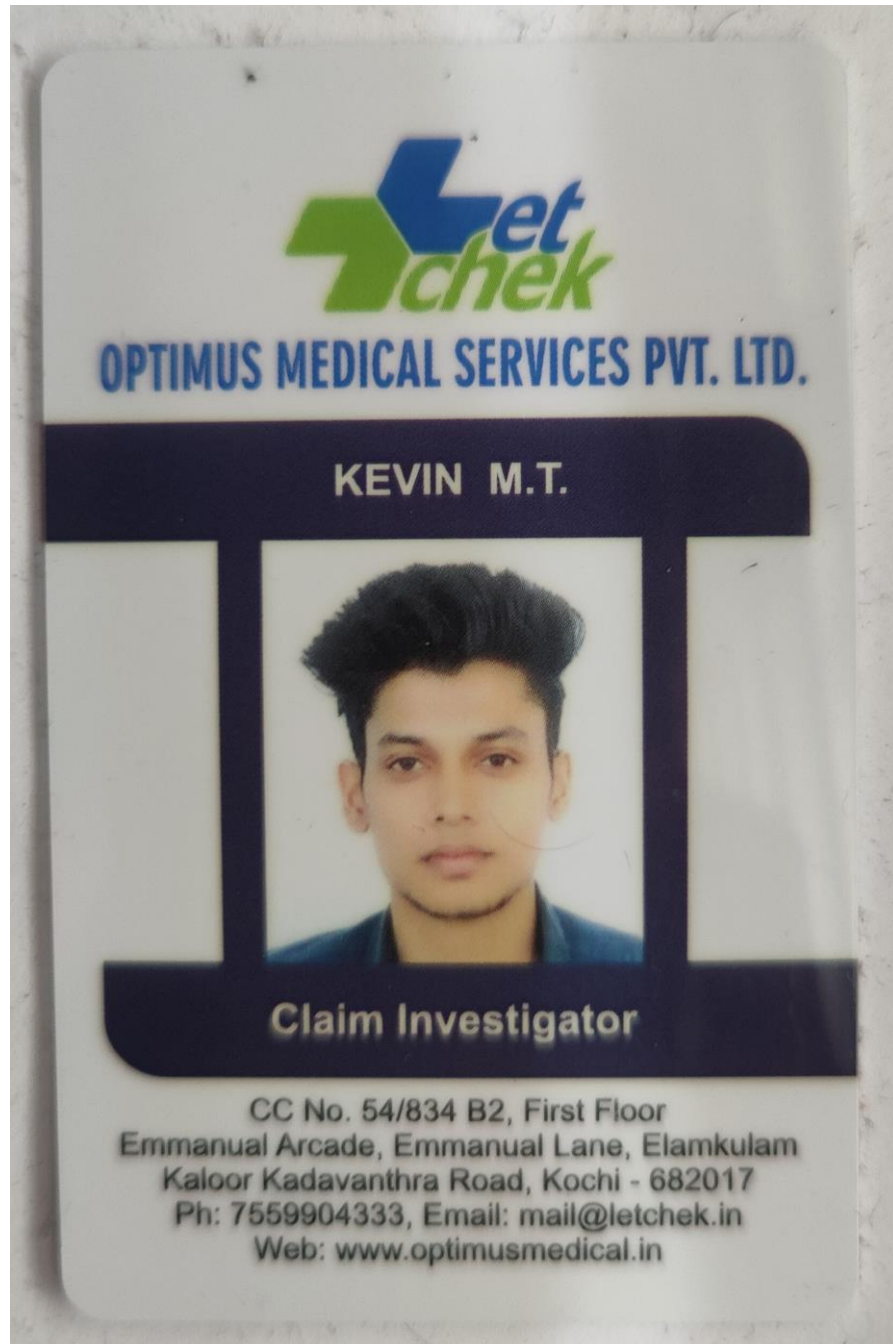


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2023

Kevin M T





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2023

Keziah Sarah Thomas





Khaleel J



## OFFER OF APPOINTMENT

Ref: HRD/2022/IND/Offer/0798

Date: June 10, 2022

To,  
Khaleel J  
Elanjickal House, Sea View Ward,  
Alappuzha-688012

Dear Khaleel,

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in Orion India Systems Private Limited (the "Company") on the terms and conditions detailed in this letter under **Annexure A** hereto.

### 1. OPPORTUNITY, DESIGNATION AND DATE OF JOINING:

Your will be appointed as **Associate Engineer** with the Company with effect from **June 20, 2022** (the "Effective Date").

### 2. SALARY:

Your Salary will be as detailed under **Annexure C** to this letter (the "Salary").

### 3. DOCUMENTS:

On the date of appointment, you are required to furnish the documents as described under **Annexure B** to this letter.



Khaleel J8



## ANNEXURE B DOCUMENTS REQUIRED

### A. Immediately (Scanned)

- UG/PG Degree certificates;
- Marks cards/transcripts;
- Experience and relieving letters from previous employers;
- Five (5) passport size photographs;
- Two (2) photocopies each of your educational certificates, experience certificates, last drawn salary slip and proof of your age;
- Please show the original of the above certificates for verification;
- A copy of your valid passport; and
- Address proof.

### B. Training will be given for the specified skill set you have been employed for.

### C. Employment Background Verification

The Company is committed to provide a safe and productive working environment. Therefore, as part of the hiring process you will be required to successfully complete an employment background verification prior joining. Please note that in the event of failure in background verification will result in withdrawal of your offer of employment.



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2023

Krishna O R

**NEDSPICE** NEDSPICE PROCESSING INDIA PRIVATE LIMITED

Ms Krishna O R  
Krishna kripa h/no. 10/363, Sambrickal road,  
Chullickal, Kochi, Kerala. 682005

2<sup>nd</sup> November 2022

## APPOINTMENT LETTER

Dear Ms Krishna O R,

This is with reference to your application and the subsequent interview you had with us, we have pleasure in intimating you that you have been selected and appointed as "Assistant - HR & Administration" in our company with effect from 2<sup>nd</sup> November 2022.

The terms and conditions of your appointment will be as follows:

### Compensations & Benefits:

You will be receiving a Gross Monthly Salary of Rs 18,000, as outlined in the annexure attached. The emoluments/benefits due to you will be liable/subject to tax in accordance with the provisions of the Income Tax Act and rules made there under and other applicable laws, if any, as may be in force from time to time. The perquisites and benefits applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.

### Training/Probation/Confirmation:

You will be under training for a period of 6 months and on the successful completion of the training you will be under probation for a further period of 6 months. The Management reserves the right to extend or reduce your training/probation period. The appointment is terminable either by the Management or by you without any notice or payment in lieu thereof, during this period. You will be deemed to be under probation till such time that you are intimated in writing about your confirmation.

Upon your successful completion of the probation, you will be taken into the Permanent rolls of the Company. This employment may be terminated by either side upon serving three months' notice in writing. In case you leave the employment without any notice, the firm reserves the right to deduct as liquidated damages an amount equivalent to your one month's salary from any amount due to you.

Nedspice Processing India Pvt. Ltd.  
#12/597-8, Jawahar Road  
Koovapadam  
Cochin - 682 002.

T : (91) 484 - 2226854, 2223286  
F : (91) 484 - 2223287  
I : [www.nedspice.com](http://www.nedspice.com)  
CIN:U15495KL1991PTC006191





# UNION CHRISTIAN COLLEGE, ALUVA

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5<sup>th</sup> CYCLE  
2023

Krishna O R3

**General:**

You will be eligible for leave and other such benefits in accordance with the Company's rules and regulations.

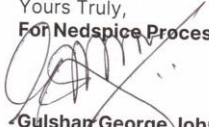
You will be subject to the Rules and Regulations of the Company and the service conditions as are in force at present or as may be introduced or amended or extended or rescinded from time to time.

You will inform, in writing, to the Management any change of address within a week from the change of the same, failing which any communication sent to your last known address shall be deemed to have been served on you.

Kindly confirm your acceptance of the above terms and conditions by returning the duplicate copy of this letter duly signed by you.

Wishing you a best career with NEDSPICE.

Yours Truly,  
For Nedspace Processing India Pvt. Ltd

  
Gulshan George John  
Managing Director



I agree to the above terms and conditions & accept the offer.

 KRISHNA O R . 02/11/2022

Signature with Name and date



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2023

Krishnadas T Viswanathan

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**Deloitte.**

Deloitte Consulting India Private Limited  
Salarpuria Softzone, Sy. No. 80/1, 81/1 & 81/2,  
Bellandur Village, Varthur Hobli, Bengaluru South Taluk,  
Outer Ring Road, Bengaluru – 560103, India

Tel: +91 080 6755 5000/ +91 080 6755 4000  
[www.deloitte.com](http://www.deloitte.com)

Dec 14, 2022

Mr. Krishnadas T Viswanathan  
Therattu (H) Kidangoor P O Angamaly,  
Ernakulam, 683572  
India

**Subject: Offer of Employment**

**Dear Krishnadas T Viswanathan:**

On behalf of **Deloitte Consulting India Private Limited** (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Associate Analyst** based in **Bengaluru**.

We extend this offer, and the opportunity it represents, with great confidence in your abilities. You have made a very favorable impression with everyone you met and we are excited with the prospect of you joining our organization on **February 6, 2023**.

Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the Employer. During your employment, the Company may require you to work on any project that you are assigned to, on any technical platforms/skills and nature of the project, in differentiated work timing, at designated work space and location as may be decided by the company.

As part of your annual compensation, you will receive a Total Salary of **Rs./₹ 325,008/-** and, will be eligible for a performance linked variable bonus. At your level, the variable bonus opportunity could range from **0-10%** of your Total Salary. The actual paid amount could vary depending upon the business and individual performance each fiscal year and, in some situations, could exceed the payout range indicated. Any amounts paid will be subject to statutory and other deductions as per Employer policies and practices. The details of your compensation breakdown are provided in the attached Annexure A.

As an incentive to join the Company, you are eligible to receive a joining bonus of **Rs./₹ 25,000/-** subject to your reporting for full-time employment on **February 6, 2023**. This amount will attract applicable taxes and will be processed as part of your first month's payroll. You will have an obligation to repay the entire amount of your joining bonus if you resign your position or are terminated for cause by the Company within **12 months** of your start date.

You may also receive additional benefits, including and not limited to, in cash and/or in kind and/or as reimbursement, which could be referred as rewards, awards and gifts, which are generally accorded to the employees of the Employer, subject to the applicable taxes, policies and practices of the Employer.

Your employment with us will be governed by the Terms and Conditions as detailed in **Annexure B**, as well as any and all rules, regulations, guidelines, policies and practices of the Employer, which may be amended from time to time. Deloitte LLP and its U.S.-based subsidiaries (the "Deloitte U.S. Firms") requires their employees to make the necessary representations regarding independence and other matters. Because the Employer is an Indian subsidiary of Deloitte LLP, we must also comply with these independence requirements. Accordingly, this offer is conditional upon you agreeing to make such representations under the Employer's Independence Representations requirements, as further explained in **Annexure B**.

Your compensation details are confidential, and you may discuss it only with the undersigned in case of any clarification. It is our hope that your acceptance of our offer will be just the beginning of a mutually beneficial relationship with our organization. We would like you to join the Employer on **February 6, 2023**, or an alternative mutually agreed upon date.

Regd. Off.: Floor 4, Deloitte Tower 1, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India  
GST Reg No: 36AABCD0476H12T CIN: U72900TG2000PTC039976

This is a system generated offer

Page 1 of 19



## Krishnadas T Viswanathan11

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**Personal Creations** – *Intellectual Property* that meet all of the following criteria: (1) it is conceived, developed, and created by me on my own time without using *Deloitte Property* or *Personnel* (during work hours), facilities, *Confidential Information* or *Works of a Deloitte Entity*, (2) it is unrelated to the actual or reasonably anticipated business or research and development of a *Deloitte Entity*, and (3) it does not result from any work performed by me and the *Personnel* (during work hours) for a *Deloitte Entity*.

**Personnel** – partners, principals, members, officers and employees of a *Deloitte Entity*.

**PII** – information (excluding business contact information such as an individual's name and one or more of the following: organization name, organizational title, organizational role, business address, business telephone number (including business cell phone number and business email address) relating to an identified or identifiable natural person. An identifiable natural person is a natural person who can be identified, directly or indirectly, by reference to an identification number or factors specific to his or her physical, physiological, mental, economic, cultural or social identity. Set forth below is a non-exclusive list of information that constitutes PII when such information relates to an identified or identifiable natural person:

- Account number (bank account, credit card, etc.)
- Address
- Biometric identifier
- Certificate or license number
- Date of birth
- Government identifiers (such as PAN)
- Name\*
- Personnel Number
- Photograph or video identifiable to an individual
- Vehicle identifier or serial number
- Other information related to an individual that may directly or indirectly identify that individual (e.g., salary, performance rating, purchase history, call history, etc.)

\* Note: When an individual's name is used with PII that is not business contact information, it is included in the definition of PII.

**Pre-existing Agreements or Arrangements** – agreements or arrangements that (1) relate to any *Pre-existing Creations*; or (2) may affect my ability to comply with the requirements of this Employment Agreement, including all contractual and other restrictions or obligations with other parties, including any post-employment restrictions and required notifications to the extent applicable under 18 United States Code §207, CFR 3.104-4, and India laws, rules and regulations that may or will impose limitations on my professional activities during my *Employment* (such as any non-compete agreements with prior employers and the one-year ban on lobbying contacts).

**Pre-existing Creations** – any *Intellectual Property* and *Intellectual Property Rights* that were developed or created by me, alone or with others, or otherwise acquired by me, before the period of my employment in any capacity with the Employer, in which I claim any ownership or right.

**Proceedings** – past or pending (1) actual or threatened claims or complaints of, or arising out of service to, present or former clients, (2) regulatory, self-regulatory, disciplinary, administrative, civil or criminal investigations, inquiries, charges, complaints, actions, sanctions, alternative dispute resolution proceedings, other proceedings or matters (other than criminal proceedings which relate solely to the operation of a motor vehicle) of any kind or nature, in India or any other jurisdiction, against me, including criminal proceedings arising out of my provision of professional services, proceedings brought by a professional association, or proceedings involving the Securities and Exchange Board of India, United States Securities and Exchange Commission or the PCAOB, other professional bodies like the Institute of Chartered Accountants of India or (3) matters of any kind or nature which could adversely affect my association with the Employer or my ability to perform my duties or responsibilities to the Employer, whether set forth in this Employment Agreement or otherwise, or my registration with or licensure by any governmental, quasi-governmental, or other regulatory agency, body or entity, in or outside the United States or India.

**Systems** – the communications systems or any part of such systems that a *Deloitte Entity* owns, licenses or operates and approves for use, including, but not limited to, e-mail, text messaging, Lotus Notes, Deloitte Online (eRoom), instant messaging, local area network, wide area network, Intranet (e.g., DeloitteNet, D Street), Internet, extranet, collaborative tools (e.g., blogs, wikis, etc.), laptop and desktop computers, servers, air cards, Personal Digital Assistants, cell phones, telephones and voicemail.

**Works** – all *Intellectual Property*, in any *Form*, created by me, alone or with others, during the period of my *Employment* that (1) is created within the scope of my *Employment*; (2) relates in any manner to the actual or anticipated business, research, or development of a *Deloitte Entity*; (3) results from any work assigned to or performed by me, alone or with others, for the Employer; or (4) is created with the use of *Deloitte Property*.




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5<sup>th</sup> CYCLE  
2023

Lakshmi A. A

 THE ALWAYS  
MEDICAL CENTER  
HOPE REHABILITATION

Paravur Kavala, Aluva  
+91 9544523477 | + 91 9207573474  
Date

---

12th October 2022

**Lakshmi A. A**  
Ayappilly House  
Ezhikkara P.O  
N. Paravur  
Ernakulam, Kerala

Dear **Lakshmi**,

We are pleased to offer you the position of '**Human Resource Manager**' with the effect of **15<sup>th</sup> October 2022**. However, this offer is subject to you being declared medically fit by a reputed medical practitioner and satisfactory reference from your referees.

Your compensation will be **Rs. 20,000/- per month**.

Please report to the Human Resource Department on **15<sup>th</sup> October 2022 at 8.30 hrs.** with the following documents.

- 1 pass port – sized photograph.
- Photocopy of Aadhar card.
- Photo copies of Educational Certificates.

If the above terms are acceptable to you, as a token of acceptance, please sign the enclosed duplicate copy of this letter.

We look forward to welcoming you as a new employee at **HOPE REHABILITATION**.

Sincerely

Mohammed Niyas  
Managing Director

[WWW.HOPEMEDICALSERVICES.COM](http://WWW.HOPEMEDICALSERVICES.COM)



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SSR  
5<sup>th</sup> CYCLE  
2023

Latteesha Poulouse



February 21, 2022

Ms. Latteesha Poulouse  
Union Christian College

Dear Latteesha,

**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 will be done virtually as the Covid situation continues and 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 once the situation becomes normal, 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 total Cost-to-Company (CTC) will be revised to **Rs.3.60 Lakhs Per Annum**. 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](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :  
Name : Latteesha Poulouse  
Date :

Aspire Systems (India) Private Limited  
1/D -1, SIPCOT IT PARK, Siruseri,  
Chennai - 603103, Tamil Nadu, INDIA.  
Tel: +91-44-67404000 Fax: +91-44-67404234  
[www.aspiresys.com](http://www.aspiresys.com)



Lisha M J



## OFFER OF APPOINTMENT

Ref: HRD/2022/IND/Offer/1436

Date: October 19, 2022

To,

Lisha M J  
Mulloor(H), Karingamthuruth,  
Kongorpilly P O  
Ernakulam,

Dear Lisha,

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in Orion India Systems Private Limited (the "Company") on the terms and conditions detailed in this letter under **Annexure A** hereto.

### 1. OPPORTUNITY, DESIGNATION AND DATE OF JOINING:

You will be appointed as **Associate Engineer** with the Company with effect from **November 21, 2022** (the "Effective Date").

### 2. SALARY:

Your Salary will be as detailed under **Annexure C** to this letter (the "Salary").

### 3. DOCUMENTS:

On the date of appointment, you are required to furnish the documents as described under **Annexure B** to this letter.



Lisha M J8



## ANNEXURE B DOCUMENTS REQUIRED

### A. Immediately (Scanned)

- UG/PG Degree certificates;
- Marks cards/transcripts;
- Experience and relieving letters from previous employers;
- Five (5) passport size photographs;
- Two (2) photocopies each of your educational certificates, experience certificates, last drawn salary slip and proof of your age;
- Please show the original of the above certificates for verification;
- A copy of your valid passport; and
- Address proof.

### B. Training will be given for the specified skill set you have been employed for.

### C. Employment Background Verification

The Company is committed to provide a safe and productive working environment. Therefore, as part of the hiring process you will be required to successfully complete an employment background verification prior joining. Please note that in the event of failure in background verification will result in withdrawal of your offer of employment.



M S Neeshma



## OFFER OF APPOINTMENT

Ref: HRD/2022/IND/Offer/1437

Date: October 19, 2022

To,  
MS Neeshma  
Malapurath House, Nellenkara,  
Nettishery p.o,  
Thrissur - 680656, Kerala, India

Dear Neeshma,

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in Orion India Systems Private Limited (the "Company") on the terms and conditions detailed in this letter under **Annexure A** hereto.

1. **OPPORTUNITY, DESIGNATION AND DATE OF JOINING:**

You will be appointed as **Associate Engineer** with the Company with effect from **November 21, 2022** (the "Effective Date").

2. **SALARY:**

Your Salary will be as detailed under **Annexure C** to this letter (the "Salary").

3. **DOCUMENTS:**

On the date of appointment, you are required to furnish the documents as described under **Annexure B** to this letter.





M S Neeshma8



## ANNEXURE B DOCUMENTS REQUIRED

### A. Immediately (Scanned)

- UG/PG Degree certificates;
- Marks cards/transcripts;
- Experience and relieving letters from previous employers;
- Five (5) passport size photographs;
- Two (2) photocopies each of your educational certificates, experience certificates, last drawn salary slip and proof of your age;
- Please show the original of the above certificates for verification;
- A copy of your valid passport; and
- Address proof.

### B. Training will be given for the specified skill set you have been employed for.

### C. Employment Background Verification

The Company is committed to provide a safe and productive working environment. Therefore, as part of the hiring process you will be required to successfully complete an employment background verification prior joining. Please note that in the event of failure in background verification will result in withdrawal of your offer of employment.



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2023

Mahesh Priya R





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SSR  
5<sup>th</sup> CYCLE  
2023

Maheswary Kumari Balayar



September 26, 2022

Ms. MAHESWARY KUMARI BALAYAR  
Union Christian College, Aluva

Dear MAHESWARY KUMARI BALAYAR,

**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.

We would like you to begin employment with us on **27<sup>th</sup> September, 2022 (Tuesday)** at our **Kochi location**. You will be inducted as a "**Trainee**". Your initial onboarding will be done virtually and then you have to report at our **Kochi office** on **30<sup>th</sup> September, 2022 (Friday)** and continue to work from there. 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 once the situation becomes normal, 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 total Cost-to-Company (CTC) will be revised to **Rs.3.60 Lakhs Per Annum**. 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](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :  
Name : MAHESWARY KUMARI BALAYAR  
Date :

Aspire Systems (India) Private Limited  
1/D -1, SIPCOT IT PARK, Siruseri,  
Chennai - 603103, Tamil Nadu, INDIA.  
Tel: +91-44-67404000 Fax: +91-44-67404234  
[www.aspiresys.com](http://www.aspiresys.com)



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2023

Maheswary Kumari Balayar2



- 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.
- 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 performance. For Eg: If your date of joining is September 27, 2022, then it works like this:

Duration	Salary (Per Month INR)	Comments
27th Sept 2022 to 15th Dec 2022	15,000	Training period (3 Months Max)
16th Dec 2022 to 15th Dec 2023	30,000	Salary gets revised to 30,000
Post Probation	-	Confirmation, Promotion to Engineer
16th Dec 2023 to 15th June 2024	35,000	Salary gets revised to 35,000
16th June 2024 to 15th Dec 2024	40,000	Salary gets revised to 40,000
16th Dec 2024 to 15th June 2025	45,000	Salary gets revised to 45,000
16th June 2025	Road Map Salary Revision	Alignment with Org Cycle

- 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 practice 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 : MAHESWARY KUMARI BALAYAR  
 Date :

Aspire Systems (India) Private Limited  
 1/D -1, SIPCOT IT PARK, Siruseri,  
 Chennai - 603103, Tamil Nadu, INDIA.  
 Tel: +91-44-67404000 Fax: +91-44-67404234  
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2023

Mahilakshmi I M



Offer for the position of "Associate-Developer" Omnex Software Solutions Pvt. Ltd. – Ms. MAHILAKSHMI I M , DOJ: 8th August 2022

1 message

Anoop Ajayan <aajayan@omnex.com>

Tue, Aug 2, 2022 at 6:07 PM

To: mahilakshmi1999@gmail.com <mahilakshmi1999@gmail.com>

Cc: Indrani Nandy <inandy@omnex.com>, Vanitha Jayakumar <vjayakumar@omnex.com>, RS Sabu <rssabu@omnex.com>

Ms. Mahilakshmi I M

**Sub: Offer for the position of "Associate-Developer"**

Dear Mahilakshmi I M,

Congratulation! We are pleased to confirm you that, you have been selected to work for Omnex Software Solutions Pvt. Ltd. We are delighted to make you the following job offer. OMNEX Solutions Pvt. Ltd. wishes to hire you for the post of "**Associate-Developer**" for our Chennai office. Your remuneration package (TCTC) would be Rs. **3,00,004/-** per annum. Your date of joining is on or before **8<sup>th</sup> August 2022**.

Yearly Cost to Company and Salary Structure (CTC)			
Sl.	Head	Monthly	Yearly
A.1	Basic	13,000	1,56,000
A.2	HRA	6,500	78,000
A.3	Spl Allowance	1,600	19,200
A.4	Conveyance	1,215	14,580
Gross, Sub-Total (A)		22,315	2,67,780
B.1	Employer Contribution to PF	1560	18,720
B.3	Gratuity Act (As Per Gratuity, Act 1972)	625	7,504
B.3	Medical, Yearly Insurance Premium (Insurance Cover 2,00,000)	500	6000



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2023

## Mahilakshmi I M1

Gross, Sub-Total (B)	2,685	32,224
<b>Grand Total CTC (A+B)</b>	<b>25,000</b>	<b>3,00,004</b>

For processing the appointment letter (hard copy), please revert the below mentioned documents (scan copies along with self-attested).

- Scan copy of Educational certificates (10+12+Graduation), Post-Graduation (if any).
- Passport size photo.
- Self Attested Copy of Adhaar
- Self Attested Copy Of PAN Card

You are hereby required to reply with your concurrence as token of your acceptance and send back to us. Formal appointment letter, employment agreement, etc will be given to you upon joining.

Welcome once again. We are confident that you will be able to make a significant contribution to the success of our company and look forward to working with you. We hope our relationship will be pleasant, profitable and mutually beneficial.

Thanks & Regards



Digitalization of Quality

Follow us on



### Anoop A

HR-Executive

OMNEX SYSTEMS

[aajayan@omnex.com](mailto:aajayan@omnex.com)

M: +91 8520819146

Off: +918925664999

[www.omnexsystems.com](http://www.omnexsystems.com) | [www.omnex.com](http://www.omnex.com)

Americas | Asia | Europe



Malavika Renjit



## OFFER LETTER// Ms MALAVIKA RENJIT// SOMANS LEISURE TOURS INDIA PVT LTD

1 message

Penta@Somans <hr@somansleisuretours.com>

Wed, 27 Jul 2022 at 4:04 pm

To: malavikarenjit19@gmail.com

Cc: Director @ Somans Leisure Tours <director@somansleisuretours.com>, Anitha @Soman's <admin@somansleisuretours.com>

Dear Malavika Renjit,

### Greetings From Somans Leisure Tours India Pvt. Ltd.

Further to your application and interview we are pleased to offer you an assignment as **Executive- Customer Relation** to be located in our **Cochin (HO)** office. Salary terms and conditions of your assignment will be expressed in the appointment letter.

This offer letter is valid for **7 (Seven)** days clocking from today. Confirm your acceptance by mail or letter. Your date of Joining will be **01/ 08/ 2022**.

Management reserves the right to cancel this offer letter for any internal/external reasons. 3 months evaluation will be applicable and you will be appointed with a 1 year bond agreement.

### Documents required at the time of joining:

- ✓ Two passport sized color photographs.
- ✓ Photocopies of SSC (Std. X), HSC (Std. XII), graduation, post-graduation mark sheets and certificates, as well as certificates of any other courses or certifications completed, along with originals for verification.
- ✓ Photocopies of – Relieving letters from previous employers and experience letters from all previous employers, along with originals for verification.
- ✓ Photocopy of passport along with original for verification.
- ✓ Latest copy of your resume.
- ✓ Aadhar card copy along with originals for verification.
- ✓ Pan card copy along with originals for verification.  
(Also mail a digital copy of above mentioned documents)

Thank you for applying for an assignment with **Somans Leisure Tours India Pvt. Ltd.**

Thanks & Regards,

**Ms PENTA KURIAKOSE**  
MANAGER - HR & ADMINISTRATION  
Mob: 91 9745624511



# UNION CHRISTIAN COLLEGE, ALUVA

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Malavika Renjit1

Website







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2023

Manuprasad



February 21, 2022

Mr. Manuprasad M N  
Union Christian College

Dear Manuprasad,

**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 will be done virtually as the Covid situation continues and 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 once the situation becomes normal, 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 total Cost-to-Company (CTC) will be revised to **Rs.3.60 Lakhs Per Annum**. 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](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :  
Name : Manuprasad M N  
Date :

Aspire Systems (India) Private Limited  
1/D -1, SIPCOT IT PARK, Siruseri,  
Chennai - 603103, Tamil Nadu, INDIA.  
Tel: +91-44-67404000 Fax: +91-44-67404234  
[www.aspiresys.com](http://www.aspiresys.com)



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## Manuprasad 2



9. 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.
10. **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 performance. For Eg: If your date of joining is August 11, 2021, then it works like this:

Duration	Salary (Per Month INR)	Comments
Training Salary	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	45,000 + Hike	Alignment with Org Cycle

11. Performance Appraisals are a part of the work policies at Aspire and your performance will solely spell out any revision in your compensation package.
12. 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.
13. 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.
14. 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 : Manuprasad M N  
 Date :

Aspire Systems (India) Private Limited  
 1/D -1, SIPCOT IT PARK, Siruseri,  
 Chennai - 603103, Tamil Nadu, INDIA.  
 Tel: +91-44-67404000 Fax: +91-44-67404234  
[www.aspiresys.com](http://www.aspiresys.com)



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## Manuprasad M N

DocuSign Envelope ID: C6100810-D01E-4131-8ADB-F55D02894557

**Knowledge Lens**  
Accelerating Actionable Insights

Knowledge Lens Pvt Ltd,  
74/A,Keonics,  
Electronic City Phase 1, Bengaluru - 560100  
CIN No: U72200KA2013PTC072670

HRD/BLR/HR/2902

Mr. Manuprasad M N,

Date: 30-12-2022


Sub: Letter of Offer

Dear Manuprasad M N,

With reference to your application and the subsequent interviews you have had with us, we are pleased to appoint you at the post of "Software Engineer" in Bangalore location on the terms & conditions outlined in the Annexure A below. You are requested to report on duty on **2<sup>nd</sup> January 2023 at 9.30 AM** in Bangalore premises and report to HR department. It is to be noted, the final posting will be Bangalore, Pune, or Delhi, based on the project requirements. The current project assigned is for Bangalore location, but it is expected that you are flexible to travel to any other location based on project need as they arise.

Kindly communicate your acceptance of this appointment by signing a copy of this letter or email confirmation to [hr@knowledgelens.com](mailto:hr@knowledgelens.com) and returning it to us.

We wish you all the very best in your career with us.  
For Knowledge Lens Pvt. Ltd.

DocuSigned by:  
  
Smita Bhadury  
Director - Human Resources

74/A,Keonics,Electronic City - Phase 1, Bangalore 560100  
Ph: + 91 9113283347 | [hr@knowledgelens.com](mailto:hr@knowledgelens.com) | <http://www.knowledgelens.com>

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## Manuprasad M N3

DocuSign Envelope ID: C6100810-D01E-4131-8ADB-F55D02894557

**Knowledge Lens**  
Accelerating Actionable Insights

Knowledge Lens Pvt Ltd,  
74/A, Keonics,  
Electronic City Phase 1, Bengaluru - 560100  
CIN No: U72200KA2013PTC072670

### Compensation Details

Name	Manuprasad M N
Level/Grade	3B
Designation	Software Engineer
Role/Department	Consulting Services
Cost to Company (CTC)	5 Lakhs Per Annum (Includes 50 K Variable pay)

Components	Per annum	Per month
Basic	1,80,000.00	15,000.00
HRA	72,000.00	6,000.00
Conveyance	19,200.00	1,600.00
Telephone & Internet	13,500.00	1,125.00
Medical Allowance	15,000.00	1,250.00
LTA	22,500.00	1,875.00
Statutory Bonus	18,000.00	1,500.00
Special Allowance	69,550.15	5,795.85
Employer's contribution to PF	21,600	1,800.00
Employer's contribution to Gratuity	8,654	721.15
Employer's contribution to Group Insurance	9,996	833.00
Variable Pay (Yearly)	50,000	
<b>Total CTC</b>	<b>5,00,000</b>	

#### Note:

- The Variable pay will be paid yearly in the month of May based on the following.
  - Your performance and contribution during the period starting from your date of joining to till March 2023.
  - Your workstream (**Product/Consulting**) performance during the period.
  - Actual number of days worked during the period.

Variable pay will be paid only if you are not serving notice period.

- \*\*TDS / Income Tax is based on the income of individual and IT declaration made with regards to exemption & deductions.

74/A, Keonics, Electronic City - Phase 1, Bangalore 560100  
Ph: + 91 9113283347 | [hr@knowledgelens.com](mailto:hr@knowledgelens.com) | <http://www.knowledgelens.com>

4



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Maria Francis N





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2023

Maria Neveena N S



## SIB OPERATIONS AND SERVICES LIMITED

(Wholly owned Non-Financial Subsidiary of The South Indian Bank Limited)

SIBOSL/OLADEO / 132 /2022-23

Date: 14.07.2022

### OFFER LETTER

To

Mr. / Ms. **Maria Neveena N S**,  
Ref No: 2112ADE2312.

Dear Mr. / Ms. **Maria Neveena N S**,

With reference to your application for appointment and subsequent interview, we are pleased to offer you the position of Probationary **Assistant Data Entry Operations** in SIB Operations and Services Limited, (hereinafter referred to as Company), on the terms and conditions given below:

1. **Period of engagement:** You will be on a Fixed Term Employment for a period of Two years from the date of joining. During this period you will render services in accordance to the instructions given to you and subject to the terms and conditions agreed upon. You will also be bound by rules and regulations applicable to you.

At the sole discretion of the management and based on the requirements and exigencies, you may be engaged in different places of business.

2. **Date of engagement:** Your engagement is effective from the date of your reporting for duty at Client.
3. **Reporting at Client:** Reporting office, date and time will be intimated separately.
4. **Location of Duty (Client):** You will report at **Irinjalakuda Region** of the client.
5. **Salary:** You will be eligible for a Gross Pay of Rs.15,400/- subject to statutory deductions applicable. You will also be paid eligible Bonus after the close of the Financial Year. The salary in detail will be mentioned in the Appointment Order, on joining duty.
6. **Key Responsibility Area:** Your Key Responsibilities include:
  - Assist / Initiate processes to facilitate data entry operations and other related works.
  - Facilitating document upload (scanning etc.) for processing.
  - Verifying accuracy and sorting information to facilitate data entry.
  - Storage in designated locations and ensuring backup.
  - Compliance with the Client's Code of Conduct.

#### SIB Operations and Services Limited

Registered Office: Fourth Floor, 1X/839A1-A9, Rajagiri Valley, Chittethukara, Kakkanad-682037, Kochi, Kerala.  
e-mail: [corporate@sibosl.co.in](mailto:corporate@sibosl.co.in) || Phone: 0484 2990151 || CIN: U74999KL2021PLC069182||



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2023

Maria Neveena N S5



## SIB OPERATIONS AND SERVICES LIMITED

(Wholly owned Non-Financial Subsidiary of The South Indian Bank Limited)

### Acceptance of the Offer Letter

If you are agreeable to the terms and conditions of this Offer letter, please sign and return the duplicate copy as a token of your acceptance, immediately on receipt of this Offer Letter.

We look forward to a fruitful and rewarding association!!!

Thanking you,  
Yours faithfully,

Mr. John C.A.  
Chief Executive Officer

### DECLARATION

I have read/understood the above terms & conditions and agree to abide by them.

Signature  
Name: Mr. / Ms. **Maria Neveena N S.**  
Date:

### SIB Operations and Services Limited

Registered Office: Fourth Floor, 1X/839A1-A9, Rajagiri Valley, Chittethukara, Kakkanad-682037, Kochi, Kerala.  
e-mail: [corporate@sibosl.co.in](mailto:corporate@sibosl.co.in) || Phone: 0484 2990151 || CIN: U74999KL2021PLC069182||



# UNION CHRISTIAN COLLEGE, ALUVA

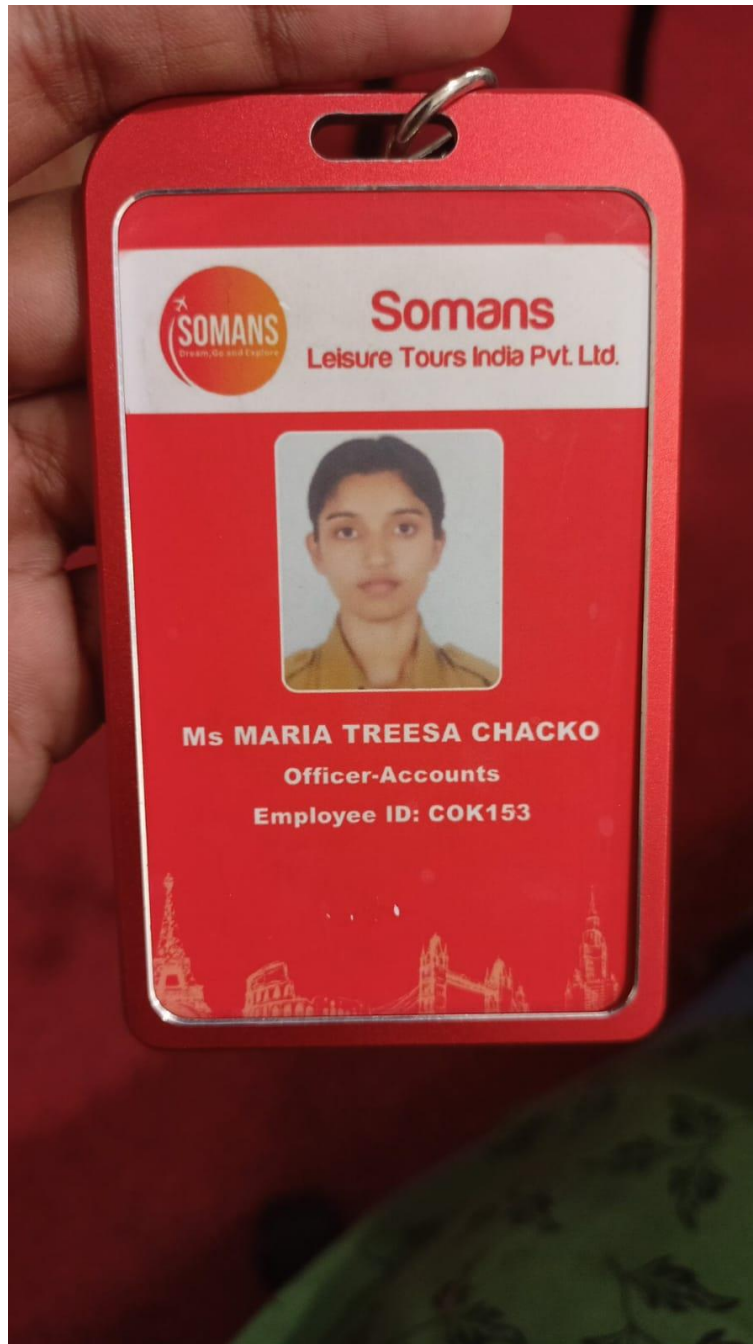
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Maria Treesa Chacko







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Mariyam Renji





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Megha P M





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2023

Meghna Menon

Right Management India Private Limited  
Vatika City Point, 6th Floor, MG Road,  
Sector-25, Gurugram, Haryana 122002 India  
T : + 91 124 6795400  
[www.rightmanagement.co.in](http://www.rightmanagement.co.in)  
CIN# U80904HR2007FTC036612



Private & Confidential

March 21, 2022

Meghna Menon  
D14 A/4, Second Floor, Ardee City,  
Gurugram, Haryana - 122003

## OFFER OF EMPLOYMENT

Dear Meghna,

With reference to your application and subsequent interview, we are pleased to offer you the position of **Analyst** with **Right Management India Pvt. Ltd.** We believe you will find this position to be challenging and rewarding.

On the day that you begin your employment with Right Management India you will be asked to sign an employment agreement. This employment agreement, among other provisions, states that you will keep our business information confidential and seek your agreement not to become associated with a competitor of ManpowerGroup for a specified period after the end of your employment with Right Management India.

The following confirms our arrangements regarding your employment with Right Management India:

### Date of Joining, Compensation and Grade

You are expected to join the company on or before **May 09, 2022**. Your fixed Cost to Company (CTC) is **INR 700,000/-** per annum (detailed in **Annexure 'A'**) in **Grade - 6**.

### Function

You will primarily be responsible for exploring leads, liaise with existing clients and deliver client engagements and projects. You are expected to work according to targets identified by the company. You may be assigned additional responsibilities from time to time.

### Posting & Transfer

The position is transferable and may require you to be posted at any of the company's offices in the country. For the present, however, you will operate from our office at **Gurgaon**.

### Personal Accident and Mediclaim

You entitlement as per stated limits & validity of the policy:

- a) Group Personal Accident - Sum insured of **INR 2,00,000/-**
- b) Group Mediclaim Insurance Coverage - Sum Insured of **INR 300,000/-** - For Self, Spouse, and Children.

### Probation

You will be on probation for a period of 6 (Six) months from the date of joining, which may be extended at the discretion of the Management. You will get confirmed and absorbed in the regular grades of the company on successful completion of the probation period and will be issued letter of confirmation.

Offer letter issued to Meghna Menon dated 21 March 2022





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Meghna Menon1



Right Management India Private Limited  
Vatika City Point, 6th Floor, MG Road,  
Sector-25, Gurugram, Haryana 122002 India  
T : + 91 124 6795400  
[www.rightmanagement.co.in](http://www.rightmanagement.co.in)

CIN# U80904HR2007FTC036612



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Solutions  
Right Management  
ManpowerGroup

During the probation period your services will be liable to termination by either side after giving one month notice except in the case of physical or mental incapacity, insubordination or dishonest or unauthorized absence or any other misconduct in which case, your services may be terminated without any notice.

#### Full time employment

This is a full time assignment and you are expected to devote your complete time and attention to this position. You shall not engage yourself directly or indirectly, in any other work either paid or in the honorary capacity outside.

#### Working Hours & Leaves

The normal office observes a 5 day-week Monday through Friday and from 9.30 a.m. to 06.30 p.m., with 30 minutes intermission for lunch. Sundays and Saturdays are observed as off days. However, being in the service business you are expected to be on call 24 hours a day.

You will be entitled to 21 days of annual leaves and 7 casual and 7 sick leaves for every year of completed service.

#### Notice Period & Termination

The services are terminable by giving three month's notice or three month's salary in lieu there-of, on either side after successful completion of probation period.

Your appointment and continuation in the employment will always be subject to your remaining physically and mentally fit and alert. The management may send you for Medical check-up or examination to any Doctor/Registered Medical Practitioner at any time during the course of employment. The decision of the Doctor in this behalf shall be final and binding upon you.

#### Past Records

This offer of appointment is given considering the facts/information provided by you in the application form. In case any information is withheld or found to be incorrect, your appointment shall be deemed to be irregular. The Company can terminate such employment without notice at any time, without prejudice to its right to take any other civil/criminal action against you.

#### Our Value System, Culture and Ethics

We value competence, performance, discipline, and integrity above everything else and that constitutes the foundation of this contract. We strongly believe in delivering highest quality of our customers, dealing fairly with mutual respect and on strict merit with our employees. We work in an atmosphere of trust & transparency and go beyond our area of responsibility. You are accountable first to yourself and then to your superiors.

You will at all times well and truly account for and shall whenever required, make over to responsible authority all money/properties and things belonging to the company which may have been placed in your custody or under your superintendence or may, otherwise have come into your possession or under your control.

You will keep the Management informed of any change in your address from time to time.

#### Confidentiality

All issues of a technical or commercial nature are the property of the Company and you will exercise due care and diligence in not disclosing such information to others.

Offer letter issued to Meghna Menon dated 21 March 2022





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2023

Meghna Menon2



Right Management India Private Limited  
Vatika City Point, 6th Floor, MG Road,  
Sector-25, Gurugram, Haryana 122002 India  
T : + 91 124 6795400  
[www.rightmanagement.co.in](http://www.rightmanagement.co.in)

CIN# U80904HR2007FTC036612



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ManpowerGroup

### Documentation

This offer is subject to submission of a copy of each of the following within a week of joining duty.

- Fully updated resume
- Copy of academic credentials indicated by you
- Three passport size photographs
- Resignation acceptance / relieving letter from the last employer, and
- Last 3 months salary slips
- Copy of PAN card
- Copy of Passport
- Copy of Voter's ID card, if available
- Copy of Aadhar card
- Document for residence proof (either passport or lease document or driving license)
- Copy of cancelled cheque for confirmation of payroll account
- Blood group detail
- Signed copy of the offer letter (in original)

### General Rules & Regulations

All staff members are bound to the Rules and Regulations of the company as detailed in the Employee Manual, in force from time to time, including any amendments or variations thereto. It can be accessed at the company's intranet.

Please indicate your acceptance of this offer by signing below and returning it immediately. The other copy is for your records. Within three days of accepting the offer please send us the copy of your resignation letter accepted by your current organization.

We at ManpowerGroup extend a warm welcome to you and look forward to a mutually beneficial experience.

Yours truly,

For Right Management India Pvt. Ltd.

Date: March 21, 2022

Lulu Khandeshi

Chief Human Resources Officer

I have read and understood the terms and conditions laid down in this Offer Letter. I hereby sign as a token of my acceptance.

Date: 23/03/22

Meghna Menon

Offer letter issued to Meghna Menon dated 21 March 2022





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2023

Meghna Menon3

Right Management India Private Limited  
Vatika City Point, 6th Floor, MG Road,  
Sector-25, Gurugram, Haryana 122002 India  
T : + 91 124 6795400  
www.rightmanagement.co.in



CIN# U80904HR2007FTC036612

### Annexure - A

Employee Name: Meghna Menon Designation: Analyst  
Business Division: Right Management India Pvt. Ltd. Grade: 6  
Location: Gurugram

Components	CTC (INR)	
	Annual	Monthly
Basic	2,45,004	20,417
HRA	1,22,508	10,209
Conveyance	19,200	1,600
City Compensatory Allowance	85,752	7,146
Other Allowance	1,04,148	8,679
Statutory Bonus	20,412	1,701
Medical Allowance	15,000	1,250
<b>Flexible Benefits</b>		
Meal Vouchers	26,400	2,200
LTA Reimbursement	20,412	1,701
<b>Retirals</b>		
Employer's share of PF	12%	29,400
Gratuity contribution*	4.8%	11,760
<b>Total Fixed CTC</b>		<b>7,00,000</b>
Variable Performance Pay** / Incentive Pay**(approx.)		58,333

Variable Performance Pay \*\* / Incentive Pay \*\* will be paid on achievement of your target subject to prevailing company policy from time to time and company's sole discretion. You can refer to the incentive policy as applicable to your position / practice.

Provident Fund: Employer Share: 12% of the basic salary; employee share: 12% of the basic salary

\*Gratuity: Gratuity will be paid as per Payment of Gratuity Act, 1972.

Leave Travel Assistance (LTA) Reimbursement: Leave Travel Assistance reimbursement, if applicable, is payable on submission of proof of travel and as per Income Tax Guidelines. It is otherwise paid as special allowance and is subject to deduction of applicable income tax. Individuals will be governed by the applicable income tax norms and deductions based on their respective income level, savings and investments etc.

In case, if an employee does not opt for LTA Reimbursement or Meal Vouchers (if applicable), it can be opted as special allowance, which will be paid along with the salary after deducting taxes as per IT Act. Please contact the HR department in this regard on receipt of this sheet.

Employee Acceptance:

SIGNATURE OF EMPLOYEE

23/03/22  
DATE

Offer letter issued to Meghna Menon dated 21 March 2022





# UNION CHRISTIAN COLLEGE, ALUVA

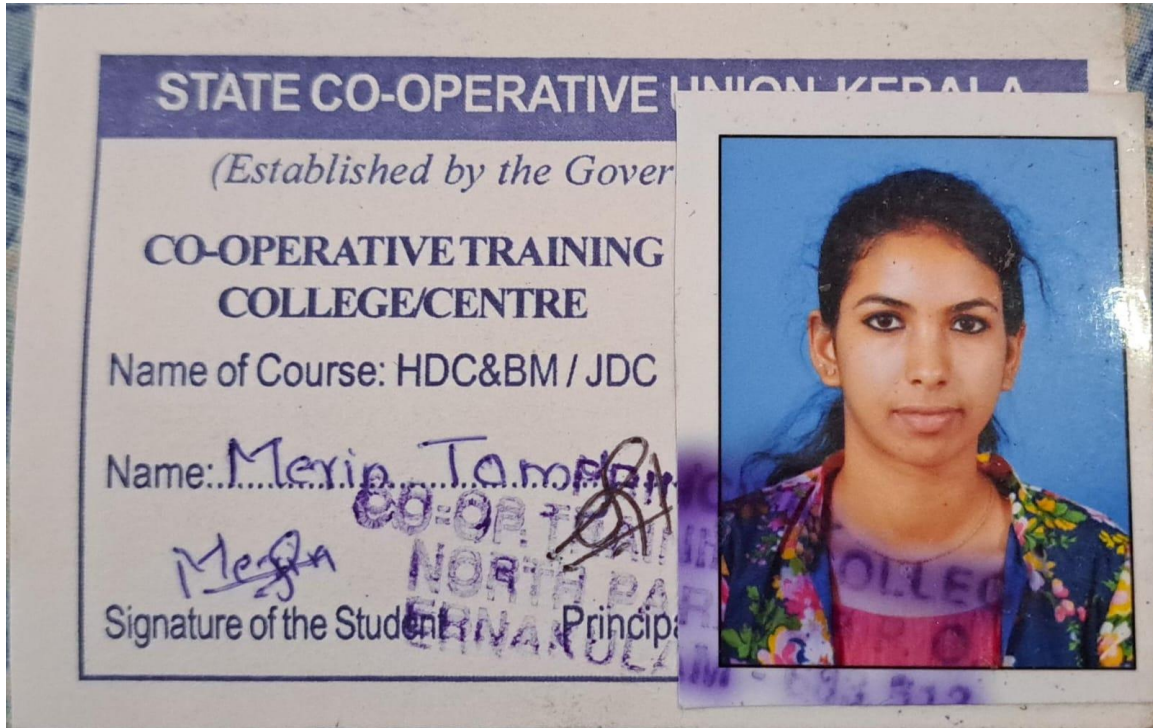
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2023

Merin Tomy





Midhila Janardhanan



TCF Advertising,  
AJD Business Centre  
Dubai

June 16, 2022

## Offer of Employment Letter

Dear Midhila Janardhanan,

On behalf of TCF Advertising (the "Company") I am pleased to offer you the position of Social Media Manager commencing on June 16, 2022 on the following terms and conditions.

### 1. Term & Position

You will report to Sreekumar Balakrishnan, CEO and Sandhya Pillai, Operations Manager, although reporting structures may change from time to time depending upon business requirements.

You will be working for our Advertising division based in India.

As a Social Media Manager, you will be responsible for page postings, page management, content creation, idea generation, and brand reputation management.

### 2. Time and Attention

You will devote all of your attention, skill, and effort to the business on a full-time basis and in compliance with the policies, practices, directions, and instructions given to you by the Company from time to time.

### 3. Base Salary

The Company will pay you an annual salary of Rupees Two Lakh Forty Thousand. All wages shall be paid to you in accordance with the Company's payroll policy, as amended from time to time. Salary and performance will be reviewed annually, and any salary increase shall be within the sole discretion of the Company.



Phone 1: +971 55 327 8103  
Phone 2: +91 95629 09555



[info@thecreativefactory.media](mailto:info@thecreativefactory.media)  
[www.thecreativefactory.media](http://www.thecreativefactory.media)





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2023

Midhila Janardhanan1



#### 4. Expenses

You will be reimbursed for eligible expenses that are pre-approved in accordance with the Company's expense policy.

#### 5. Non-Competition

During the term of your employment with the Company, you shall not be engaged in or be concerned with or interested in, either directly or indirectly, any Competitive Business.

**Sandhya S Pillai**

Operations Manager

June 16, 2022



Phone 1: +971 55 327 8103  
Phone 2: +91 95629 09555



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Midhila Janardhanan2



## EMPLOYEE AGREEMENT

I, Midhila Janardhanan, have reviewed and agree to the terms and conditions of employment as set out in this letter.

I have had an opportunity to ensure that I clearly understand the terms and conditions of my employment with the Company.

Midhila Janardhanan

Date: 16. 06. 2022



Phone 1: +971 55 327 8103  
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Midhun A M





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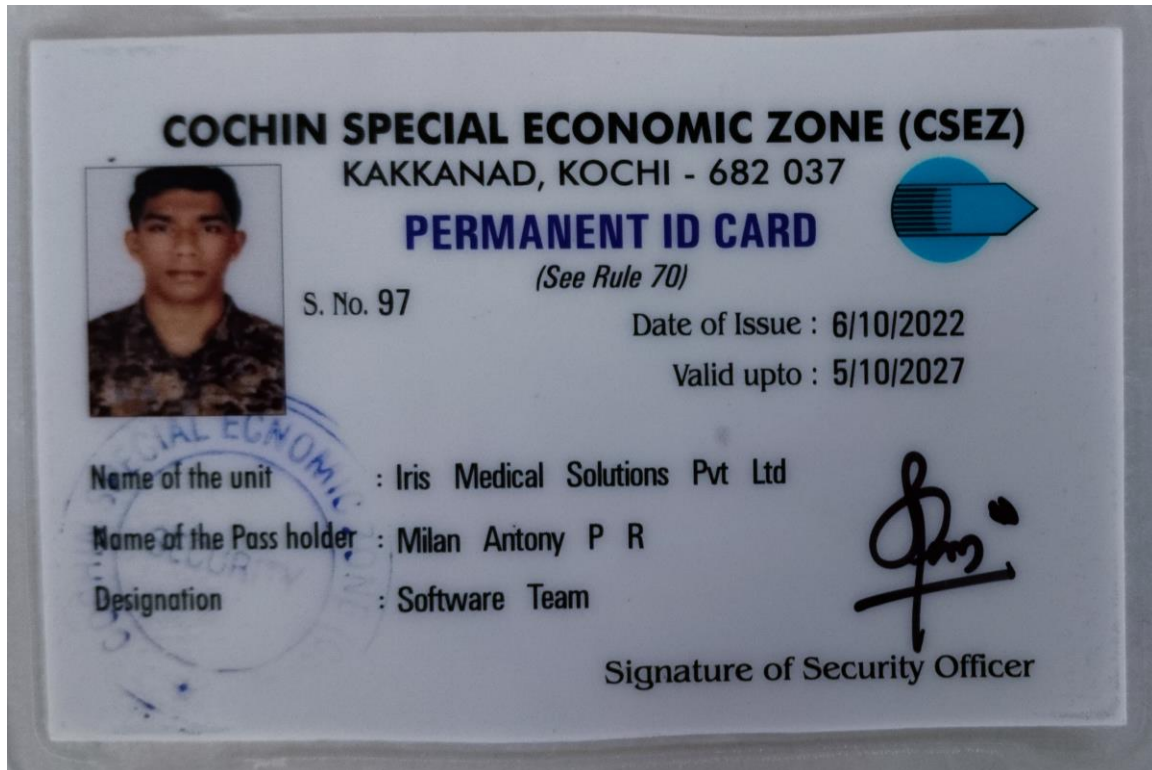
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Milan Antony P R





Miliya Jamal



Idha Mindcare  
1165 (B), Kalathil Building, M.L. Road,  
Erayilkadavu, Kottayam-01  
Mob: +91 9037431429  
Website: [www.idhamindcare.com](http://www.idhamindcare.com)  
Email: [info@idhamindcare.com](mailto:info@idhamindcare.com), Kerala

To,

22-06-2022

Ms. Miliya K Jamal  
Smrithy, Poosarippady,  
N. Paravur, Ernakulam  
Kerala

### Employment Agreement

Dear Miliya,

We have evaluated your interview and we are happy to inform you that you have been selected to work for Idha Mindcare as a "Consultant Psychologist" from 1<sup>st</sup> July 2022 onwards.

#### **Responsibilities**

1. Provide a full range of psychological assessment services: for mental disorders, particularly for complex or unusually difficult patients
2. Provide education to patients, family members significant others
3. Provide comprehensive, evidence-based psychotherapeutic interventions, including individual, family group psychotherapy
4. Provide psychological consultation to employees of an organization/industry which are in contract with Idha Mindcare.
5. Document the complete psychotherapeutic interventions for an assigned caseload of patients, including prompt completion of clinical reminders
6. Assume complete professional responsibility and confidentiality for his/her clinical assessment findings, patient care decisions, and documentation
7. Assist the program director or coordinator in the design, development, and implementation of clinical programs
8. Adhere to operational policies and procedures for the treatment team
9. Assist the program director or coordinator in the execution of the ongoing program and continuous evaluation and monitoring of the effectiveness of the clinical program
10. Facilitate liaisons with other health care programs to effectively coordinate Idha's mind care services
11. Comply with national as well as local performance measures, including timely health care screening and completion of clinical reminders for all patients
12. Participate in administrative work upon the instructions given by the management
13. Attend regular psychology service staff meetings, clinical supervision and training programmes organized by Idha Mindcare
14. All the above-mentioned clinical activities would be performed in online mode.

#### **Probationary Period**

During the first six (6) months of employment, the Employee will be on probation and he/she hereafter referred to as "probationer". During this time, the employment status of the probationer with Idha Mindcare will be temporary and therefore, the probationer will not be entitled to any of the privileges that other employees of Idha Mindcare are entitled to. The performance of the probationer will be closely assessed throughout the probationary period. The probationer may, after the start date, terminate the employment with the organization after giving at least one month's written notice. No notice would be required in case the employment is terminated pursuant to the probationer's misconduct. A probationer continuing past the



Miliya Jamal1



Idha Mindcare  
1165 (B), Kalathil Building, M.L Road,  
Erayilkadavu, Kottayam-01  
Mob: +91 9037431429  
Website: [www.idhamindcare.com](http://www.idhamindcare.com)  
Email: [info@idhamindcare.com](mailto:info@idhamindcare.com), Kerala

probation period will not automatically become a permanent employee and the employer has the right to extend the probation period till it is satisfied that the probationer is fit for the confirmation. During the probationary period, the probationer should participate in the Psychotherapy Training Programme conducted by Idha Mindcare. At the end of the Probationary Period, the Employer may decide to confirm the employment of the probationer based on his/her performance during the probationary and training period.

#### Leave Policy

The probationer is entitled to avail 10 days of casual leave (CL) during the training period. To avail CL, the probationer must inform his/her supervisor at least 3 days in advance. Additionally, the probationer can avail 7 days of sick leave (SL) during the probationary period. In case it is a planned treatment, the probationer must inform his/ her supervisor at least 7 days in advance to avail the SL. There would be cases of emergency wherein the probationer is not in a position to inform his/her supervisor of the leave. Nevertheless, he/she must ensure that the Supervisor is informed at least in the morning before "Report to Work" time, through SMS/email, or by making a phone call indicating the medical reason for his/her SL.

#### Financial Offer

During the probationary period, the probationer is not entitled to wages or any compensation or benefits for the time spent in Idha Mindcare. In the case of offline joining, transportation to and from the working place is the responsibility of the probationer.

#### Rules and Regulations

The probationer should be ready to provide online/offline psychological consultations to the clients and fulfill all other clinical duties in online/offline mode upon the mutual agreement between the Employer and the Probationer. The probationer must have sturdy internet access throughout the probationary period to perform his/her online clinical duties and to attend the online training programme. The probationer should bear the costs of the internet connection.

The probationer shall abide by all the rules and regulations of Idha Mindcare, as modified, updated, or supplemented from time to time.

#### Further information about the work

Reporting: you will report to Mr. Arun K R, Chief Psychologist, Idha Mindcare

Work hours: your working window will be 9 AM – 11 PM during the day. The actual time may vary depending on the training schedule and the assigned clinical duties.

Please sign and return the copy of this letter as a token of your acceptance of the employment and this contract.

The employment is confirmed with a confirmation letter only after satisfactory completion of the Probationary Period.



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Erayilkadavu, Kottayam-01  
Mob: +91 9037431429  
Website: [www.idhamindcare.com](http://www.idhamindcare.com)  
Email: [info@idhamindcare.com](mailto:info@idhamindcare.com), Kerala

Sincerely,  
Mr. Arun K R

Director & Chief Psychologist, Idha Mindcare



I hereby accept the employment and the abovementioned Contract.

Ms. Miliya K Jamal  
Smrithy, Poosarippady,  
N. Paravur, Ernakulam  
Kerala

Signature:

Date: 23/06/2022



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Mishal Muhammed



## OFFER LETTER

17<sup>th</sup> Jun 2022

**Mr. Mishal Muhammed**  
Thadathil House  
Alupuram PO  
Eloor- 683501  
Ernakulam, Kerala  
Phone: 8943377972  
Email: mishalmm666@gmail.com

Dear **Mishal**,

With reference to your application and the subsequent discussions held, we are pleased to offer you the position of "**Junior HR Executive**" for **Services** business unit - **Buzzworks Business Services Pvt Ltd**, based at **Kochi**.

### Remuneration:

Your annual Cost to the Company (CTC) will be Rs. **2,29,1,16 (Rupees Two Lakhs Twenty-Nine Thousand One Hundred & Sixteen Only)**. The break-up of the CTC will be as per the Annexure 'A'.

### Date of joining:

Your appointment shall commence on or before **20<sup>th</sup> Jun 2022**. Should you fail to join by **20<sup>th</sup> Jun 2022**, this offer shall stand withdrawn at sole discretion of the Company.

The detailed break-up of your CTC and the appointment letter governing the terms and conditions of your employment will be issued to you on or after the date of your joining subject to your providing the Company with all the necessary testimonials required by it.


This Offer is subject to us receiving satisfactory feedback from the references provided by you at the time of your interview. It is also likely that we conduct Third Party reference check post your joining us and, in the event, these checks reveal negative reports, your services will be terminated with immediate effect without any financial obligation on us.

You are requested to sign a copy of this letter in token of your acceptance of this Offer and return the same to us.

Looking forward to have a mutually beneficial association with you!

For Buzzworks Business Services Pvt. Ltd.

  
Sushanth B  
HR Manager

  
Buzzworks Business Services Pvt Ltd, 11<sup>th</sup> floor, Noel Focus, Kochi – 682037.





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Mishal Muhammed1



### CTC break-up

Mishal Muhammed  
Junior HR Executive

### Annexure 'A'

		Per Month	Per Annum
	Basic	12811	153732
	HRA	2947	35364
	Bonus	1067	12804
	Transport Allowance	0	0
	Miscellaneous Medical Allowance	0	0
	Other Allowance	31	372
	<b>Gross Salary (A)</b>	<b>16856</b>	<b>202272</b>
Deductions	EPF-Employee	1541	18492
	ESI-Employee	127	1524
	PT-Employee	167	2004
	LWF-Employee	20	240
	<b>Total Deductions (B)</b>	<b>1855</b>	<b>22260</b>
	<b>Take Home (A-B)</b>	<b>15001</b>	<b>180012</b>
Contributions	PF-Employer	1669	20028
	ESI-Employer	548	6576
	LWF-Employer	20	240
	<b>Total Contributions (C)</b>	<b>2237</b>	<b>26844</b>
	<b>CTC (A+C)</b>	<b>19093</b>	<b>229116</b>

PF	Provident Fund
ESIC	Employee State Insurance Corp
PT	Professional Tax
LWF	Labor Welfare Fund

\*\* The Compensation Package will be subject to the usual deductions for tax and other applicable statutory deductions normally withheld by an employer in India.

\*\* Gratuity - As per Act.

For Buzzworks Business Services Pvt. Ltd.

  
  
 Sushanth B  
 HR Manager

Buzzworks Business Services Pvt Ltd, 11<sup>th</sup> floor, Noel Focus, Kochi – 682037.



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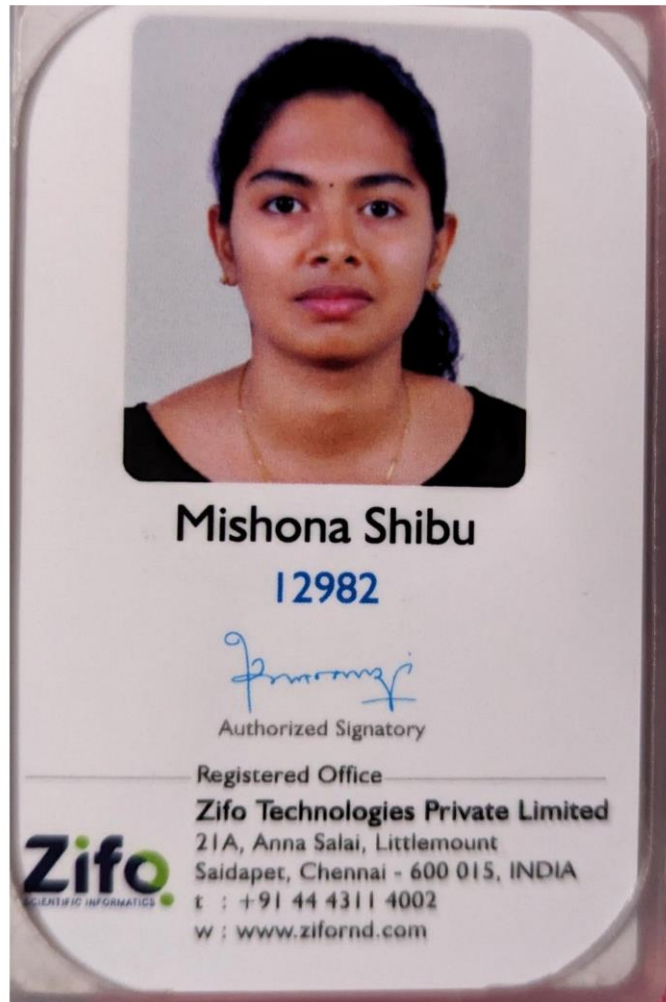
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Mishona Shibu





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2023

Mohammad Fahad



Date: 09-Aug-2022

Dear Mohammad Fahad,

Sub: Offer of Employment

Congratulations and welcome to 24 - 7 Intouch India Private Limited ("Company")! We are pleased to extend to you this offer of employment ("Offer of Employment"). We will be delighted to have you as part of our Team.

#### Employment Offer Terms & Conditions:

1. The detailed terms and conditions of your employment with the company are as provided in the letter of appointment (the "Appointment Letter"), which will be issued to you separately.
2. Your business title will be "**Senior Consultant - Customer Support**" with the Organization.
3. Your annual Cost to Company (CTC) will be **INR 391,200.00/- PA** at the time of appointment. For a detailed CTC break-up and other additional benefits, please refer to Annexure A.
4. Joining Details:
  - **Work Location:** Bengaluru: 92/1B, Electronics City Phase1, Bengaluru 560 100, though you may be required to undertake work-related travel or be transferred, as per the company's requirements.
  - **Date of Joining:** 10-Aug-2022
  - **Reporting Time:** 10:30 am
5. While your work location is on-premises, for now, you shall work from home and resume office when requested/mandated. You are expected to have a high-speed broadband connection with a minimum speed of 40 Mbps. If you are approved to use your device (laptops/desktops) for your program/project, you would be required to have a device that supports minimum specifications. Failing which management holds the discretion of revoking your offer.
6. You shall be required to provide the company with all documents and information outlined in **Annexure B** of this Offer of Employment. Suppose you fail to produce the required documentation, then, notwithstanding anything to the contrary. In that case, any offer of employment by the company may be withdrawn. If already accepted, the company may terminate your employment immediately without notice or any payment in lieu of notice.
7. You will initially be on probation for 6 (six) months. If your performance and conduct are found to be satisfactory during the probation period, your employment will be confirmed in writing.

#### 24-7 Intouch India Private Limited

(Formerly known as Knoah Solutions Private Limited)

Registered Office: 4th & 5th Floor, Maximus Towers 2A, Raheja Mindspace IT Park, Hi-Tech City, Hyderabad - 500 081  
Bengaluru Office: 92/1B, Electronics City Phase 1, Bengaluru - 560 100 | [infobl@24-7intouch.com](mailto:infobl@24-7intouch.com) | +91 (80) 6741 6106  
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Mohammad Fahad1



8. The company operates 7 (seven) days a week, 24 hours a day. You will be expected to attend office on the days assigned to you. As a full-time employee, you will be eligible for 2(two) weekly offs, any two days of the week based on business operations.
9. Your appointment is contingent upon satisfactory reference & background checks, including verification of your resume, application form, and its contents, education, employment history. By accepting this offer of employment, you consent to the conduct of the above mentioned background checks. If any information furnished by you is found to be incorrect or false pertaining to your resume/application for employment or during the selection process, at any time during your employment, and/or if you have suppressed material information regarding your qualification and experience, the Offer of Employment by the Company may be withdrawn and if already accepted your services shall be terminated with immediate effect without notice or any payment in lieu of notice.
10. If you have any questions regarding this Offer of Employment or any other aspect of your employment, please get in touch with Human Resources at [hrblr@24-7intouch.com](mailto:hrblr@24-7intouch.com). Please sign a copy of this Offer of Employment and respond via email to confirm your acceptance of the terms of your employment. Do note that your appointment with the company is subject to you signing this Offer of Employment, the Appointment Letter, and any other documents/policies provided to you by the company.

Sincerely,  
For 24 - 7 Intouch India Private Limited  
(Formerly known as Knoah Solutions Private Limited)

Chondamma  
Associate Director - Talent Acquisition

By signing this Offer of Employment, I understand and agree to the terms of this Offer of Employment and agree to abide by all prevailing policies and procedures of the company, as may be updated by the company from time to time.

Accepted,

Mohammad Fahad

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2023

Mohammad Fahad2



## ANNEXURE – A

### 24-7 Intouch Total Reward Statement

Name: Mohammad Fahad

We are pleased to provide you with the below 24-7 Intouch Total Rewards Statement for the fiscal period 2022-23. In addition to the compensation you receive, 24-7 Intouch provides you with a competitive benefits package.

<b>A. Fixed Gross Salary</b>	<b>P.M (INR)</b>	<b>P.A (INR)</b>
Basic+DA	15100	181200
HRA	5742	68906
Adv. Statutory Bonus	1258	15094
Night Shift Allowance	2200	26400
Other Allowance	0	0
<b>Sub Total A. Gross Salary</b>	<b>24300</b>	<b>291600</b>
<b>B. Variable Pay *</b>	<b>P.M (INR)</b>	<b>P.A (INR)</b>
Attendance Bonus	500	6000
Performance Linked Incentive (up to)	6000	72000
Project Allowance	0	0
<b>Sub Total B. Variable Pay</b>	<b>6500</b>	<b>78000</b>
<b>C. Social Security Benefits</b>		
PF Employer	1800	21600
<b>Sub Total C. Total Contributions Social Security</b>	<b>1800</b>	<b>21600</b>
<b>Total Cost to Company (INR) (A+B+C)</b> (Rounded off)	<b>32600</b>	<b>391200</b>

- **Attendance bonus:** you will be eligible for an attendance bonus of Rs. 500 if your attendance is 100% for the month.
- **Work From Home benefit:** Internet charges upto Rs 1000/- per month can be reimbursed for the days you are WFH.
- **Performance Linked Incentive:** Post 60 days of your tenure with the company, you will be eligible for performance incentives based on achievements of program KPI's.
- **Project Allowance:** You will be eligible for the project-specific allowance when mapped to such programs. If you move out from the program, this allowance shall cease automatically.

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Mohammad Fahad3



### Other Benefits and Employee Contributions:

Employee Benefit	Description	Benefit Details
<b>PERFORMANCE LINKED INCENTIVE</b>	Employees will be covered under performance linked incentives based on the eligibility defined by respective Program/ Department	Post 60 days of your tenure with the company, you will be eligible for performance incentives based on achievements of program KPI's.  Incentive Programs may not apply across every program
<b>GROUP MEDICAL INSURANCE</b>	All employees are covered under this scheme	Company will provide Group Medical Insurance which will be recovered from employees.  <b>Coverage:</b> Upto AM: 2,00,000/- Managers & Sr. Managers: 3,00,000/-
<b>GROUP PERSONAL ACCIDENT INSURANCE</b>	All employees are covered under this scheme	All employees are covered Group Personal Accident under for a sum of Rs. 1,00,000/-. The premium will be recovered from the employees.
<b>WORKMEN COMPENSATION SCHEME</b>	Inclusion: All Active employees are covered under this scheme  Exclusion: Inactive employees, i.e., Employees separated from the organization, are exempt and not covered	Employees will be covered under the Workmen Compensation Scheme. The premium will be recovered from the employees.  <b>Insurance Company: Tata AIG General Insurance Company Ltd</b> <ul style="list-style-type: none"> <li>• No of Members covered: Only Self</li> <li>• Coverage: Accidental coverage while on duty as per the definition of the Act</li> </ul>
<b>STATUTORY SOCIAL SECURITY BENEFITS</b>	Social Security Benefits coverage	<ul style="list-style-type: none"> <li>• <b>Provident Fund:</b> It is a contributory scheme, where employer contribution is 12% of the [basic wages] with a max of Rs. 1,800 and the same</li> </ul>

### 24-7 Intouch India Private Limited

(Formerly known as Knoah Solutions Private Limited)

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Mohammad Fahad4



		<p>amount will be contributed by the employee month on month.</p> <ul style="list-style-type: none"> <li>• <b>Gratuity:</b> Would be paid as per the Payment of Gratuity Act, 1972 to employees on resignation, superannuation, retirement upon the completion of 5 continuous years of service from the date of joining. Gratuity would also be payable in the event of death or disablement of an employee.</li> <li>• <b>Employee's State Insurance (ESI):</b> Employee(s) with monthly salary less than or equal to INR 21,000 qualifies for ESI where Employee contribution is @ 0.75%, and the employer is @ 3.25% of the Gross Salary.</li> </ul>
<b>LEAVE</b>	Covers Active Employees	<ul style="list-style-type: none"> <li>• Leave benefits shall be as per the Employee Handbook that will be shared with the employee on the joining date.</li> </ul>

#### 24-7 Intouch India Private Limited

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Mohammad Fahad5



## ANNEXURE – B

### List of Documents to be provided to the employee

Sl #	Document	Remarks
1	Education	10th, 12th & Graduation in a single PDF
2	Aadhar	Copy of both sides in a single PDF (E-Aadhar Preferred)
3	PAN	Frontpage copy in PDF
4	Experience Letter	From the last employer (if applicable) in a single PDF
5	Pay slip	Last 3 (three) months' Pay slips in a single PDF
6	Photo	Passport size in JPEG format
7	Resume	In PDF format
8	Address Proof	In PDF format
9	Bank	PDF (Doc should have your Name, Account number & IFSC code)
10	UAN Card	UAN Number or UAN card is required (Not applicable for freshers)
11	Income Tax Computation	You will need to submit the income tax computation for the financial year. In case you come under the tax bracket.

### 24-7 Intouch India Private Limited

(Formerly known as Knoah Solutions Private Limited)

Registered Office: 4th & 5th Floor, Maximus Towers 2A, Raheja Mindspace IT Park, Hi-Tech City, Hyderabad - 500 081  
Bengaluru Office: 92/1B, Electronics City Phase 1, Bengaluru - 560 100 | [infobl@24-7intouch.com](mailto:infobl@24-7intouch.com) | +91 (80) 6741 6106  
© 24-7 Intouch | [www.24-7intouch.com](http://www.24-7intouch.com) | CIN: U72200TG2001PTC037193





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SSR  
5<sup>th</sup> CYCLE  
2023

Mubeena K H



19-May-2022

Dear Mubeena K H,  
B.Sc, Computer Science  
Union Christian College, Aluva

Candidate ID – 21303831

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Trainee**.

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 252,000/-. This includes an annual target incentive of INR 12,000 /- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.284,111/-. This includes an annual target incentive of INR 12,000/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for only 15 days and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (If offered to you) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

03/12/2022

Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



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contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

## 11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

## 12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

## 13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

## 14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

## 15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or

*Handwritten signature and date:*  
03/12/2022

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2023

Muhammed Haffis



## SRI CHAITANYA TECHNO SCHOOL

(AFFILIATED TO CBSE, Govt. of India, New Delhi)

CBSE Aff. No: 830304 School No: 45215 M : 88610 04637

### APPOINTMENT ORDER

ID No. SCTS/00/22-23

a. Name of the Applicant : **MUHAMMED HAFFIS**  
b. S/o d/o w/o : **NAVAS A M**  
c. Qualification : **M.Sc. ZOOLOGY**  
d. Department & Designation : **BIOLOGY TEACHER**  
e. Date of Birth : **21/04/1999**  
f. Date of Joining : **26/12/2022**

With reference to your Application dated **23/12 /2022** and the subsequent interview held at **BANGALORE**. The Management is pleased to offer you the post of **BIOLOGY TEACHER at ELECTRONIC CITY Branch** on a CTC (Cost to Company) of **Rs. 30000/-** Per month in words (**Thirty Thousand Rupees Only**) for a period of one year on probation/adhoc-basis provided the following terms and conditions are acceptable to you:

#### Your Appointment is Contingent upon the Following Conditions:

- Your minimum completion period of service should be one full academic Year. However, if your services, actions and comments are found detrimental to the institution or if you resort to corporal punishments or humiliation, or harass children either physically or mentally you shall be immediately terminated without assigning any reason. On the basis of your performance, if you are found to be not improving or showing growth in your performance, results your services will be stopped with 3 months' notice.
- You are eligible for annual increment provided your work continues and is found satisfactory. However, the grant of increment is not warranted in adverse cases of report and result.
- Your services to the institution(s) must be in strict adherence to the nature of work/ timings/ leaves/ holidays etc., as adopted by the concerned place of work from time to time.
- The employee shall teach for 6(six) periods per day or 36 periods per week and attend to counseling of students for a minimum of 6(six) hours in a week.
- You shall be given teaching periods, invigilation, substitutions, paper correction work etc. as a part of your role. The teaching periods and workload allocation is in the discretion of principal keeping in view the need. It may vary on case to case basis.
- You will not be allowed to take up any full-time/ part-time services in any other organization or institution once you are appointed.
- You are not allowed to leave the campus during the working hours without prior permission of the Principal you shall devote your whole time effort to the service of the institution and are accepted to carry out the instructions of the principal in the stabilization of the system and the growth of the institution.
- You are not permitted to take tuitions outside before or after working hours of the school.
- You are entitled for 12 days of casual leaves only per annum. Leaves availed for more than two days during the same calendar month incur loss of pay.
- Teachers must apply leave well in advance. Leave informed on the same day will be considered loss of pay.
- Leave applying a day before or a day after the holidays, then those will also be considered as leaves.

WebSite: [www.srichaitanyaschool.net](http://www.srichaitanyaschool.net)

Email : [Electroniccityprincipal@srichaitanyaschool.net](mailto:Electroniccityprincipal@srichaitanyaschool.net)

#71 Lakshminarayana Village, Huskur Post, Behind APMC Market, Near Electronic City, Bangalore -560099



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2023

Muhammed Haffis1

- You are not supposed to apply leave during examinations, important days and meetings.
- Teachers are not supposed to use cell phones in the class rooms or in the corridors.
- You will not be permitted to resign during the academic year except under very special circumstances, in which case, you shall give three months' notice or pay in lieu of. However under any circumstances if you are leaving in the middle of the academic year you need to pay the amount expended on you for the subject training workshop(s) that you attended.
- You shall not indulge yourself in any political/ anti-social/ anti-institutional/ trade union activities during the period of your service failing which your services stand terminated automatically without any obligation.
- Teachers must not have financial transactions / business with other staff members. Management will not be responsible for such transactions.
- You will maintain confidentiality of all the organization proprietary information, including customer information, patents, finances etc., unless disclosure is specifically required for statutory purposes.
- If any legal disputes arises related to this appointment order (civil/criminal), the jurisdiction of the issue comes under our Hyderabad Administration Office limits and the Administration Office reserve the rights to take any legal steps under the jurisdiction of Hyderabad Administration Office limits.
- You shall intimate any change of address within a week from change of your present residential address.
- You shall abide by the rules and regulations of the Institution and the instructions issued by the managing committee communicated through the head of the institution from time to time.
- Your services are transferable. You may be transferred to any of the branches/institutions run under the managing committee at any time on prior intimation. However, transfers on individual's request are no obligation in this regard.
- Management has all rights to terminate any staff member without giving prior notice if found guilty in misappropriation of funds, misbehavior and violation of rules and regulations.
- You are advised to report to duty on: 26/12/2022
- **Gratuity**  
You will be covered under the Payment of Gratuity Act and will be eligible for gratuity benefits under the scheme after completion of stipulated period of employment. The gratuity is payable on retirement from service or separation from the company on meeting the conditions of the Act. Period of absence without pay will not be included for arriving the period of service for Gratuity entitlement.

Appointment Authority

*You are advised to sign the certificate below and report to duty as mentioned, failing which the appointment stands lapsed or cancelled.*

## CERTIFICATE OF ACCEPTANCE

Having read the terms and conditions mentioned above, I acknowledge to abide by them / any of those modified and brought into force from time to time in the interest of the institution. I thank the management for the opportunity extended to me and promise that I shall strive hard to come up to its expectations in all my endeavors.

**I hereby join the duty from:**

**Place: Bangalore**

**Date:**

  
Signature of the applicant



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2023

Muhammed Irfan



**OPTIMUS MEDICAL SERVICES PVT. LTD.**

**MUHAMMED IRFAN**



**Claim Investigator**

CC No. 54/834 B2, First Floor  
Emmanual Arcade, Emmanual Lane, Elamkulam  
Kaloor Kadavanthra Road, Kochi - 682017  
Ph: 7559904333, Email: [mail@letchek.in](mailto:mail@letchek.in)  
Web: [www.optimusmedical.in](http://www.optimusmedical.in)



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2023

Musthafa A



September 26, 2022

Mr. MUSTHAFA A  
Union Christian College, Aluva

Dear MUSTHAFA A,

**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.

We would like you to begin employment with us on **27<sup>th</sup> September, 2022 (Tuesday)** at our **Kochi location**. You will be inducted as a "**Trainee**". Your initial onboarding will be done virtually and then you have to report at our **Kochi office** on **30<sup>th</sup> September, 2022 (Friday)** and continue to work from there. 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 once the situation becomes normal, 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 total Cost-to-Company (CTC) will be revised to **Rs.3.60 Lakhs Per Annum**. 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](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :  
Name : MUSTHAFA A  
Date :

Aspire Systems (India) Private Limited  
1/D -1, SIPCOT IT PARK, Siruseri,  
Chennai - 603103, Tamil Nadu, INDIA.  
Tel: +91-44-67404000 Fax: +91-44-67404234  
[www.aspiresys.com](http://www.aspiresys.com)



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2023

Musthafa A2



- 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.
- 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 performance. For Eg: If your date of joining is September 27, 2022, then it works like this:

Duration	Salary (Per Month INR)	Comments
27th Sept 2022 to 15th Dec 2022	15,000	Training period (3 Months Max)
16th Dec 2022 to 15th Dec 2023	30,000	Salary gets revised to 30,000
Post Probation	-	Confirmation, Promotion to Engineer
16th Dec 2023 to 15th June 2024	35,000	Salary gets revised to 35,000
16th June 2024 to 15th Dec 2024	40,000	Salary gets revised to 40,000
16th Dec 2024 to 15th June 2025	45,000	Salary gets revised to 45,000
16th June 2025	Road Map Salary Revision	Alignment with Org Cycle

- 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 practice 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 : MUSTHAFA A  
 Date :

Aspire Systems (India) Private Limited  
 1/D -1, SIPCOT IT PARK, Siruseri,  
 Chennai - 603103, Tamil Nadu, INDIA.  
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2023

Nadiya C S



Benzil Super30



**Nadiya C S**

INFO

BATCHES

PERFORMANCE

PAYMENTS

1

Basic Information



Edit



Name

Nadiya C S



Mobile Number

919061479499





# UNION CHRISTIAN COLLEGE, ALUVA

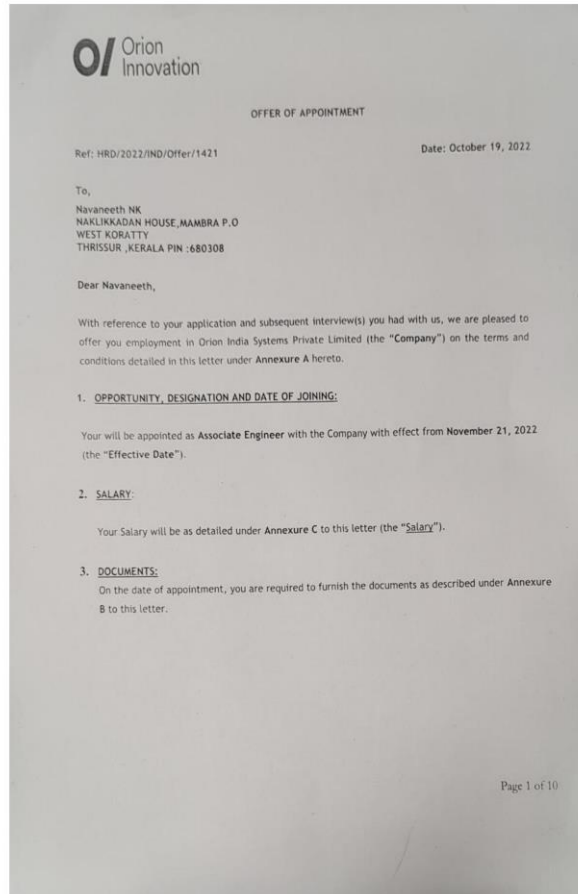
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Navaneeth N K



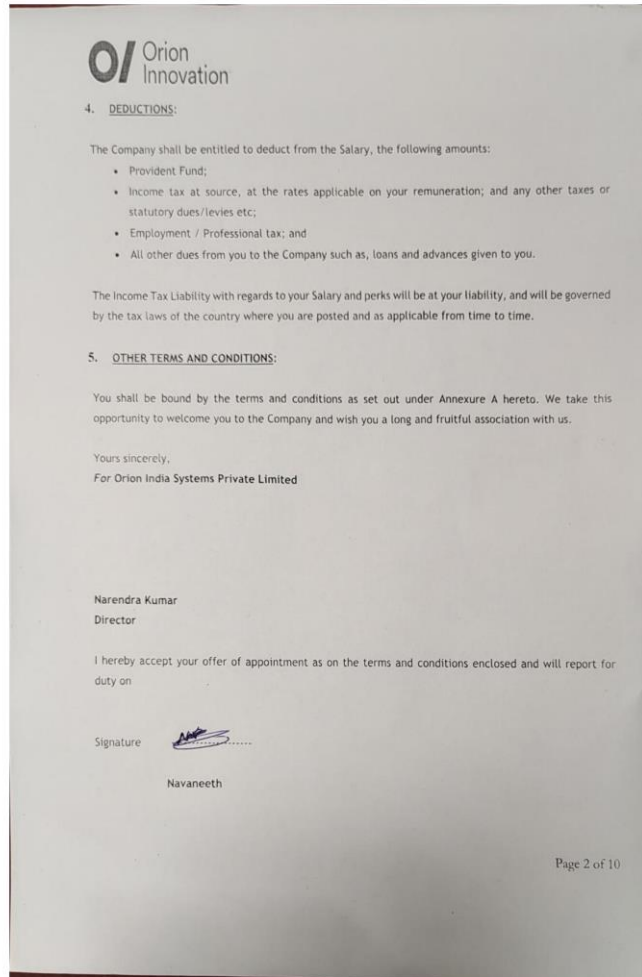


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Navaneeth N K1





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2023

Naveena Biju



## Letter of Intent (LOI)

Superset ID: 1945617

March 21, 2022

Dear Naveena Biju,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 252,000/-**. This includes an annual incentive target of **INR 12,000/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 1 week from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

**Maya Sreekumar**

**Vice President - Human Resources**



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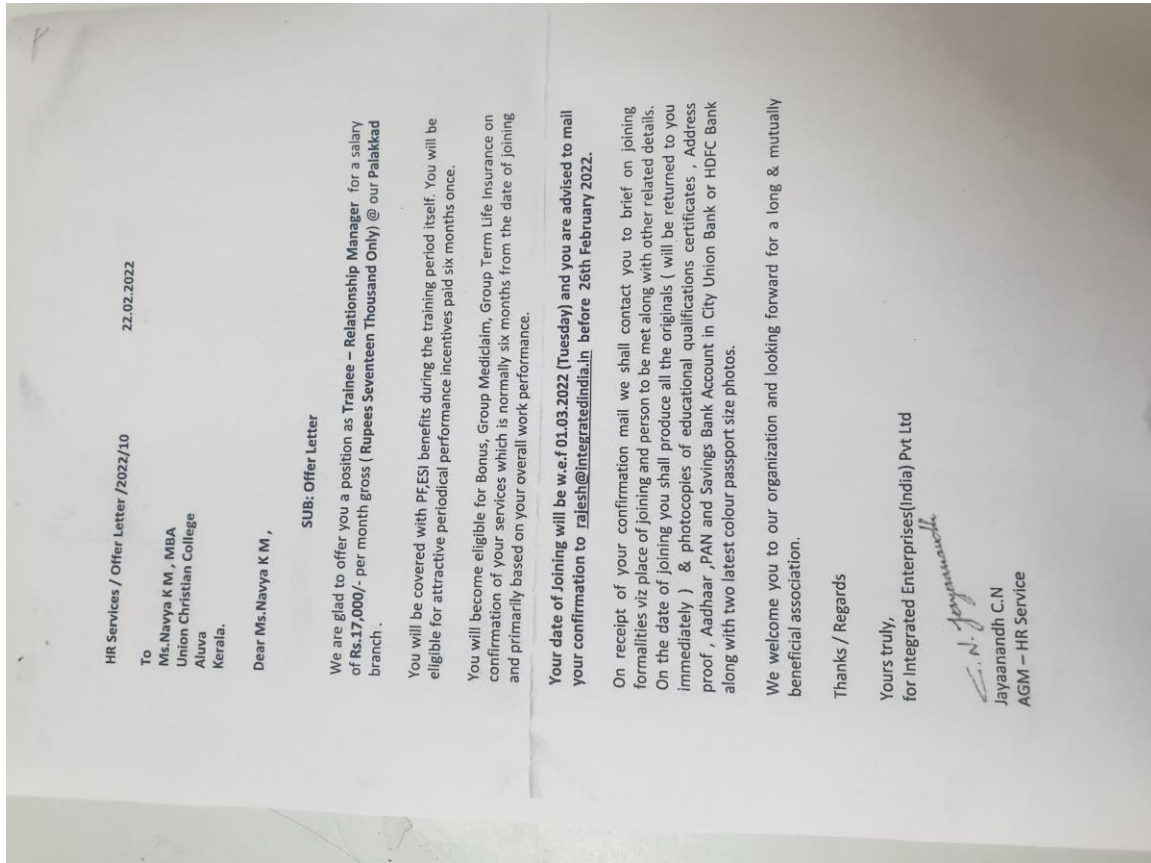
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Navya Km





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Navya Rose Thomas





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2023

Neda Fathima



HR/Gad/Offer Letter/Internship/2022-01/001

Date :31/01/2022

Ms. Nedha Fathima  
MBA

### Internship Training

Dear Nedha Fathima,

In reference to your application, we would like to congratulate you on being selected for internship with Gadgeon Smart Systems Pvt Ltd based at Kochi. Your four months internship will be effective from **1<sup>st</sup> February 2022**.

All of us at Gadgeon are excited that you have joined our team!

As such, your internship will include training/orientation and focus primarily on learning and developing new skills and gaining deeper understanding of concept through hands on application of the knowledge you learned in class. You will be paid **Rs.12,000/- (Twelve Thousand)** only per month as allowance during the course of the internship.

Again, congratulations and we look forward to working with you.

Yours sincerely,

For Gadgeon Smart Systems Pvt Ltd

Hariprasad V Nair

Director & CEO

GadgEon Smart Systems Private Ltd, Unit O203, 2nd Floor, Building SCK-0, Phone: +91-484-2903000 India,  
Email: info@gadgeon.com



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Neda Fathima2



#### Confidentiality

- a. It is a condition of your internship that you do not use, divulge or disclose to any person (and that includes a business of any sort) any confidential commercial or technical information relating to the business, finances or affairs of the Company including but not limited to names of clients, client's projects, fee, commission and / or hourly rate information, reports, records, project memoranda, work notes, operating methods and procedures, software and computer technology and data generated in connection therewith, plans for future development and the like and any or all business records.
- b. This restriction continues indefinitely after your internship has ended but does not apply to information you have to disclose in the course of your internship.
- c. You shall not take any presents/gifts, commission or any kind of gratification or benefit in cash or any kind from any person, party or firm having connection with the company. In case you are offered such benefits by any party, you should inform your supervisor immediately and take his permission to decide the course of action.

I accept the offer and agree to all the terms and conditions of the offer. Name of

The Intern:

Signature :

---

GadgEon Smart Systems Private Ltd, Unit O203, 2nd Floor, Building SCK-0, Phone: +91-484-2903000 India,  
Email: [info@gadgeon.com](mailto:info@gadgeon.com)



# UNION CHRISTIAN COLLEGE, ALUVA

Affiliated to Mahatma Gandhi University, Kottayam, India  
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SSR  
5<sup>th</sup> CYCLE  
2023

Neena Shaji

**THOMSUN**  
I N F O C A R E

To

Date 04-08-2022

Ms. Neena Shaji  
Ambalathingal (H)  
Koduvazhanga  
Neericode P.O  
Pin:683511

Dear Ms. Neena Shaji,

Sub : Provisional Internship Offer Letter

In reference to your application and subsequent interview, we would like to congratulate you on being selected for internship with Thomsun Infocare LLP, the IT division of Thomsun Group, based in Infopark, Phase -2, Kakkanad.

An opportunity to develop your potential, to be exposed to an emerging sector to gain significant experiences from a dynamic company. Whatever your projects, you will take benefits from your internship, because we want to help enthusiastic and hardworking students for the professional life.

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

As an intern, you will be receiving "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation, or sick pay or paid holidays.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

Please find the following confirmation of the specifics of your internship.

Position Title: Software Engineer Trainee





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2023

Neena Shaji1

Start Date: 1-09-2022

Stipend: Rs 10,000 per month

If you successfully complete the training program, you will be offered a permanent position as Junior Software Engineer in Thomsun Infocare. Your employment is subject to a four-month training period. This period allows you and our Company to determine if the position is suitable for you. If the Company decides to discontinue employment within this probationary period, you will be entitled to reasonable notice as outlined in our discussion.

Further, you shall get a detailed appointment letter after successful completion of probation period which shall include all terms and conditions of your employment with a detailed salary break up. The starting annual salary for the position will be 2,82,120 LPA. This is considered as cost to company and includes Salary and Other Benefits. Your performance and compensation will be reviewed periodically.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it. If you have any questions, please do not hesitate to contact me.

I hope your association with the company is successful and rewarding.

Congratulations and welcome to the team!

Thanks & Regards!

Saju Thomas

Director

Thomsun Group

#### Acceptance of Appointment

I hereby accept the above internship offer described in this letter and will begin on 1-09-2022.

Signature

Date:



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2023

Neeraja T S

---

**From:** CAREERS <careers@fedserv.co.in>  
**Sent:** Wednesday, November 16, 2022 11:24 PM  
**To:** neerajashaji151@gmail.com  
**Subject:** Congratulations Neeraja and Welcome to FedServ  
**Attachments:** Medical format in word format.docx; Fidelity and Secrecy and General rules (1) (1).docx

Dear Neeraja T S,

**Congratulations and Welcome to Federal Operations and Services Limited (FedServ). You are expected to join duty on in the role of 'Junior Phone Banking Officer' with a monthly salary of Rs. 12000/- and post certification your CTC would be Rs 19,553/-**

**Please find attached the format for availing Medical certificate and Declaration of Fidelity and Secrecy and General Instructions to the employees. You are requested to carry the copies as well as originals of the listed documents for pre on boarding process:**

- **Medical certificate from competent authority as per format attached and a covid test result within 48 hours' time.**
- **Vaccination certificate.**
- **Declaration of Fidelity and Secrecy and General Instructions to the employees duly signed by the candidate in all the pages.**
- **Original certificate to prove educational qualifications - X, XII, Graduation, Post-Graduation**
- **Original KYC documents - Aadhar, Pan Card, Driving License etc.**
- **Relieving letter from your previous employer in original.**
- **Past 3 months' pay slips**
- **A character conduct certificate issued by past employer or any gazetted officers or a testimonial from the past employer.**
- **A police clearance certificate forms your nearest police station.**
- **A Passport size photograph**
- **Other relevant documents/certificates.**

**Reporting time :- 09:30 hrs**

**Reporting Office :- FedServ, Carnival Infopark Phase 1, Kakkanad, Kochi**

**(For any further clarification, please feel free to contact @ 0484 2412044/2028 / 9388787673)**

**Please acknowledge the acceptance of this offer within 48 hours and do share your documents (Aadhar card, education documents, experience certificate if any) and a photograph in soft copies for the Background verification.**

Thank you | Best Regards |HR Department



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5<sup>th</sup> CYCLE  
2023

Negil Babu



Mr. Negil Babu  
Erumalathadathil (H)  
Bison Valley (PO)  
Muttukad  
Idukki-685565

14<sup>th</sup> April 2022

## **OFFER LETTER**

Dear Mr. Negil Babu,

Further to our discussions, we are pleased to offer you the post of **Associate Engineer** at Innovature.

### **Congratulations!**

Your annual compensation (CTC) shall be **INR 2,64,000/- (Rupees Two Lakh and Sixty-Four Thousand per annum)** as shown in Annexure A. Detailed employment terms will be specified in your Employment Agreement that will be provided to you as part of the formal onboarding process.

Your joining date is **12<sup>th</sup> December 2022** by 10.00 AM IST, and you shall be based at our **Kochi** office. As discussed, you should be willing to travel or re-locate on-site if your duties require so.

On the day of joining, you are requested to bring the documents listed in Annexure A (along with photocopies) and sign the formal Employment Agreement specifying your detailed employment terms with Innovature.

Kindly note that this offer is strictly contingent upon satisfactory review of your reference/background checks and validation of any relevant academic / professional credentials. Also, note that your compensation and offer details are strictly confidential between you and Innovature. Disclosing this information to third parties is a violation of Innovature's confidentiality policy and may result in immediate cancellation of this employment offer.

Kindly indicate your acceptance of this offer by signing this letter in the space provided below and sending a copy back to us via e-mail latest by **18<sup>th</sup> April 2022**. This offer letter will be deemed to be canceled and voided if received past the above date.

Innovature Software Labs (P) Ltd.  
18<sup>th</sup> Floor, Trans Asia Cyber Park, Infopark SEZ, Phase 2, Kakkanad, Cochin, Kerala, India-682303  
Ph # +91 484 4038120 [www.innovature.ai](http://www.innovature.ai) CIN: U72200KL2005PTC018749



I eagerly look forward to you joining our team. Should you have any questions or clarifications, please do not hesitate to contact me.

**For Innovator,**

**Ravindranath A.V**  
Chief Executive Officer

**In Acceptance:**

*I have carefully read and fully understood the terms and conditions of my appointment and hereby accept the same.*

**Signature:**



# UNION CHRISTIAN COLLEGE, ALUVA

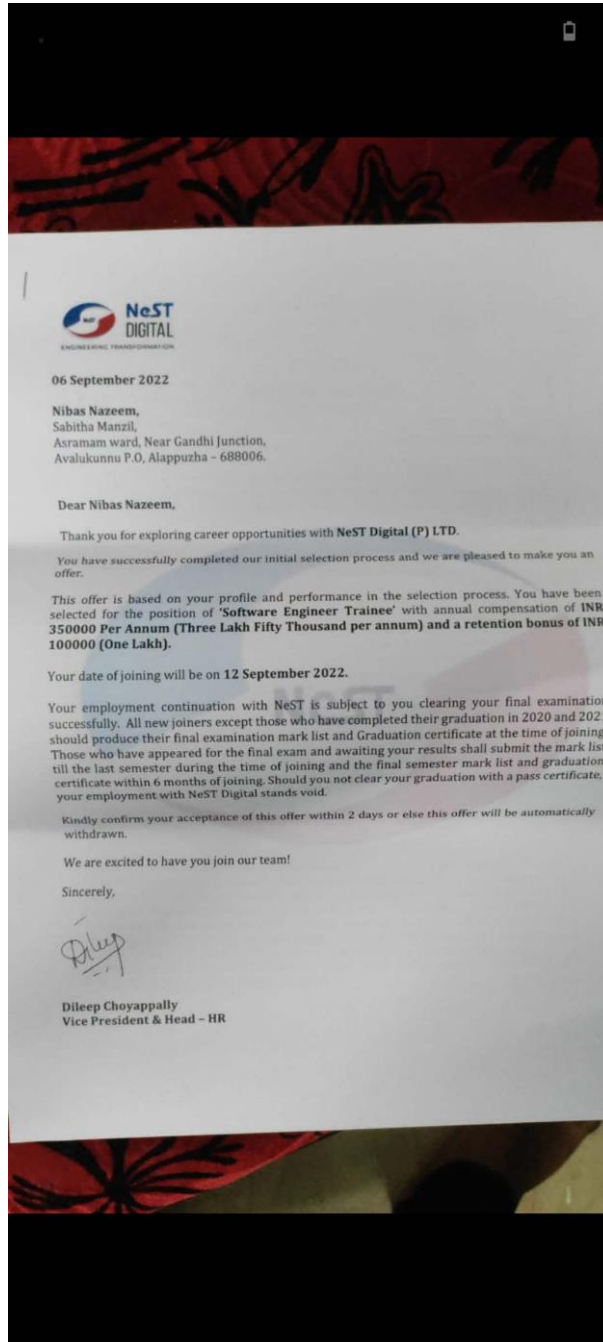
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SSR  
5<sup>th</sup> CYCLE  
2023

Nibas Nazeem





# UNION CHRISTIAN COLLEGE, ALUVA

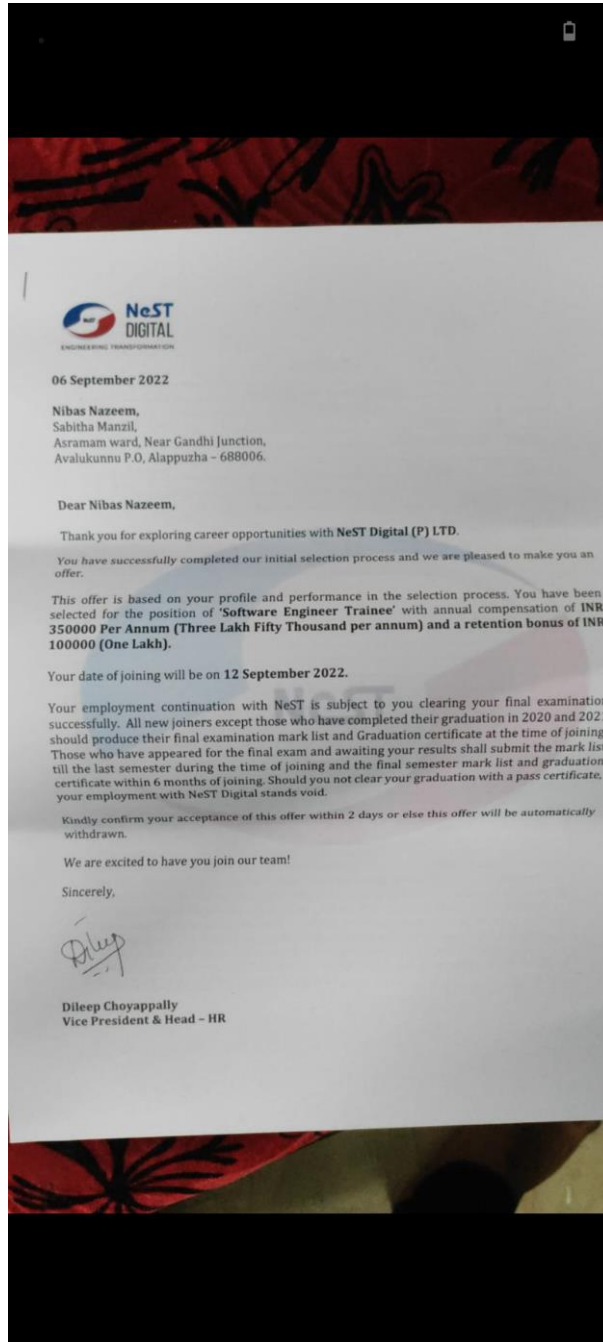
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SSR  
5<sup>th</sup> CYCLE  
2023

Nibas Nazeem





Nimisha A N

DATAFLOAT TECHNOLOGIES INDIA PVT LTD  
CIN: U72900KL2007PTC020784



HRD/OL/2022/08/007

11-Aug 2022

## Appointment Offer

To,  
Miss. Nimisha AN  
Arakkal House  
Thayyur PO  
Kerala- 680584

Dear Nimisha,

Following our interview, we are delighted to offer you the position of **Junior Software Trainee**, subject to following terms and conditions.

### 1. Place of Work

Your normal place of work will be at the office of Datafloat Technologies India Pvt Ltd, 11-A, Trans Asia Cyber Park, Infopark SEZ Phase - II, Kochi, Kerala.

### 2. Joining Requirements

I look forward to your starting your assignment on **22.08.2022**. You will have to bring 4 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates, work experience letters and the latest pay stubs on the joining date.

### 3. Salary and benefits

Your CTC at the start of your employment in the role of **Junior Software Trainee**, including all allowances will be **Rs 2,17,518.00** per year. Refer Annexure for the splits.

### 4. Increments and promotions

You will be eligible for timely salary increments, the value of which will depend on your performance and contribution. Increments will be decided at the time of appraisal being carried out by your superior. General remuneration reviews will also be conducted to ensure that the remuneration of Datafloat employees always match the best in industry. Promotions to higher grades will depend primarily on your performance and potential, and also on the availability of vacancies. Being a growing organization, there will be opportunities for the ideal candidates to quickly raise to higher responsibility positions.

### 5. Working week and leave

Datafloat Technologies India Pvt Ltd, will observe a 5 day working week, with each day of 8 hours. Because of our global presence, sometimes you may be required to work in night shifts as well to cater the needs of our clients. The details of leave eligibility etc. will be informed to you at the time of your joining.

DATAFLOAT TECHNOLOGIES INDIA PVT LTD  
CIN: U72900KL2007PTC020784  
Email: [hrindia@idcglobal.com](mailto:hrindia@idcglobal.com)  
Website: [www.datafloat.com](http://www.datafloat.com)

11-A, Tower 1, Trans Asia Cyber Park  
Infopark SEZ Phase-II, Ambalamedu P.O  
Puthencruz, Kochi – 682303  
Tel: (+91) 484 241 5161



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2023

Nimisha A N2

DATAFLOAT TECHNOLOGIES INDIA PVT LTD  
CIN: U72900KL2007PTC020784



## ANNEXURE

Employee Name : Nimisha AN  
Designation : Junior Software Trainee

	Per Month	Per Annum
<b>Monthly Components (A)</b>		
Basic Pay	5,700.00	68,400.00
Dearness Allowance	2,000.00	24,000.00
House Rent Allowance	3,000.00	36,000.00
City Compensatory Allowance	1,474.00	17,688.00
Transport Allowance	2,000.00	24,000.00
Statutory Bonus	1,909.00	22,908.00
<b>Total Gross Pay-(A)</b>	<b>16,083.00</b>	<b>1,92,996.00</b>
Employee's contribution to PF	924.00	11,088.00
Employee's contribution to ESI	91.00	1,092.00
Employee's contribution to Workers Welfare Fund	20.00	240.00
<b>Total Net Pay</b>	<b>15,048.00</b>	<b>1,81,668.00</b>
<b>Retirals (B)</b>		
Company's contribution to PF	924.00	11,088.00
Company's contribution to ESI	396.00	4,752.00
Company's contribution to Workers Welfare Fund	20.00	240.00
<b>Total-(B)</b>	<b>1,340.00</b>	<b>16,080.00</b>
<b>Other Benefits (C)</b>		
Health Insurance		4,000.00
Gratuity		4,442.00
<b>Total-(C)</b>		<b>8,442.00</b>
<b>CTC (A+B+C)</b>		<b>2,17,518.00</b>

Company Confidential - This communication is confidential between you and Datafloat Technologies Pvt. Ltd.

DATAFLOAT TECHNOLOGIES INDIA PVT LTD  
CIN: U72900KL2007PTC020784  
Email: [hrindia@idcglobal.com](mailto:hrindia@idcglobal.com)  
Website: [www.datafloat.com](http://www.datafloat.com)

11-A, Tower 1, Trans Asia Cyber Park  
Infopark SEZ Phase-II, Ambalamedu P.O  
Puthencruz, Kochi - 682303  
Tel: (+91) 484 241 5161



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2023

Nishal Jamal

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*Soft & Cool*

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**hotpack**  
PACKAGING INDUSTRIES LLC  
www.hotpackglobal.com

Ref # : HPG-HR-JO-OMAN-0420/22  
Date : September 28, 2022  
Place : Dubai HQ  
Location : Oman – Branch 51

Mr. Nishal Kadappalimoolayil Jamal  
Nationality : Indian  
PP No : PP6429604  
Mobile No : 00971 525051043  
E-mail : nishaljamil@gmail.com  
Date of Birth : 23/02/1998

Dear Mr. Nishal Kadappalimoolayil Jamal,

**Subject: Offer of Employment**

With reference to our discussion, we are pleased to offer you employment in accordance with the terms and conditions mentioned below.

Position : Jr. Sales Support Executive.  
Currency of Offer : OMR  
Basic Salary : 90/- Per month.  
Other Allowance : 60/- Per month.  
**Gross Salary : 150/- Per month.**  
House Rent Allowance : Shared bachelor Accommodation provided by the company.  
Leave Salary : 1 Month Basic salary + HRA on completion of every 12 months.  
Ticket Allowance : 120/- on completion of every 24 months.  
Probation period : 3 Months.

All benefits and policies of the company are subject to change at any time upon the approval of the company's authorized management. Appointment is subject to approval of your visa formalities from the relevant authorities.

This offer of employment is valid for a period of 7 days from date of issue. Please confirm your acceptance of this offer by signing, dating below and returning to the undersigned.

  
For Hotpack Packaging Industries LLC  
Zainudeen P B  
Group Executive Director

  
Agreed and Accepted: .....  
Date: .....

REF B : Shanavas – UAQ (HPUQ0127).

Issue Date: 16/02/2022 Issue No: 02 Rev No: 00 Doc Name: HPG/HR/JO

(Corporate Office) 14 8051 888, Fax: +9714 8051 999 80590, Dubai Investments Park-1 598-1624, United Arab Emirates e-mail: hotpack@eim.ae	::: Umm Al Quwain Tel.: +9716 7670977, Fax: +9716 7670317 P.O.Box: 7154, Umm Al Quwain, United Arab Emirates e-mail: hotpackuaq@eim.ae	::: Sharjah Tel.: +9716 5424278, Fax: +9716 5432443 P.O.Box: 37547, Ind. Area 5, Plot No. 1114 Sharjah, United Arab Emirates e-mail: shjfactory@hotpack.ae	
-------------------------------------------------------------------------------------------------------------------------------------------------------	----------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------





Nithin Manoj



## LETTER OF INTENT (LOI)

Dear Nithin Manoj,

With reference to your interview conducted by us, we are pleased to inform that you have been selected for the position of **System Engineer - Trainee** with **Jobin and Jismi Private Limited**. We are glad to extend a hearty welcome to you to our Jobin and Jismi family.

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/post-graduation and the minimum passing percentage/ grade/ rank/ class as determined by Jobin and Jismi.

This LOI from Jobin and Jismi is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week from the date of the LOI. In case we do not receive any response from your end within the aforementioned time, this LOI shall stand withdrawn, and will be considered as void.

Any extension to the LOI validity will be at the sole discretion of Jobin and Jismi.

### Upon Joining Jobin and Jismi

- 1. You will enter into a service agreement for 2 years with Jobin and Jismi which shall contain details including the scope, terms and conditions of your employment and the contractual obligation of Jobin and Jismi.**
- 2. You will be on probation for a period of 12 months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of 12 months.**



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5<sup>th</sup> CYCLE  
2023

Nithin Manoj2

## ANNEXURE 1

### Compensation Structure

Name: Nithin Manoj

Designation: System Engineer - Trainee

Location: Chalakudy

Components	Per Month	Annual
Basic Pay	15000	180000
Dearness Allowance	2000	24000
Other Allowances	4500	54000
<b>CTC</b>	<b>21500</b>	<b>258000</b>
Professional Tax	200	2400
Employer PF	1800	21600
Employee PF	1800	21600
<b>Net Pay</b>	<b>21300</b>	<b>255600</b>

\*Professional Tax and TDS will be deducted as per government norms.



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5<sup>th</sup> CYCLE  
2023

Nithya V





Nourin T Navas



## OFFER OF APPOINTMENT

Ref: HRD/2022/IND/Offer/1438

Date: October 19, 2022

To,  
Nourin T Navas  
Thottathil house ,  
Vidakuzha thaikattukara po aluva ,  
Pincode : 683106

Dear Nourin,

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in Orion India Systems Private Limited (the "Company") on the terms and conditions detailed in this letter under **Annexure A** hereto.

1. **OPPORTUNITY, DESIGNATION AND DATE OF JOINING:**

You will be appointed as **Associate Engineer** with the Company with effect from **November 21, 2022** (the "Effective Date").

2. **SALARY:**

Your Salary will be as detailed under **Annexure C** to this letter (the "Salary").

3. **DOCUMENTS:**

On the date of appointment, you are required to furnish the documents as described under **Annexure B** to this letter.



Nourin T Navas8



## ANNEXURE B DOCUMENTS REQUIRED

### A. Immediately (Scanned)

- UG/PG Degree certificates;
- Marks cards/transcripts;
- Experience and relieving letters from previous employers;
- Five (5) passport size photographs;
- Two (2) photocopies each of your educational certificates, experience certificates, last drawn salary slip and proof of your age;
- Please show the original of the above certificates for verification;
- A copy of your valid passport; and
- Address proof.

### B. Training will be given for the specified skill set you have been employed for.

### C. Employment Background Verification

The Company is committed to provide a safe and productive working environment. Therefore, as part of the hiring process you will be required to successfully complete an employment background verification prior joining. Please note that in the event of failure in background verification will result in withdrawal of your offer of employment.



P Sujith Kumar



June 27, 2022

## OFFER OF APPOINTMENT

Mr. P Sujith Kumar  
Revathy (H)  
Patharam P O  
Kollam – 690 522

Dear Mr. P Sujith Kumar,

With reference to the discussions we had with you, we are pleased to offer you an employment with Muziris Softech (P) Ltd. on a probationary basis, subject to the terms and conditions detailed hereto:

### 1. DESIGNATION

You will be appointed as "Programmer Trainee" with the company.

### 2. SALARY

You will receive a monthly CTC of Rs. 15,000/-. Refer to Annexure C to this letter for detailed breakdown of your salary structure.

### 3. DOCUMENTS

On the date of appointment, you are required to furnish the documents as detailed under Annexure B to this letter.

### 4. DEDUCTIONS

The Company shall be entitled to deduct from the Salary, the following amounts:

- Provident Fund;
- Income tax at source, at the rates applicable on your remuneration; and any other taxes or statutory dues/levies etc.;
- Employment / Professional tax; and
- All other dues from you to the Company such as, loans and advances given to you.

The Income Tax Liability with regards to your Salary and perks will be at your liability, and will be governed by the tax laws of the country where you are posted and as applicable from time to time.



P Sujith Kumar7



June 27, 2022

## ANNEXURE B

### DOCUMENTS REQUIRED ON OR BEFORE JOINING

#	Particulars
(A)	1 Photocopy/scan of the following documents
1	Aadhar Card
2	PAN Card or Acknowledgement Slip of Form 49, if applied for PAN No.
(B)	1 Photocopy/scan of the following documents
3	Professional / Educational Certificates and Mark Sheets towards: -- 10th standard or equivalent examination -- 12th standard or equivalent examination -- Graduation -- Post-graduation -- Other relevant educational or skill certifications
4	Experience & Relieving Letters from last two employers (if applicable)
5	Passport (if applicable)
6	Permanent and current Residential Address proof (Ration Card / Voter ID Card /Driving License Copy etc.)
7	Two passport size color photographs with white background



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SSR  
5<sup>th</sup> CYCLE  
2023

Parvathy J

**CML Biotech Ltd.**  
(Formerly CML Biotech (P) Ltd)  
(an ISO 9001:2015 and ISO 13485-2016 Certified Company)

Corporate Office  
C7 & C8 - 2nd Floor, Tower 2  
INKEL Business Park  
Angamaly (S), Ernakulam Dist,  
Kerala, INDIA, PIN - 683573  
Ph : +91 - 484 - 245 - 4820, 6820, 7820  
E-mail: info@cmlbiotech.com  
Website: www.cmlbiotech.com

N: U51397KL1999PLC012944

CML/HR/049/23  
18<sup>th</sup> April, 2023

To  
Ms. Parvathy J  
Poornima House,  
Kothakulangara, Angamaly P O,  
Ernakulam Dist.

**Sub:** Offer of Appointment as "Trainee – Quality Control Department"

Dear Parvathy,

With reference to your application and subsequent discussion we had, the management is pleased to offer you the post of "Trainee – Quality Control Department" in our organization.

You will be paid stipend of Rs.12000/- PF + ESI per month. As a trainee, you will not be entitled to any other benefit/privilege. You will be under training for one year from the date of your joining which will come to an automatic end on the expiry of the training period. We expect you to join us on or before **03<sup>rd</sup> May 2023**.

Kindly submit the following at the time of joining.

1. Recent passport size photographs – 2 nos.
2. Copy of Certificates of educational qualifications and experience.
3. Copy of Valid ID proof

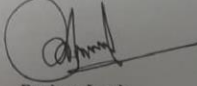
Kindly acknowledge the receipt of this letter as a token of acceptance of the offer.


We welcome you to our organization and hope your association with us will be mutually beneficial, pleasant & fulfilling.

Thanking You

Yours faithfully

For CML Biotech Ltd.

  
Paulose Jacob  
Managing Director



Reg. Office: 4/434B, Karukutty P.O., Angamaly, Ernakulam Dist., Kerala, INDIA, PIN - 683 576  
Plot No.2, INKID Industrial Area,INKEL Business Park, Angamaly South, Ernakulam Dist., Kerala, INDIA, PIN - 683573  
Ph : +91- 484- 245 - 3531, 3561





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SSR  
5<sup>th</sup> CYCLE  
2023

Paul Varghese



## Annexure 'A'

### PAY STRUCTURE – Compensation Details (All figures in INR per month)

Date:07.08.2022

### Monthly Salary Components of:

<b>Name: Mr.Paul Varghese</b>	
<b>Designation: Assistant Professor</b>	
<b>Department: English</b>	
DESCRIPTION	PAY AMOUNT (In Rs)
Basic Salary	16000
House Rent Allowance	6400
Special Allowance	9600
<b>Gross (A)</b>	<b>32000</b>
<b>Employer Contributions</b>	
Employer PF	1800
Gratuity	773
Medical Insurance	381
<b>Employer Contributions Total (B)</b>	<b>2954</b>
<b>Total CTC (A+B)</b>	<b>34954</b>

### Others:

- Professional tax as per government norms(will be deducted in February and August month salary)
- Income Tax as per IT act.




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2023

Pooja Rajeev



**GIRIDEEPAM**  
INSTITUTE OF ADVANCED LEARNING  
Approved by AICTE & Affiliated to Mahatma Gandhi University, Kottayam

No: GIAL/AO/110/2023 29.03.2023

To

Ms. POOJA RAJEEV  
Manaluparambil (H)  
Thodupuzha  
Idukki (M No:9497610494)


Dear Ms. Pooja,


Sub: Offer Letter of Appointment in the post of Assistant Professor ( Psychology) at GIAL Vadavathoor, Kottayam - Regarding


With reference to your request and the discussion you had with us, we are pleased to issue this Offer Letter of Appointment to you to the post of Assistant Professor (Psychology) at Girideepam Institute of Advanced Learning, Vadavathoor, Kottayam with a salary of Rs. Rs.20000/- (Rupees Twenty Thousand only) per month with effect from 01.06.2023. If interested, you shall also be assigned the duty of Assistant Warden, Ladies Hostel of this College with free food and accommodation. You will be on one year Probation initially which will be declared to have completed satisfactorily by issuance of another order; in due course.


In case the terms and conditions are acceptable to you, please give your consent immediately or within one week positively.

With Regards,



Yours Sincerely  
  
FR. JUSTIN THOMAS OIC  
DIRECTOR  
Girideepam Institute of Advanced Learning  
Vadavathoor, Kottayam - 686 010



  
**GIRIDEEPAM**  
In Pursuit of Excellence

Bethany Hills, Vadavathoor P.O.,  
Kottayam, Kerala- 686010, Phone: 0481-2578889, +91 8281866704, 7592098980  
web: [www.girideepamcollege.org](http://www.girideepamcollege.org)  
E-mail: [girideepamcollege@gmail.com](mailto:girideepamcollege@gmail.com)  
f <https://www.facebook.com/GIAL.Kottayam>



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Prasanth K P





Priya Ds



October 06, 2022

## OFFER OF APPOINTMENT

Ms. Priya D S  
Edayattu (H)  
Kaitharam P.O  
Ernakulam – 683 519

Dear Ms. Priya D S,

With reference to the discussions we had with you, we are pleased to offer you an employment with Muziris Softech (P) Ltd. on a probationary basis, subject to the terms and conditions detailed hereto:

### 1. DESIGNATION

You will be appointed as "Programmer Trainee" with the company.

### 2. SALARY

You will receive a monthly CTC of Rs. 15,000/-. Refer to Annexure C to this letter for detailed breakdown of your salary structure.

### 3. DOCUMENTS

On the date of appointment, you are required to furnish the documents as detailed under Annexure B to this letter.

### 4. DEDUCTIONS

The Company shall be entitled to deduct from the Salary, the following amounts:

- Provident Fund;
- Income tax at source, at the rates applicable on your remuneration; and any other taxes or statutory dues/levies etc.;
- Employment / Professional tax; and
- All other dues from you to the Company such as, loans and advances given to you.

The Income Tax Liability with regards to your Salary and perks will be at your liability, and will be governed by the tax laws of the country where you are posted and as applicable from time to time.



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2023

Priya Ds8



October 06, 2022

## ANNEXURE C

COMPENSATION STRUCTURE	
<b>Name</b>	Priya D S
<b>Designation</b>	Programmer Trainee
<b>CTC</b>	Rs. 15,000/-
<b>Allowances</b>	<b>Amount</b>
Basic +DA	8,800.00
CCA	200.00
HRA	1,000.00
Travel Allowance	1,000.00
Bonus	1,100.00
Washing Allowance	575.00
LTA	100.00
Medical Allowance	475.00
<b>Gross Salary</b>	<b>13,250.00</b>
<b>Deductions</b>	
PF (Employee contribution)	1,338.00
ESI (Employee contribution)	96.00
<b>Salary Payable</b>	<b>11,816.00</b>
<b>Gross Salary</b>	<b>13,250.00</b>
PF (Employer contribution)	1,338.00
ESI (Employer contribution)	412.00
<b>CTC</b>	<b>15,000.00</b>

Company reserves the right to make changes in the allowances and its amounts without affecting the total CTC.

Page 9 of 9



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Priyanka T P

Zoho Sign Document ID: 2A8C6304-KVZAMZ6\_-HTO8BGD8-XPEIKAZEU\_VVPUQMJY0RZ2GYE



27.12.22

Dear Priyanka T P,

With reference to the interview, you had with us on 23<sup>rd</sup> December, 2022, we are pleased to confirm your offer of employment for the position of **Career Advisor - Trainee**.

Your employment will commence on **16<sup>th</sup> January 2023** and you will work at our office in Carnival Infopark, Phase 2, Kakkanad, Kochi, Kerala

**Salary**

Your salary will be INR **15,500.00** per month and will be paid in accordance with the Company's payroll procedures.

**Reporting:**

You will be reporting to **Ms. Merin James**.

We reserve the right to change your reporting relationship to accommodate the needs of business.

Your work pattern is **8 AM to 5 PM UK Time, (1.30 PM to 10.30 PM IST) Monday to Friday, 5 30 AM to 11 30 AM UK Time, (10 AM to 4 PM IST on Saturdays) (Second Saturday Holiday)**. Reporting time may change to accommodate the needs of the business.

**Training cost Non – Refundable:**

The company reserves the right to acquire one-month salary at the time of leaving, should you decide to leave the employment within 12 months period, against the training cost incurred.

**Deductions:**

As per the company policy, a sum of INR. 1000 will be deducted from the salary every month. After the completion of 1 year, the amount deducted for the first six months will be paid back to you and the remaining amount will be retained in your credit. This pay back system will be repeated every six months as long as you are in service with us. On completion of your services the total amount in your credit will be paid back to you after serving the notice period.

Your detailed employment contract will be issued to you on the date of your joining.

This offer is subject to satisfactory reference checks and verification of your educational and employment documents submitted to us.

You are requested to sign a copy of this offer of employment as acceptance of the same.

I take this opportunity to welcome you to Opshore Talent Solutions. I look forward for a mutually beneficial association.

*Mathew James Ealaar.*

**Mathew James**  
Managing Director

PRIYANKA T P

*Priyanka*

Agreed & Accepted the above

Dec 27 2022 02:50 PST

Carnival Infopark, Phase II, 1st Floor, SEZ Kakkanad, Kochi 682030 | Tele:0484 4017566 Mob: 9995399366, 9995205566  
Email: [info@opshoretalentsolutions.com](mailto:info@opshoretalentsolutions.com) | [www.opshoretalentsolutions.com](http://www.opshoretalentsolutions.com)



Rageeth C R



## OFFER OF APPOINTMENT

Ref: HRD/2022/IND/Offer/0781

Date: June 10, 2022

To,  
Rageeth C R  
Chambannoor House, Koratty,  
Konoor, Nalukettu p.o, Pin- 680308

Dear Rageeth,

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in Orion India Systems Private Limited (the "Company") on the terms and conditions detailed in this letter under Annexure A hereto.

1. OPPORTUNITY, DESIGNATION AND DATE OF JOINING:

You will be appointed as Associate Engineer with the Company with effect from June 20, 2022 (the "Effective Date").

2. SALARY:

Your Salary will be as detailed under Annexure C to this letter (the "Salary").

3. DOCUMENTS:

On the date of appointment, you are required to furnish the documents as described under Annexure B to this letter.



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2023

Rageeth C R1



4. **DEDUCTIONS:**

The Company shall be entitled to deduct from the Salary, the following amounts:

- Provident Fund;
- Income tax at source, at the rates applicable on your remuneration; and any other taxes or statutory dues/levies etc;
- Employment / Professional tax; and
- All other dues from you to the Company such as, loans and advances given to you.

The Income Tax Liability with regards to your Salary and perks will be at your liability, and will be governed by the tax laws of the country where you are posted and as applicable from time to time.

5. **OTHER TERMS AND CONDITIONS:**

You shall be bound by the terms and conditions as set out under Annexure A hereto. We take this opportunity to welcome you to the Company and wish you a long and fruitful association with us.

Yours sincerely,  
For Orion India Systems Private Limited

Narendra Kumar  
Director

I hereby accept your offer of appointment as on the terms and conditions enclosed and will report for duty on

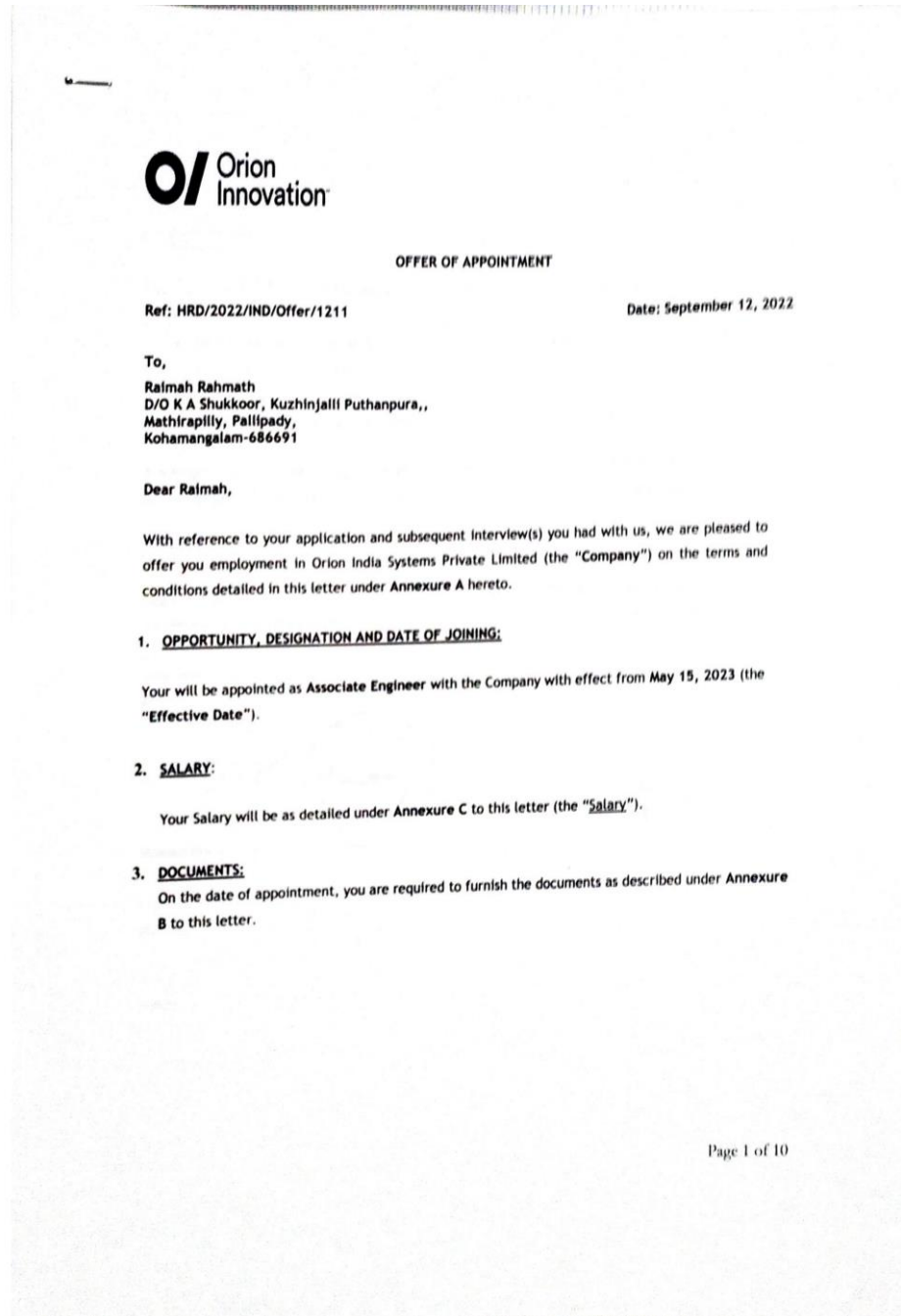
Signature

Rageeth C R





Raimah Rahmath





Rajalakshmi Gopinathan



## OFFER OF APPOINTMENT

Ref: HRD/2022/IND/Offer/0793

Date: June 10, 2022

To,

Rajalakshmi Gopinathan  
Sreehari plot no:11  
shanti vihar hsg Colony  
Pottore Thrissur pin:680581

Dear Rajalakshmi,

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in Orion India Systems Private Limited (the "Company") on the terms and conditions detailed in this letter under **Annexure A** hereto.

1. **OPPORTUNITY, DESIGNATION AND DATE OF JOINING:**

Your will be appointed as **Associate Engineer** with the Company with effect from **June 20, 2022** (the "Effective Date").

2. **SALARY:**

Your Salary will be as detailed under **Annexure C** to this letter (the "Salary").

3. **DOCUMENTS:**

On the date of appointment, you are required to furnish the documents as described under **Annexure B** to this letter.



Rajalakshmi Gopinathan8



## ANNEXURE B DOCUMENTS REQUIRED

### A. Immediately (Scanned)

- UG/PG Degree certificates;
- Marks cards/transcripts;
- Experience and relieving letters from previous employers;
- Five (5) passport size photographs;
- Two (2) photocopies each of your educational certificates, experience certificates, last drawn salary slip and proof of your age;
- Please show the original of the above certificates for verification;
- A copy of your valid passport; and
- Address proof.

### B. Training will be given for the specified skill set you have been employed for.

### C. Employment Background Verification

The Company is committed to provide a safe and productive working environment. Therefore, as part of the hiring process you will be required to successfully complete an employment background verification prior joining. Please note that in the event of failure in background verification will result in withdrawal of your offer of employment.



Rakesh R



June 27, 2022

## OFFER OF APPOINTMENT

**Mr. Rakesh R**  
**Madathilparambil (H)**  
**Thathampally P O**  
**Alappuzha – 688 013**

Dear Mr. Rakesh R,

With reference to the discussions we had with you, we are pleased to offer you an employment with Muziris Softech (P) Ltd. on a probationary basis, subject to the terms and conditions detailed hereto:

### 1. DESIGNATION

You will be appointed as "Programmer Trainee" with the company.

### 2. SALARY

You will receive a monthly CTC of Rs. 15,000/-. Refer to Annexure C to this letter for detailed breakdown of your salary structure.

### 3. DOCUMENTS

On the date of appointment, you are required to furnish the documents as detailed under Annexure B to this letter.

### 4. DEDUCTIONS

The Company shall be entitled to deduct from the Salary, the following amounts:

- Provident Fund;
- Income tax at source, at the rates applicable on your remuneration; and any other taxes or statutory dues/levies etc.;
- Employment / Professional tax; and
- All other dues from you to the Company such as, loans and advances given to you.

The Income Tax Liability with regards to your Salary and perks will be at your liability, and will be governed by the tax laws of the country where you are posted and as applicable from time to time.



Rakesh R7



June 27, 2022

## ANNEXURE B

### DOCUMENTS REQUIRED ON OR BEFORE JOINING

#	Particulars
(A)	1 Photocopy/scan of the following documents
1	Aadhar Card
2	PAN Card or Acknowledgement Slip of Form 49, if applied for PAN No.
(B)	1 Photocopy/scan of the following documents
3	Professional / Educational Certificates and Mark Sheets towards: -- 10th standard or equivalent examination -- 12th standard or equivalent examination -- Graduation -- Post-graduation -- Other relevant educational or skill certifications
4	Experience & Relieving Letters from last two employers (if applicable)
5	Passport (if applicable)
6	Permanent and current Residential Address proof (Ration Card / Voter ID Card / Driving License Copy etc.)
7	Two passport size color photographs with white background



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Rasika S





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2023

Renjitha R



Our Ref: HRE-07012023-SMJ54

07<sup>th</sup> January 2023

Ms. Renjitha R,  
Attuchalil House,  
Kozhimala,  
Kanchiyar,  
Idukki,  
Kerala – 685511

**Subject: Letter of Offer of Employment**

Dear Renjitha,

Welcome to Maxwell Geosystems India Pvt Ltd.

We are pleased to offer you the position of **Junior Support Engineer - PHP**, with Maxwell Geosystems India Pvt Ltd. You will be reporting to **Team Leader - Development**.

Your compensation is indicated in the Compensation & Benefits worksheet attached as Annexure A. This appointment is subject to the Terms and Conditions of Employment attached as Annexure B. You will also find Annexure C detailing your job roles and responsibilities, and Annexure D with the details of Standard Terms of Employment.

This offer is made under the clear understanding that your employment is on a whole time basis and that you will not undertake any other part time/full-time work without the prior written consent of the company. Other than the compensation mentioned herein, no additional payments are due. You are expected to keep the compensation details confidential at all times.

Please confirm your acceptance of this offer including all Annexures by returning a scanned copy of the duly signed Offer Acceptance page (Page 10), before 7 days from the receipt of the offer. In the event of any delay it remains a discretion of Maxwell GeoSystems to determine if the offer is open to you.

On behalf of the Company, I wish you every success in your position and trust that our relationship will be long and mutually rewarding.

Yours sincerely,

**For Maxwell Geosystems India Pvt Ltd.**

**Saneesh Baby**

**General Manager**

**Date: 07<sup>th</sup> January 2023**

**Enclosures:** Annexure A - Compensation & Benefits  
Annexure B - Terms and Conditions of Employment  
Annexure C – Position Description - Job Role, Responsibilities and Work  
timing.

Annexure D – Standard Terms of Employment

Maxwell Geosystems India Pvt Ltd. 3rd floor, Kannankeri Estate, Shanmugham road, Ernakulam, Cochin - 682031  
Tel: +0484-4011161 | [www.maxwellgeosystems.com](http://www.maxwellgeosystems.com)



## Renjitha R12



licensed medical practitioner. Requests must be submitted to the General Manager (India) and Chief Administrative Officer (Group) for final approval.

- g) Special Leave Categories, are additional leaves provided to the employee, considered on case by case basis and provided under management approval only.

### 3. LONG SERVICE LEAVE

- a) Leave will increase by 2 days with each consecutive 5 years of service with the Group and such decision to increase or not shall be at the sole discretion of the Group which shall be final and conclusive.

### 4. MATERNITY/PATERNITY LEAVE AND PARENTAL LEAVE

- a) Maternity leave will be provided in accordance with the Employment laws of the country applicable to the Company.
- b) The Group will grant paternity leave at full pay for a period of 5 days to cover the period immediately subsequent to the birth. Other paternity leave may be taken without pay with the agreement of the Group.
- c) Parental leave (including adoption leave) which is unpaid is provided subject to the agreement of the Group and is intended to assist employees with family responsibilities in regard to their dependent children.

### 5. ANTI-DISCRIMINATION

- a) The Group is a non-discriminatory and equal opportunity employer. All employees are expected to abide by the Group's policy in this regard and to treat all other employees in a respectful and considerate manner at all times. Any conduct by you of a discriminatory nature may be considered as a serious misconduct by the Group and could result in your summary dismissal at the sole discretion of the Group which shall be final and conclusive.

### 6. NON-SMOKING POLICY

- a) Smoking is not permitted in the offices or vehicles of the Group or Company. A breach of this policy will be regarded as a serious misconduct and may result in summary dismissal at the sole discretion of the Group which shall be final and conclusive.

### 7. LEAVE WITHOUT PAY

- a) Leave without pay may be granted with prior approval and at the sole discretion of the Group which shall be final and conclusive.

### 8. WORKERS COMPENSATION

- a) In order to protect the rights of employees, notice of any injury incurred during working hours or whilst travelling to or from work must be given immediately to your manager in the Company. Workers compensation insurance will be provided for employees either by the Group or Company or, in the case of secondment, by the client.

### 9. RETURN OF COMPANY PROPERTY

- a) In the course of your employment, various types of property including but not limited to office keys, electronic access cards, computer hardware and software, other





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2023

Reshma Gireesh

**From:** sreejithsudhakaran@aasvasnidhi.com

**Sent:** 03 May 2022 11:04

**To:** abhiramiks196@gmail.com; apsentinels@gmail.com; krishnamr175678@gmail.com; mswathy971@gmail.com; athiratt22@gmail.com; arbinuraj5283@gmail.com; Dixyjoy2001@gmail.com; glenysequeira1999@gmail.com; jencymd9@gmail.com; johnu14896@gmail.com; jomolmj789@gmail.com; josphinantony7@gmail.com; akshmi34c@gmail.com; treesamaria71@gmail.com; priyankatp445@gmail.com; reshmagirish99@gmail.com; appunnivishnu02@gmail.com; vyshakpn07@gmail.com

**Cc:** hr@aasvasnidhi.com; placement@uccollege.edu.in

**Subject:** Offer letter for Internship in Sales

Dear Candidate

Greetings from AASVAS NIDHI LIMITED !!

This is with regards to the Interview we had conducted at UC College for Internship opportunity in our organisation. We are happy to inform you that you have been selected for Sales Internship at our organisation.

A detailed Offer letter would be sent to you post discussion with Placement Cell of UC College on the dates of Internship.

With Warm Regards,

**Sreejith Sudhakaran**

Director – HR, Facilities and L&D



**AASVAS Nidhi Limited**

2<sup>nd</sup> Floor, Lotus City Centre, Statue Junction  
Tripunithura, Ernakulam, Kerala – 682301

**Mobile : 8921606114**

Landline : 0484-2779611

Website: [www.aasvasnidhi.com](http://www.aasvasnidhi.com)



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Reshma T P





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2023

Robin



## DRD Communications and Software Private Limited

303, 3<sup>rd</sup> Floor, Building No. SCK - 01, SmartCity,  
Kakkanad, Kochi - 682042, Kerala, India.  
Phone: 0484 - 2970335  
CIN: U72200KL2015FTC039205

Ref: DRDCS/HR/2023-24/016

Date: 05-May-2023

**ROBIN BABU**  
Edattukaran (H)  
Manjapra P.O.  
Manjapra  
Ernakulam Dist  
Pin - 683581

Dear Mr. Robin,

### Sub: Letter of Offer and Terms of Employment

Thank you for exploring career opportunities with DRD Communications And Software Private Limited (DRDINDIA). You have successfully completed our initial selection process and we are pleased to make you an offer of employment.

This offer is based on your profile and performance in the selection process. You are selected for the position of **Asst. Software Engineer (Trainee), Band VIBGYOR**. Your annual CTC including all benefits will be **Rs.2,49,231/-**.

Please get in touch with the DRDINDIA - HR Manager / Induction officer within 7 days and confirm your acceptance of this offer by signing and returning Annexure 2 of this letter. Your date of joining shall be **8<sup>th</sup> May 2023**. Annexure 3 provides the contact details of DRDINDIA offices.

Please note that this offer will lapse if it is not accepted within 7 days. In the event of any delay in your acceptance of this offer, DRDINDIA shall have the sole discretion to determine if this offer is open to you.

As discussed, you shall join DRDINDIA on or before **8<sup>th</sup> May 2023**. If you fail to join by the said date this offer shall stand cancelled.

DRDCS/HR/LF/1

1 | Page

Corporate Office: DRD Communications, No.1, Croydon, 12-16 Addiscombe Road, Croydon, Surrey, CR0 0XT, United Kingdom



Robin 6

[Annexure – 3]

## DRDINDIA OFFICES AND CONTACT DETAILS

### Registered Office:

DRD Communications And Software Private Limited,  
303, 3<sup>rd</sup> Floor,  
Building No. SCK 01,  
SmartCity,  
Kakkanad,  
Kochi - 682030

### Contact Person:

HR Manager  
Phone: +91-484-2970335  
Email: [hr@drd.co.in](mailto:hr@drd.co.in)

### Corporate Office:

DRD Communications  
No-1 Croydon  
12-16 Addiscombe Rd  
Croydon, Surrey  
CR0 0XT  
United Kingdom

CIN: U72200KL2015FTC039205

DRDCS/HR/LF/1

7 | Page



Robin Babu

12:16 4G+ 0.2KB/s



## Offer of Employment for the position of Trainee- Geojit Technologies Inbox ☆

**A** Abin Joy Yesterday  
to me, ANIL, Varun ▾

Dear Mr. Robin Babu ,

This is to inform that subsequent to your interview and assessment in Geojit Technologies Pvt Ltd., you have been shortlisted as a **Trainee in Software Engineering**. The Training Period starting from December 01st , 2022 will be for a period of SIX months and you will be paid a stipend of **Rs.14,000/- CTC** per month which includes the contribution to PF and ESI.

During the training period, your performance shall be observed by reporting authorities. We may absorb you to the post of **Junior Software Engineer Trainee** in our organization, if found satisfactory after the final assessment. The training shall be deemed to be extended, if no order of absorption has specifically issued to you.

If absorbed, your remuneration will be revised accordingly and you also will have to execute an agreement to serve our company for minimum period of 2 years from the date of absorption. You shall not have any claims what so ever, for being absorbed in the rolls of the Company and the Company reserves the right to discontinue your training at any time without assigning any reason or notice or pay in lieu thereof.

Acknowledgement to this mail confirming your acceptance to the offer along with date of joining is highly appreciated.

Note : This email and training offer given in this email is very





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2023

Rosemary Varghese

**DON BOSCO**  
HOSPITAL

North Paravur, Ernakulam  
Kerala - 683 513



Unit of Don Bosco Charitable Trust - Venture of Diocese of Kottapuram

DBH/HR/C3/25/2023

07.03.2023

### TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms. Rosemary Varghese** is undergoing training in this hospital as  
**HR Trainee** in the **Human Resource department** from **21.11.2022** onwards.

This certificate is being issued upon her request for the purpose of higher studies in  
abroad.

**Director**

Fr. CLAUDIN RIVERA  
DIRECTOR  
DON BOSCO HOSPITAL  
N. PARAVUR, ERNAKULAM  
KERALA-683513



I have sighted the original  
document and certify this to  
be a True Copy of the original

*T.G. Jayadeep*  
12/03/2023

T.G. JAYADEEP  
ADVOCATE & NOTARY  
N. PARAVUR, ERNAKULAM DIST.  
KERALA STATE, P. DIA - 683 513  
Mob: +91 9847215757



# UNION CHRISTIAN COLLEGE, ALUVA

Affiliated to Mahatma Gandhi University, Kottayam, India  
NAAC Re-Accredited with A Grade in 4<sup>th</sup> Cycle (CGPA 3.45)  
[www.uccollege.edu.in](http://www.uccollege.edu.in)

SSR  
5<sup>th</sup> CYCLE  
2023

S Sreelakshmi



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20218830665/Trivandrum**  
**Date: 03/02/2022**

Ms. S Sreelakshmi  
Sreeragam House Seaport Airport Road,  
Chittethukara,  
Kakkanad-682037,  
Kerala.  
Tel# 91-9995261009

Dear S Sreelakshmi,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Graduate Trainee** in Grade **YG**. Your gross salary including all benefits will be ₹1,90,926/- per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, this offer is liable to lapse at the discretion of TCS this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course and you meeting the TCS eligibility criteria.

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

## **COMPENSATION AND BENEFITS**

### **BASIC SALARY**

You will be eligible for a basic salary of ₹7,950/- per month.

TCS Confidential  
TCSL/DT20218830665

## **TATA CONSULTANCY SERVICES**

Tata Consultancy Services Limited  
Vismaya Building 6th Floor, Infopark, Kusumagiri PO., Kochi 682 030 India  
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: [www.tcs.com](http://www.tcs.com)  
Registered Office Nimal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)

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2023

S Sreelakshmi11



## GROSS SALARY SHEET

Annexure 1

Name	S Sreelakshmi
Designation	Graduate Trainee
Institute Name	Union Christian College ,Aluva

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
<b>1) Fixed Compensation</b>		
Basic Salary	7,950	95,400
Bouquet Of Benefits #	4,343	52,110
<b>2) Performance Pay</b>		
Monthly Performance Pay	1,500	18,000
<b>3) Annual Components/Retirals</b>		
Health Insurance***	NA	4,000
Provident Fund	954	11,448
Gratuity	382	4,589
ESI Contribution##		5,379
Total of Annual Components & Retirals	1,336	20,037
<b>TOTAL GROSS</b>	<b>15,129</b>	<b>1,90,926</b>

# 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.

##Contribution towards Employees' State Insurance borne by TCS.

\*\*\* 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.

Component Category	Monthly	Annual
House Rent Allowance	3,180	38,160
Leave Travel Assistance	663	7,950
Food Card	500	6,000
Personal Allowance	0	0
<b>GROSS BOUQUET OF BENEFITS</b>	<b>4,343</b>	<b>52,110</b>

TCS Confidential  
TCSL/DT20218830665

### TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited  
Vismaya Building 6th Floor, Infopark, Kusumagiri PO., Kochi 682 030 India  
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com  
Registered Office Nimal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

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2023

Salman Faris

Date: 8/20/2022

Attention: Mr. Salman Faris Ma

Nationality: India

### JOB OFFER

Top Evolution Contracting is pleased to offer you the post of H.S.E Officer.

We trust that your knowledge, skills, and experience will be among our valuable assets. Should you accept this job offer, you'll be entitled to receive the following:

* BASIC SALARY:	QAR	2,000.00
* FOOD ALLOWANCES:	QAR	300.00
* ACCOMMODATION:	QAR	1,000.00
* TRANSPORTATION:	QAR	700.00
* PROBATION PERIOD:	<u>3 Months</u>	
* OVER TIME:	<u>Depends on the Working Period (PAID)</u>	
* WORKING DAYS:	<u>6 days per week, Friday will be OFF</u>	
* WORKING HOURS:	8Hours+1hour break	

\* Everything else which is not mentioned on above will be as per Qatar Labor Law.

We wish you all the best and look ahead for a mutual benefit from this agreement between you and Top Evolution Contracting W.L.L.

Sincerely;

  
Manager

Accept Job Offer:



You are kindly requested to sign on the space provided below and return it to concerned officials of the company.

I, Salman Faris M.A accept this Job Offer as H.S.E officer.

Signature: 

Date: 20-08-2022

  
TOP EVOLUTION CONTRACTING

Tel : +974 44 770 255  
Fax : +974 44 770 266  
info@topevolution.qa  
www.topevolution.qa  
P.O. Box: 13764  
Doha-Qatar



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5<sup>th</sup> CYCLE  
2023

Sameena M N



September 26, 2022

Ms. SAMEENA M N  
Union Christian College, Aluva

Dear SAMEENA M N,

**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.

We would like you to begin employment with us on **27<sup>th</sup> September, 2022 (Tuesday)** at our **Kochi location**. You will be inducted as a "**Trainee**". Your initial onboarding will be done virtually and then you have to report at our **Kochi office** on **30<sup>th</sup> September, 2022 (Friday)** and continue to work from there. 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 once the situation becomes normal, 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 total Cost-to-Company (CTC) will be revised to **Rs.3.60 Lakhs Per Annum**. 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](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :  
Name : SAMEENA M N  
Date :

Aspire Systems (India) Private Limited  
1/D -1, SIPCOT IT PARK, Siruseri,  
Chennai - 603103, Tamil Nadu, INDIA.  
Tel: +91-44-67404000 Fax: +91-44-67404234  
[www.aspiresys.com](http://www.aspiresys.com)



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2023

Sameena M N2



9. 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.
10. **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 performance. For Eg: If your date of joining is September 27, 2022, then it works like this:

Duration	Salary (Per Month INR)	Comments
27th Sept 2022 to 15th Dec 2022	15,000	Training period (3 Months Max)
16th Dec 2022 to 15th Dec 2023	30,000	Salary gets revised to 30,000
Post Probation	-	Confirmation, Promotion to Engineer
16th Dec 2023 to 15th June 2024	35,000	Salary gets revised to 35,000
16th June 2024 to 15th Dec 2024	40,000	Salary gets revised to 40,000
16th Dec 2024 to 15th June 2025	45,000	Salary gets revised to 45,000
16th June 2025	Road Map Salary Revision	Alignment with Org Cycle

11. 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.
12. You are governed by the company’s policies in practice from time to time. Your work timings may also be changed depending on the organizational need and your responsibilities.
13. 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.
14. 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 : SAMEENA M N  
 Date :

Aspire Systems (India) Private Limited  
 1/D -1, SIPCOT IT PARK, Siruseri,  
 Chennai - 603103, Tamil Nadu, INDIA.  
 Tel: +91-44-67404000 Fax: +91-44-67404234  
[www.aspiresys.com](http://www.aspiresys.com)



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Sanjay Bineesh

 IndianOil	<p>इंडियन ऑयल कॉर्पोरेशन लिमिटेड विपणन प्रभाग: दक्षिणी क्षेत्र, इंडियन ऑयल भवन, 139, उत्थमर गांधी सड़क (नुगम्बाकम हाई रोड), चेन्नई - 600 034. <b>Indian Oil Corporation Limited</b> Marketing Division, Southern Region, IndianOil Bhavan, 139, Uthamar Gandhi Road, (Nungambakkam High Road) Chennai - 600 034.</p>
विपणन प्रभाग Marketing Division	

**Ref No : P/APPR/2022-23** **Date: 29-12-2022**

To  
Sri/Ms. SANJAY BINEESH  
S/o BINEESH K K  
KAIHTHAVALAPPIL HOUSE SOUTH PARAVOOR P.O UDAYAMPEROOR MANAKUNNAM  
ERNAKULAM  
KERALA - 682307

Subject: Engagement of Apprentice as per The Apprentices Act 1961

Dear Sir/Madam,

With reference to your performance in the Written Test held on 27.11.2022 and subsequent document verification, we are pleased to engage you as **TRADE APPRENTICE-ACCOUNTS EXECUTIVE/GRADUATE APPRENTICE** at **COCHIN LPG BOTTLING PLANT ,NADAKKAVU PO, UDAYAM, PEROOR, COCHIN, PIN CODE - 682 307**, under the Apprentices Act, 1961 (as amended from time to time) on the following Terms and Conditions:-

1. You shall be given training in accordance with the provisions of the Apprenticeship Act, 1961 (as amended from time to time) for a period of 12 months. During this period of training, periodical tests will be conducted. Upon successful completion of the Apprenticeship period, the Contract shall stand terminated.
2. Your engagement as Apprentice shall be subject to your being found medically fit by Corporation's Medical Officer or by Government Medical Officer of the status of Civil Surgeon (as per Forms in Part-I, II and III enclosed). In the event of your being declared medically unfit, this Offer of Engagement will be deemed to have been cancelled automatically.
3. During the Apprenticeship period, you shall be paid a consolidated stipend of Rs.9000/- per month + Rs.2,500/- per month for 12 months as notified by the Ministry of Skill development & entrepreneurship, Govt. of India as per Gazette notification dated 25th September 2019 under Apprentices Act, 1961 or as amended from time to time.
4. You shall enter into a Contract of Apprenticeship, which shall be registered with the Regional Directorate of Apprenticeship Training (in case of designated trades) or National Skill Development Council (in case of optional trades), of the respective States in which you are engaged for apprenticeship, under the aegis of Ministry of Skill Development & Entrepreneurship Directorate General of Training. The Contract of Apprenticeship, in case of Technician/Graduate Apprentice who completed their Degree on or after 2020 will be registered with Board of Apprenticeship Training, Chennai under the Ministry of Human Resource Development.
5. You shall be an Apprentice and not a Worker, however, you shall be covered under the Certified Standing Orders applicable to Workmen of Marketing Division, IOCL. You shall abide by the Rules/Regulations of the Company in the matter of discipline & safety.
6. You shall have to submit an Affidavit on non-judicial stamp paper of Rs.100/- to the fact that you have not undergone Apprenticeship Training under Apprentices Act, 1961 (as amended from time to time) and Rules framed there under in the same trade and no other Contract of Apprenticeship subsists already between you and any other Employer and undertake that you shall not enter into any other Contract of Apprenticeship with any other Employer before the expiry of termination of this Contract of Apprenticeship.
7. The offer of engagement as Apprentice is valid only in case the following eligibility criteria are fulfilled:
  - i. You have not undergone an Apprenticeship Training earlier or are not pursuing Apprenticeship anywhere in India on the date of issue of the letter.
  - ii. You are not facing a prosecution in any Court of Law for any serious criminal offence.
8. The following leave shall be admissible to you during the Apprenticeship period:  
General Leave: 32 days @ 8 days per quarter during the period of Apprenticeship including on medical grounds. Casual Leave: 12 days per calendar year.

PAGE 1 OF 2



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Sarah Maria Saroop

**RESTORE MINDS INDIA LLP**  
RELIEVE | REFRESH | REFORM

**APPOINTMENT LETTER**

14th August, 2023

Ms. Sarah Maria Saroop

*Subject: Appointment Letter - Counsellor*

Dear Ms. Sarah,

We are delighted to extend to you the appointment as Counsellor at Restore Minds India LLP, Kochi Branch, effective from 14th August 2023. Your acceptance of this offer is requested by confirming your initials and signature on all pages of this agreement, including the declaration, and returning the duplicate copy to us by **17th August 2023 (Thursday)**.

**Date of Appointment:**

Your official date of appointment is **14th August 2023**.

**Confidentiality:**

During and after your employment with Restore Minds India LLP, you are bound to maintain strict confidentiality regarding the Company's business, affairs, clients, and any confidential information. Any breach of this confidentiality may result in personal liability to our clients or third parties, as well as legal consequences.

**General Instructions:**

These terms and conditions align with the Company's current policies, procedures, and regulations applicable to all employees. They are subject to periodic amendments and adjustments.

We look forward to your contribution to our team and your growth as a Counsellor at Restore Minds India LLP.

Sincerely,

**DR. JOHN JACOB M.**  
CEO  
RESTORE MINDS INDIA LLP

*John Jacob*

**Dr. John Jacob Mundukottackal**  
Founder and CEO

[www.restoremindsindia.org](http://www.restoremindsindia.org) | +91 889 1482 377 | [restoremindsindia@gmail.com](mailto:restoremindsindia@gmail.com) | 1st Floor, MGM Towers, Opposite K.S.R.T.C Bus, Pathanamthitta - 689 6 Kerala, India



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SSR  
5<sup>th</sup> CYCLE  
2023

Saranya R Menon

Cognizant



11-Jun-2021

Dear Saranya R Menon,  
B.Sc., Computer Science  
Union Christian College\_Aluva\_Kerala

Candidate ID – 16697279

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 251,999/-. This includes an annual target incentive of INR 12,000/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs.284,111/-. This includes an annual target incentive of INR 12,000/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

RI'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



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2023

Saranya R Menon8

## Cognizant

• Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

### 16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

### 17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

### 18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

### 19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

**Cognizant Technology Solutions India Private Limited Saranya R Menon**

Sign: \_\_\_\_\_

Sign: \_\_\_\_\_

Name:

Name:

RI'qd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097



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2023

Saranya Sidharth T



**GadgEon**  
Engineering Smartness

HR/Gad/Offer Letter/2022-02/107

16<sup>th</sup> Feb 2022  
Saranya Sidharth T

WELCOME LETTER

Dear Saranya Sidharth T,

We take great pleasure in inviting you to be an integral part of GadgEon Smart Systems Pvt Ltd, an end-to-end Product Engineering and IoT Solution Development Company.

We are enclosing herewith your Offer & Appointment Letter, with terms and conditions of your employment with GadgEon, which you may kindly be sent to us, with your signature on each page, as a token of acceptance.

Please note that the offer of employment & appointment is subject to satisfactory completion of your reference checks and background verification. You are requested to join on the date mentioned at the following address

GadgEon Smart Systems Pvt Ltd,  
Unit O203, 2nd Floor,  
Building SCK-01,  
Smartcity, Kochi- 682030  
India

In case you need any clarifications regarding your job, compensation, or any policy please contact: Human Resources at [hr@gadgeon.com](mailto:hr@gadgeon.com).

We look forward to you having a long and fruitful relationship with GadgEon.

Sincerely,  
for GadgEon Smart Systems Pvt. Ltd

---

GadgEon Smart Systems Pvt Ltd, Unit O203, 2nd Floor, Building SCK-0, Phone: +91-484-2903000India. Email:  
[info@gadgeon.com](mailto:info@gadgeon.com)





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2023

Sarin M R



Mr. Sarin M R,  
Mutturuthil (H),  
Thalayzhum P.O,  
Vaikom,  
Kottayam,  
Kerala - 686141

09<sup>th</sup> December 2021

Dear Sarin,

**RE: Maxwell Geosystems Offer of Trainee Appointment**

Thank you for taking the time to attend the interview on 25<sup>th</sup> November 2021. We are very pleased to be able to offer you a position in the company as outlined in the details below.

Position: Graduate Engineer Trainee

Start Date: 15<sup>th</sup> December 2021

Training Period: 3 months

Working Hours: 8 A M to 5 PM (Training Period)

Work Location: Maxwell GeoSystems India Pvt Ltd, 3rd Floor, Kannankeri Estate, Marine Drive, Kochi

Monthly Stipend: INR 12000

Should we decide to continue your employment following the period of training a formal contract will be issued however please note that once signed by both parties this letter forms the basis of a legally binding contract.

Termination:

- a. This contract of employment may be terminated without notice or any compensation in lieu thereof, if any act of yours is detrimental to the interest of the Company after due process of law.
- b. If any time you are found guilty of dishonesty, disobedience, disorderly behaviour, negligence, indiscipline, absence from duty without permission and/or any other conduct which is considered by the Company detrimental to the interest of the Company or violation of one or more terms of this letter, your services can be terminated without notice.
- c. Moreover, if and when the Management feel suspicious about your integrity or lose confidence in you, your services are liable to be terminated after due process of law.
- d. You are also aware that you are involved in production processes/in work which is of highly confidential nature as such. If it is found during the course of your employment with us that you are involved in taking bribe/commission to favour any individual/party/employee, the management shall have right to terminate your services with immediate effect and your dues shall be forfeited.

Maxwell Geosystems India Pvt Ltd, 3rd floor, Kannankeri Estate, Shanmugham road, Ernakulam, Cochin - 682031  
Tel: +0484-4011161 | [www.maxwellgeosystems.com](http://www.maxwellgeosystems.com)



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SSR  
5<sup>th</sup> CYCLE  
2023

Sarin M R1



Please sign a copy of this letter and return to us to confirm your acceptance of this offer.

Yours Sincerely,

Sreehari A Painkal  
General Manager  
Maxwell Geosystems India Private Ltd

I acknowledge that I have read and understood the contents of this letter and would like to accept the position offered.

.....  
Sarin M R  
Date:



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Shabana Asmi



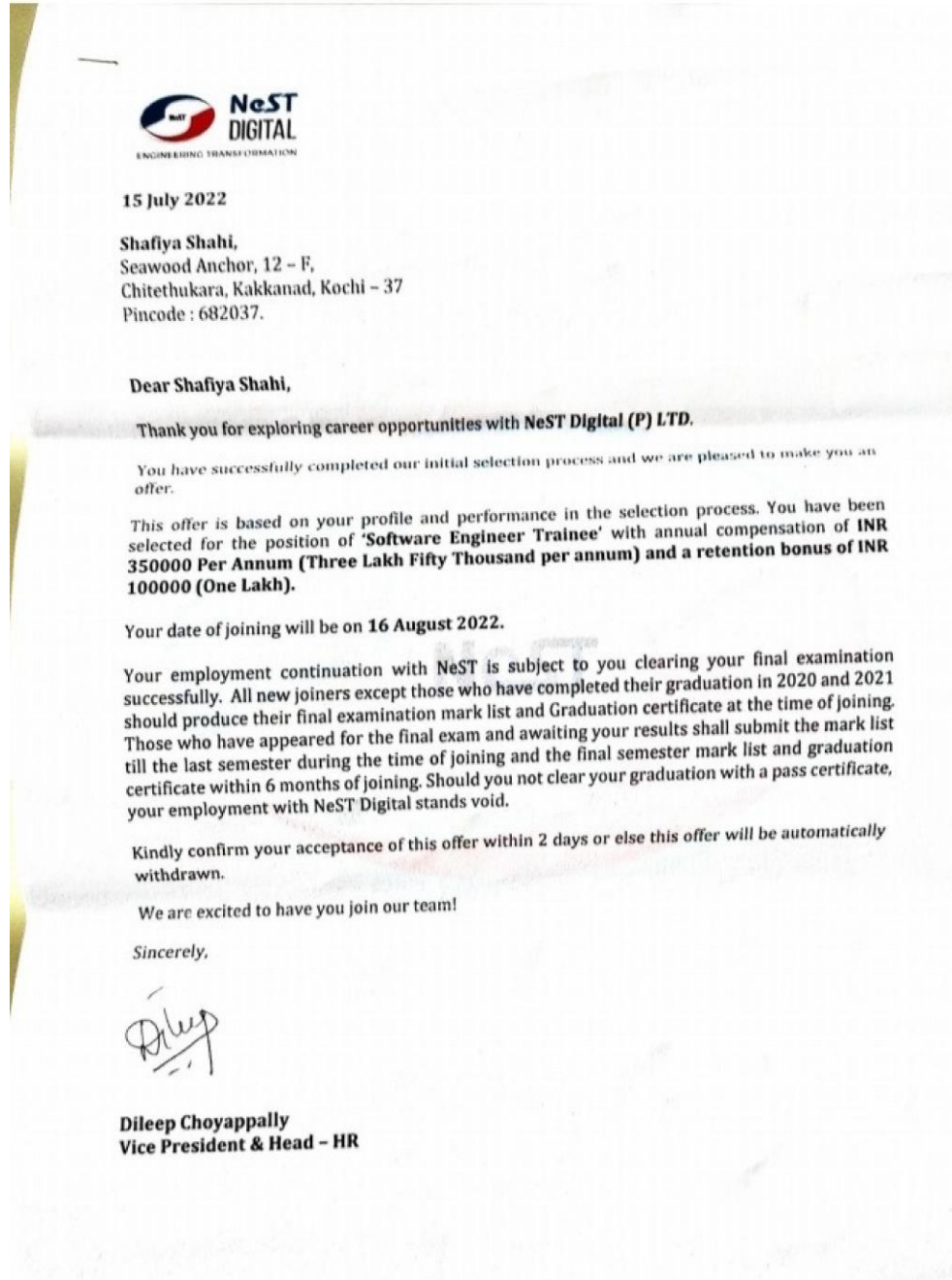


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Shafiya Shahi





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Shaino Mariam Philip



## MES T.O ABDULLA MEMORIAL COLLEGE KUNNUKARA

Affiliated to Mahatma Gandhi University, Kottayam - COLLEGE CODE: G-047 (ESTD.2004)  
KUNNUKARA P.O, ALUVA-683578, Phone 0484-2574957, 2573038  
E-mail: mescollegekunnukara@gmail.com, Web: www.mescollegekunnukara.org

Application for the post of Asst. Professor in the Subject Psychology  
Name of the candidate with initial (in Capital Letter) : SHAINO MARIAM PHILIP  
Permanent Address: THEKKETHALACRAL Permanent Address: POZHANANGADY, KOTTAYAM  
Dist: KOTTAYAM Pin: 686001 Dist: Pin:  
Email: shainomariam@gmail.com Phone No.: 8078308004  
Date of Birth: 11/09/1999 Age: 23 Sex: Male / Female  
Religion: Christian Caste: General

### Details of Qualification Acquired

Course Passed	Main Subject	Institution where studied	% marks Secured	Year of passed	Name of the University/ Board
10 <sup>th</sup>	Science, Social Studies, Maths, Language	KENDRIYA VIDYALAYA	74%	2015	CBSE
12 <sup>th</sup>	Physics, Chemistry, Biology, IP	KENDRIYA VIDYALAYA	83%	2017	CBSE
BSc	Psychology	UNION CHRISTIAN COLLEGE	8.67	2020	Mahatma Gandhi University
MSc	Psychology	UNION CHRISTIAN COLLEGE	8.78	2022	Mahatma Gandhi University

Additional Qualifications if any State eligibility: Test - 2022  
she may be appointed as Assistant Professor  
Salary Expected per month: Rs. 1,50,000/- is it negotiable: yes/ no  
in psychology department in the salary of Rs 1,50,000/- per month  
11/11/23



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2023

Shiby Baby

DocuSign Envelope ID: 34EB9372-BFC4-4A21-9F51-CD6A2E8846F5



04/21/2023

Dear Shiby Baby,

### **Congratulations! We welcome you to the family of Sutherland!**

With reference to the discussions, you had with us, we are pleased to make an Offer of Employment with us as **Associate-CS Internet** in the Company. Please note that your employment with us is contingent on subject to successful clearance of background verification. You need to submit all relevant documents for background verification within seven (7) days from the date of appointment letter. In case you fail to submit the documents within the prescribed period, we will initiate necessary action against you as deemed as appropriate by the Company including but not limited to revoking of this offer letter without any further liability to Company. You are requested to join us on or before **04/22/2023** on the following terms and conditions.

Your place of posting will be initially at **Cochin**. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company is **Rs. INR 302,000.00** /- per annum (Rupees **Three Lakhs Two Thousand Only**), the details of which are given in the annexure of the appointment letter.

You shall report to **Abhishek Thomas** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.



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2023

Shiby Baby5

DocuSign Envelope ID: 34EB9372-BFC4-4A21-9F51-CD6A2E8846F5

terms and conditions mentioned above and the enclosed annexures.

Please indicate your acceptance by signing below.

DocuSigned by:  
  
83B782C949AD4C1...

4/22/2023 date

## Joining Report

I acknowledge receipt of your appointment letter, dated 04/21/2023 and am happy to report to duty with effect from 04/22/2023 at Cochin.

I look forward to a long and rewarding association with Sutherland.

Please indicate your acceptance by signing below.

Signature:   
DocuSigned by:  
83B782C949AD4C1...

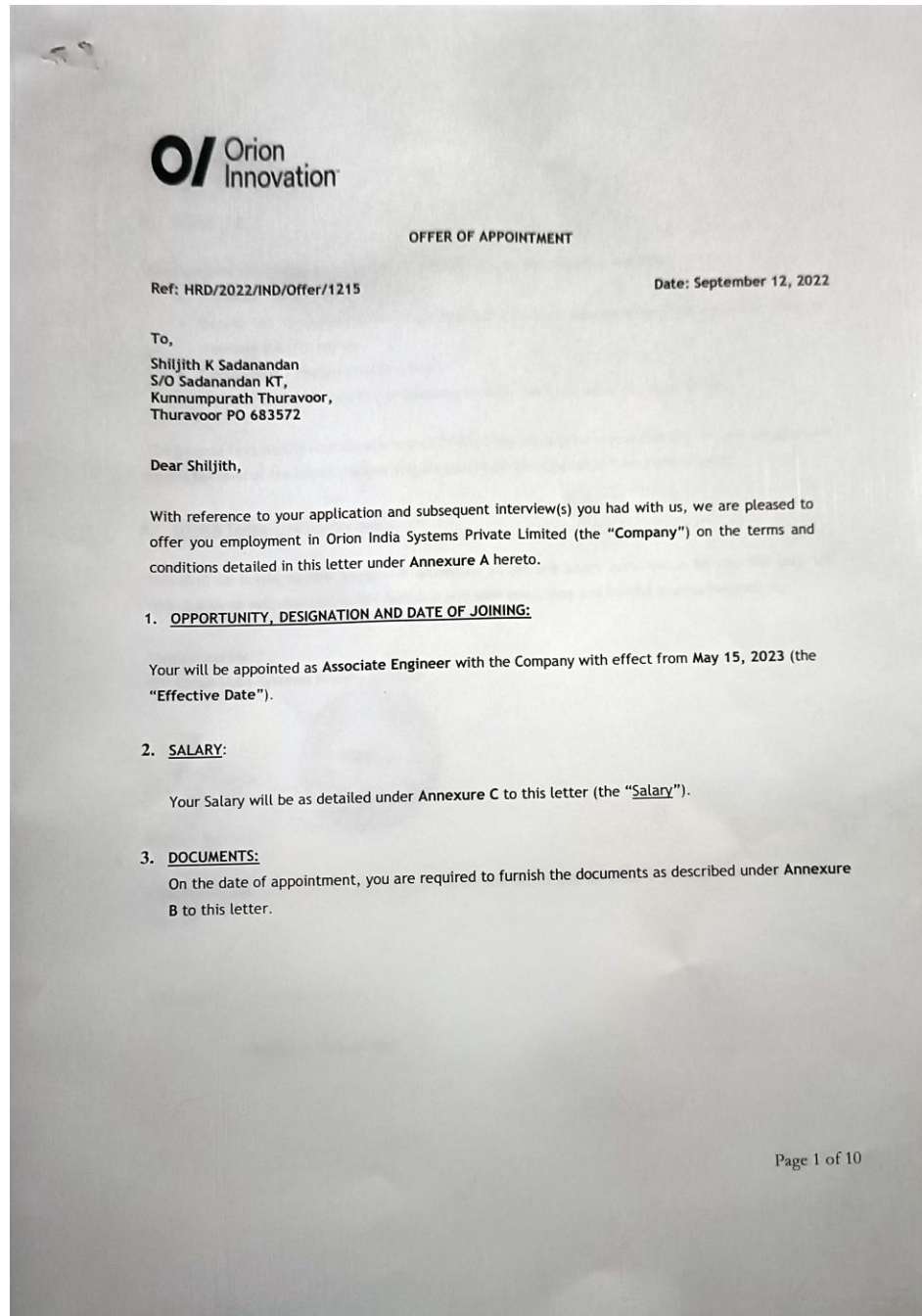


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Shiljith K Sadanandan







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2023

Shine Sankar E S



18 August 2022

CONFIDENTIAL

Dear Mr. Shine Sankar E S,

SUB: Appointment as **Software Engineer Trainee**

1. With reference to the discussions you had with us, we are pleased to appoint you as **Software Engineer Trainee** with Cabot Technology Solutions Pvt. Ltd. Your date of joining is **22 August 2022** and the following are the terms and conditions of your employment.
2. Your salary by way of annual cost to the company is **Rs. 2,53,200 (Rs. Two Lakhs Fifty Three Thousand Two Hundred only)**. The details of this annual cost are as per **Annexure 1**. In addition, you will be covered under the Cabot Employee Benefit Scheme as applicable from time to time. At present the benefits include a **health insurance policy with a coverage of up to Rs. 2,00,000/- per annum**.
3. Your place of posting would be Cochin. However, during the term of your employment you may be posted in any location as officially required. On such postings, your term of contract would be governed by the regulations, conditions of services and rules of that location. **This offer is also contingent upon successful completion of a background check, including a check of your employment references. This offer can be rescinded based upon data received in the background check.**
4. You will report to any authorized person nominated by the company from time to time who will in turn assign your role, duties and responsibilities in the company from time to time.
5. You shall agree to be in the service of the company for a minimum period of twenty four months from your date of joining. If for any reason, should you choose to terminate the contract of employment before the stipulated 24[twenty four] month period, you are bound to pay Cabot Technology Solutions Pvt. Ltd., an amount of Rs. 1,00,000(Rupees One Lakh).
6. You would be on probation for a period of **six months** from your date of joining and Cabot Technology Solutions Pvt. Ltd. reserves the right to terminate your service with the company during the probation period without any notice or payment in lieu of notice. After the completion of the probation period the company can terminate this contract of employment with **one [1] month** advance notice or payment of salary in lieu of the same to the other party at which point the stipulated 24 month period of employment would become null and void.

1 | Page



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2023

Shine Sankar E S3



## Annexure – 1 Compensation Structure

Sr. No.	Compensation Head	Monthly	Annual
<b>Part I</b>			
<b>A</b>	Basic Salary	7385	88620
	House Rent Allowance	2954	35448
	Special Allowance	8358	100296
	Provident Fund [Employer Contribution]	1800	21600
	Employee Welfare Fund [Employer Contribution]	20	240
	ESI Employer Contribution*	583	6996
	<b>Cost to Company</b>	<b>21100</b>	<b>253200</b>
<b>Part II</b>			
<b>B. Less</b>	Provident Fund [Employee Contribution]	1,800	21,600
	Employee Welfare Fund [Employee Contribution]	20	240
	ESI Employee Contribution*	135	1620
	<b>Net Salary before TDS [I-II]</b>	<b>16742</b>	<b>200904</b>

\*ESI Contribution will be covered by the company. Therefore the take home salary will be 17460 INR.

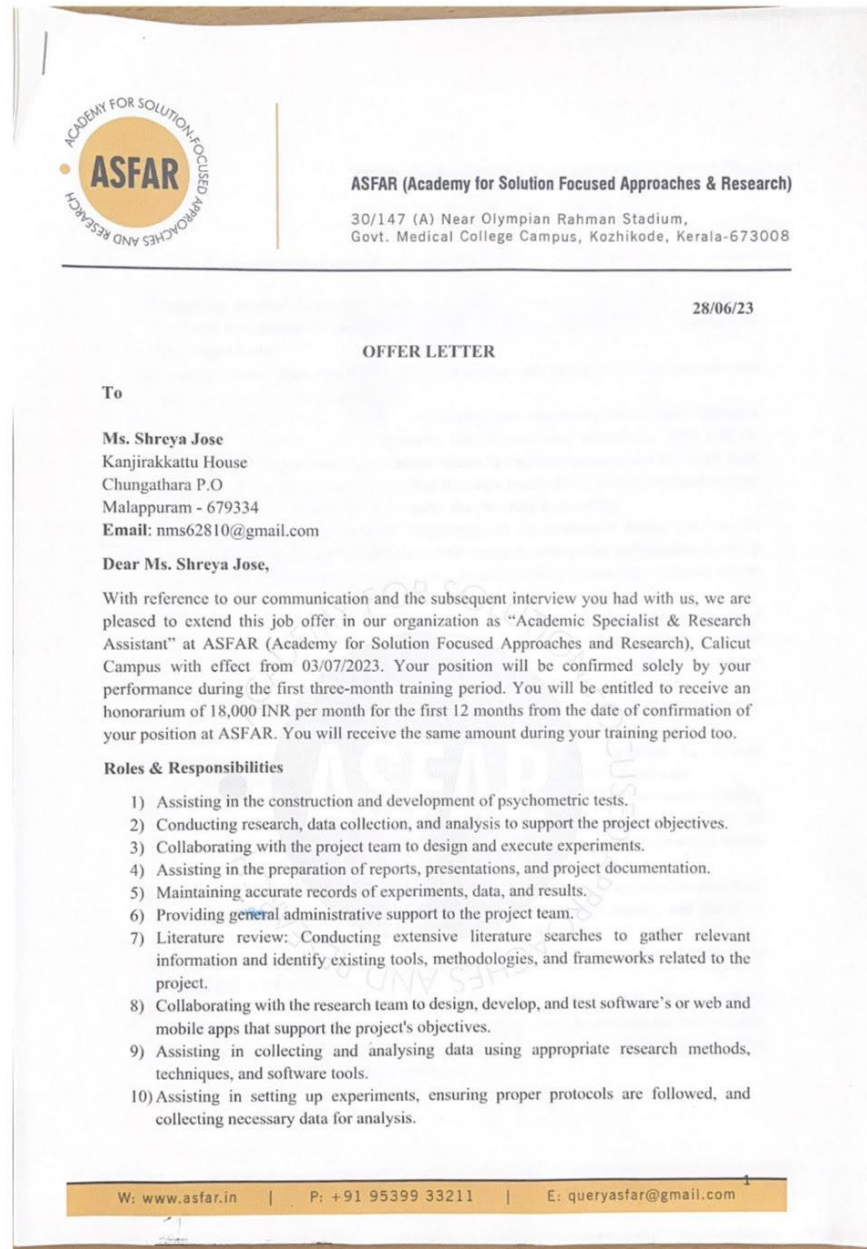
Agreed & Accepted

Venkatesh Thyagarajan  
CEO

Shine Sankar E S



Shreya Mary Jose





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Silpa Varghese



**SILPA VARGHESE**  
Employee ID : 06202301



[www.buildowndevelopers.com](http://www.buildowndevelopers.com)



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2023

Sisira V.S



18 August 2022

CONFIDENTIAL

Dear Ms. Sisira V S,

SUB: Appointment as **Software Engineer Trainee**

1. With reference to the discussions you had with us, we are pleased to appoint you as **Software Engineer Trainee** with Cabot Technology Solutions Pvt. Ltd. Your date of joining is **22 August 2022** and the following are the terms and conditions of your employment.
2. Your salary by way of annual cost to the company is **Rs. 2,53,200 (Rs. Two Lakhs Fifty Three Thousand Two Hundred only)**. The details of this annual cost are as per **Annexure 1**. In addition, you will be covered under the Cabot Employee Benefit Scheme as applicable from time to time. At present the benefits include a **health insurance policy with a coverage of up to Rs. 2,00,000/- per annum**.
3. Your place of posting would be Cochin. However, during the term of your employment you may be posted in any location as officially required. On such postings, your term of contract would be governed by the regulations, conditions of services and rules of that location. **This offer is also contingent upon successful completion of a background check, including a check of your employment references. This offer can be rescinded based upon data received in the background check.**
4. You will report to any authorized person nominated by the company from time to time who will in turn assign your role, duties and responsibilities in the company from time to time.
5. You shall agree to be in the service of the company for a minimum period of twenty four months from your date of joining. If for any reason, should you choose to terminate the contract of employment before the stipulated 24[twenty four] month period, you are bound to pay Cabot Technology Solutions Pvt. Ltd., an amount of Rs. 1,00,000(Rupees One Lakh).
6. You would be on probation for a period of **six months** from your date of joining and Cabot Technology Solutions Pvt. Ltd. reserves the right to terminate your service with the company during the probation period without any notice or payment in lieu of notice. After the completion of the probation period the company can terminate this contract of employment with **one [1] month** advance notice or payment of salary in lieu of the same to the other party at which point the stipulated 24 month period of employment would become null and void.

1 | Page



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2023

Sisira V.S3



## Annexure – 1 Compensation Structure

Sr. No.	Compensation Head	Monthly	Annual
<b>Part I</b>			
<b>A</b>	Basic Salary	7385	88620
	House Rent Allowance	2954	35448
	Special Allowance	8358	100296
	Provident Fund [Employer Contribution]	1800	21600
	Employee Welfare Fund [Employer Contribution]	20	240
	ESI Employer Contribution*	583	6996
	<b>Cost to Company</b>	<b>21100</b>	<b>253200</b>
<b>Part II</b>			
<b>B. Less</b>	Provident Fund [Employee Contribution]	1,800	21,600
	Employee Welfare Fund [Employee Contribution]	20	240
	ESI Employee Contribution*	135	1620
	<b>Net Salary before TDS [I-II]</b>	<b>16742</b>	<b>200904</b>

\*ESI Contribution will be covered by the company. Therefore the take home salary will be 17460 INR.

Agreed & Accepted

Venkatesh Thyagarajan  
CEO

Sisira V S



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Sneha Jaiprakash



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<https://prod>



Sneha James



## OFFER OF APPOINTMENT

Ref: HRD/2022/IND/Offer/0873

Date: June 10, 2022

To,  
Sneha James  
Love Dale , Meleppurram,  
Olavakkode, Palakkad, Kerala, 678002.

Dear Sneha,

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in Orion India Systems Private Limited (the "Company") on the terms and conditions detailed in this letter under **Annexure A** hereto.

### 1. OPPORTUNITY, DESIGNATION AND DATE OF JOINING:

You will be appointed as **Associate Engineer** with the Company with effect from **June 20, 2022** (the "Effective Date").

### 2. SALARY:

Your Salary will be as detailed under **Annexure C** to this letter (the "Salary").

### 3. DOCUMENTS:

On the date of appointment, you are required to furnish the documents as described under **Annexure B** to this letter.





Sneha James8



## ANNEXURE B DOCUMENTS REQUIRED

### A. Immediately (Scanned)

- UG/PG Degree certificates;
- Marks cards/transcripts;
- Experience and relieving letters from previous employers;
- Five (5) passport size photographs;
- Two (2) photocopies each of your educational certificates, experience certificates, last drawn salary slip and proof of your age;
- Please show the original of the above certificates for verification;
- A copy of your valid passport; and
- Address proof.

### B. Training will be given for the specified skill set you have been employed for.

### C. Employment Background Verification

The Company is committed to provide a safe and productive working environment. Therefore, as part of the hiring process you will be required to successfully complete an employment background verification prior joining. Please note that in the event of failure in background verification will result in withdrawal of your offer of employment.



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2023

Sneha Susan Elson



## Cochin Public School

SENIOR SECONDARY SCHOOL  
CBSE Affiliation No. 930158, School Code : 75178  
(Managed by : INTERNATIONAL EDUCATIONAL TRUST)

12/05/2022

### TO WHOMSOEVER IT MAY CONCERN

Mrs. Sneha Susan Elson, worked in this institution as PGT English Teacher from 01/08/2021 to 12/05/2022. She is dedicated, hard working and sincere in her work. Her character and conduct is good.

Wishing her all success

Jabeena Ebrahim

  
12/05/22

JABEENA EBRAHIM  
PRINCIPAL  
COCHIN PUBLIC SCHOOL  
THRIKKAKARA



Pipe Line Jn., Thrikkakara, Kochi - 682 021, Tel : 0484 2575198, 2575086  
Website : [www.cochinpublicschool.ac.in](http://www.cochinpublicschool.ac.in), E-mail: [info@cochinpublicschool.ac.in](mailto:info@cochinpublicschool.ac.in), [cpschoolintl@gmail.com](mailto:cpschoolintl@gmail.com)



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Sneha Susan Elson1



## SAINT PETER'S EDUCATION TRUST

Kadayiruppu - 682 311, Ernakulam District, Kerala, South India  
PHONE: KLCY 2760485, 2762487  
C.S. NO. ER. 311/1980/12-6-1980  
E-mail: [secretaryspet@gmail.com](mailto:secretaryspet@gmail.com)

SPET/APO/2022-2023/02

08/03/2022

Mrs. Sneha Susan Elson  
Kurisinkal House  
Kumarapuram P. O.  
Pallikkara

Dear Sneha Susan Elson ,

With reference to your application and subsequent interview, we are to inform you that you are appointed in Saint Peter's as a **Teacher-English** in accordance with the 'School Service Code' subject to the terms and conditions hereunder as also the rules and directions issued from time to time by the Trust.

1. Your appointment shall be with effect from 01.06.2022 on probation for a period ending 31.05.2023
2. Your status may be taken up for review periodically based on your performance.
3. Unless confirmation in writing reaches your hands prior to 31.05.2023 your service shall stand terminated automatically at the end of your above period of probation.
4. The Management reserves the right to extend your probation for further period/periods.
5. Your consolidated salary shall be Rs.24000/-.
6. You are to present items 'a' and 'b' of the following in original at the time of joining for verification along with attested copies of the same and the original of 'c' for our records:-
  - a. All Certificates in respect of Academic qualifications,
  - b. Proof of address & Age
  - c. Two recent letters of reference from your former employer or any person of good social or academic standing who will vouch for you.
7. It shall also be required of you to render additional time outside routine class hours.
8. We expect you to provide your undivided time and attention with respect to your appointment, in particular refrain absolutely from administering private tuitions/tutorials of whatsoever nature except in the school campus as and when directed by the Principal.



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2023

Sona Ashok





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Soofiya Pareed





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2023

Sooraj Suresh



## Offer Letter and Terms of Employment

04 November 2022

**Sooraj Suresh**  
Oddassery House,  
Near Patterikulangara temple, Cherai P.O,  
Kochi - 683514.

**Dear Sooraj Suresh,**

CONGRATULATIONS! We are excited that you are stepping into a professional world with us. Thank you for all the efforts during the selection process and we are pleased to make you an offer. Based on your profile and performance in the selection process, you have been selected for the position of "Software Engineer Trainee" in "1 A" with annual compensation of INR 3,50,000 (Indian Rupee Three Lakh Fifty Thousand Per Annum Only) and a Retention bonus of INR 1,00,000 (Indian Rupees One Lakh Only). The details of your offer are in Annexure A of this offer letter.

Your date of joining will be **01 August 2023** and your work location will be **Kochi**

Kindly acknowledge the offer and confirm your acceptance within 5 calendar days or else, this offer will be automatically withdrawn.

We are fast growing as a team and super excited to have you join us! We are certain that this journey will be exceptional and mutually rewarding! Looking forward!

Sincerely,



**Dileep Choyappally**  
Vice President & Head - HR

 NeST Towers, University Junction,  
 +91-484-6701000

 [Contact@nest-digital.com](mailto:Contact@nest-digital.com)  
 [www.nestdigital.com](http://www.nestdigital.com)



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2023

Sreekanth Sasi

DATAFLOAT TECHNOLOGIES INDIA PVT LTD  
CIN: U72900KL2007PTC020784



Dear Sreekanth,

This is with respect to offer letter vide HRD/OL/2022/08/008 dated August 11, 2022 appointing you at Datafloat Private Limited in the position of **Junior Software Trainee**.

Your date of joining agreed between us was August 22, 2022.

Your revised date of joining is August 29, 2022.

Pay & Benefits and all other terms & conditions remain unchanged and shall be applicable upon your joining us.

Please sign and return the copy of the appointment letter as a token of your acceptance.

For Datafloat Technologies India Pvt. Ltd,

AnishKumar NK

Vice President – Business & Operations

DATAFLOAT TECHNOLOGIES INDIA PVT LTD  
CIN: U72900KL2007PTC020784  
Email: [hrindia@idcglobal.com](mailto:hrindia@idcglobal.com)  
Website: [www.datafloat.com](http://www.datafloat.com)

11-A, Tower 1, Trans Asia Cyber Park  
Infopark SEZ Phase-II, Ambalamedu P.O  
Puthencruz, Kochi – 682303  
Tel: (+91) 484 241 5161

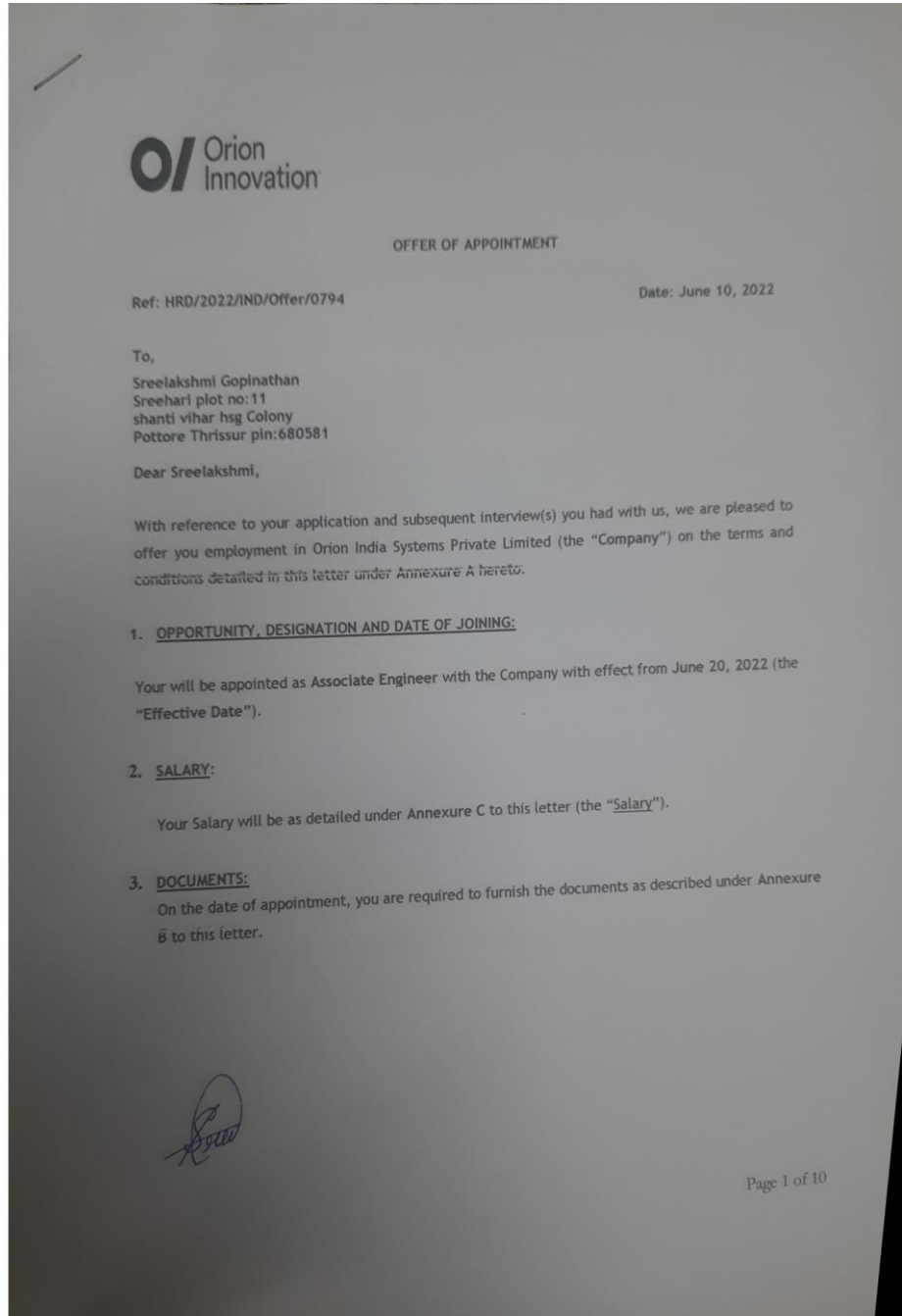


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Sreelakshmi Gopinathan








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2023

Sreelakshmi Gopinathan1

 Orion Innovation

4. DEDUCTIONS:

The Company shall be entitled to deduct from the Salary, the following amounts:

- Provident Fund;
- Income tax at source, at the rates applicable on your remuneration; and any other taxes or statutory dues/levies etc;
- Employment / Professional tax; and
- All other dues from you to the Company such as, loans and advances given to you.

The Income Tax Liability with regards to your Salary and perks will be at your liability, and will be governed by the tax laws of the country where you are posted and as applicable from time to time.


5. OTHER TERMS AND CONDITIONS:

You shall be bound by the terms and conditions as set out under Annexure A hereto. We take this opportunity to welcome you to the Company and wish you a long and fruitful association with us.

Yours sincerely,  
For Orion India Systems Private Limited

Narendra Kumar  
Director

I hereby accept your offer of appointment as on the terms and conditions enclosed and will report for duty on

Signature 

Sreelakshmi Gopinathan

Page 2 of 10



# UNION CHRISTIAN COLLEGE, ALUVA

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Sreya Kudilil

**Chegg**

**TO WHOMSOEVER IT MAY CONCERN**

This is to confirm that Sreya Kudilil is active on our Company portal as a freelance independent contractor as per the terms of the Engagement dated 29-Oct-2019 and continues to be engaged till the date mentioned herein below.

We appreciate individual's work as the Subject Matter Expert in Biology

Date: 11-May-2023  
Serial number: 2023/39296

This is an auto-generated certificate and does not require any signature/company seal

**Chegg India Pvt. Ltd.**

Registered Address: 401, Baani Corporate One, Jasola, New Delhi - 110025, India, Ph. No: +91-11-4180 2240  
contact-india@chegg.com | www.cheggindia.com  
CIN: U80101DL2006PTC148392



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Sruthila M U

**NOTRE DAME SCHOOL, VETTIKUZHY, KERALA  
STAFF (TEACHING) - MANAGEMENT CONTRACT  
(ON PROBATION)**

This agreement is a contract made on (Date) 30/05/2022 between (Name) Sruthila M.U and Notre Dame School.

- With reference to your application and interview, Notre Dame School has agreed to appoint you, (Name) Sruthila M.U as a **probationary teacher** with effect from (Date) 01/06/2022
- You will be on probation for a period of twelve months from the date of joining duty. Your probationary period may be extended for another twelve months at the discretion of the managing committee of this institution.
- Your salary during the probationary period is :  
Basic 8850.00  
DA 5% 443.00  
Other Benefits, if any: 1328.00 [HRA 15%]  
1115.00 [P.P. 12%]  
345.00 [ESI-3.25%]  
345.00
- A probationary teacher desirous of leaving service shall give one month's notice in writing or shall surrender one month's pay in lieu of notice to the appointing authority.
- The appointing authority may terminate the services of a probationary teacher on justifiable grounds by giving one month's notice or paying one month's salary in lieu of notice.
- Your service is subject to termination without notice in the event retrenchment becomes necessary.
- A staff member shall be liable to be punished by termination of service on the grounds of major misconduct, moral turpitude, incompetence or willful negligence or repeated minor misconduct.
- All disciplinary actions shall be made in accordance with the staff service rules of this institution and procedures for imposing penalties/termination.
- The decision of the Management of this institution regarding salary, benefits if any, and disciplinary action/termination of service shall be final.
- Apart from the regular assigned duty of teaching you will be required to help out in the co-curricular activities of the school.
- The teacher hereby certifies that she/he has read the service rules of the institution and that she/he agrees to conform by them.

(in agreement thereof, the parties place their signatures on the contract and its duplicate for office records)

S. Subin (Principal) 30/05/2022      S. Mercy (Manager)      Sruthila (Teacher)

Probationary period extended till \_\_\_\_\_

Date: \_\_\_\_\_

Signature of the Principal      Signature of the Manager      Signature of the Teacher



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Sujith Kumar



Discover Dollar Technologies Pvt. Ltd.  
#284, 7th Main, 4<sup>th</sup> Cross,  
Sadananda Nagar, Bengaluru 560 038  
+91-8050690088  
[www.discoverdollar.com](http://www.discoverdollar.com)

## Bonafide Letter

HR/BF/ DD-INT-IS-011

10<sup>th</sup> October 2023

To whomsoever it may concern

This is to certify that Sujith Kumar has been interning in our organization since 10<sup>th</sup> July 2023 as Information Security Intern.

Please find his details as per our records:

Name: **Sujith Kumar**

Date of Joining: **10<sup>th</sup> July 2023**

Designation: **Information Security Intern**

Office address where he is employed: **Discover Dollar Technologies Private Limited,**  
#284, 7th Main, 4th Cross, Sadananda Nagar,  
Bengaluru 560 038

This letter has been issued to him upon his request for proof of internship.

This letter does not form part of any liability to the company that may arise out of any transaction of Sujith.

For **Discover Dollar Technologies Pvt. Ltd.**

Pawan Kuldip Kerketta  
Authorized Signatory



Sukendu S



## APPOINTMENT LETTER

**8 May, 2023**

Dear **sukendu S**,  
Resume ID - **26676728**

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Media Analyst** on the following terms:

### 1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-KL-Kochi**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

### 2. Compensation and Benefits:

1. Compensation. As compensation for services to be rendered pursuant to this letter, the Company shall pay you an annual basic salary of **Rs 102800**. Other allowances / reimbursements as due to you are detailed in Annexure I.
2. You will be provided with a Comprehensive Medical Insurance and will also be covered under the Group Personal Accident Insurance, while on Company business.
3. You will be provided with Retirement Benefits namely, Provident Fund and Gratuity, in accordance with the laws of the country, and/or, as per company policy.
4. Your compensation shall be reviewed on the basis of merit and will be at the sole discretion of the company.

### 3. Reimbursement of Expenses:

The Company will reimburse you for reasonable travel, and other business expenses incurred in connection with the performance of your duties hereunder, in accordance with the policy of the Company with respect thereto.

Signed by sukendu S | Sukendus97@gmail.com | 08-05-2023 04:43:09 PM IST | 157.44.144.56



Sukendu S8

## ANNEXURE III

### PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT 2000

I **sukendu S**, confirm that I am voluntarily sharing my Personal Information with Wipro Limited ('Wipro') for the following purposes:

1. Validating my Curriculum Vitae and retaining records on the same for any future reference/verification
2. Processing my job application including background verification checks and medical checks
3. Employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party. I understand that 'Personal Information' means any information, relating to me that is available with Wipro and is capable of identifying me.

**Name:** sukendu S

**Signature:** [E-Signature Signature](#)

Signed by sukendu S | Sukendus97@gmail.com | 08-05-2023 04:43:09 PM IST | 157.44.144.56



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Susan C Babu

12:26

68%

SUSAN CHIRAYAN OFFER LET...

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UNITED ARAB EMIRATES  
MINISTRY OF HUMAN RESOURCES  
& EMIRATISATION



#### JOB OFFER FULL WORK

Work permit (Recruiting a worker from outside the country)

Work Style	Full Work	Work Style	Full Work
Transaction Number	ST230364588AE	Transaction Number	ST230364588AE

1. Establishment Name	THE INDIAN HIGH SCHOOL	1. Establishment Name	THE INDIAN HIGH SCHOOL
Establishment No	179154	Establishment No	179154
Represented by	PUNET MANU MAHENDRA KUMAR TULSIDAS VASU	Represented by	PUNET MANU MAHENDRA KUMAR TULSIDAS VASU
Passport No	Z266215	Nationality	INDIA
Title	MANAGER	Emirate	Dubai
Telephone Number	096629971	E-Mail	prg@hshsai.org

2. Name	SUSAN CHIRAYAN BARU CHIRAYAN PAUL	2. Name	SUSAN CHIRAYAN BARU CHIRAYAN PAUL
Nationality	INDIA	Date of Birth	30/05/1987
Passport Number	V718953	Telephone Number	0000000000
Academic Qualification	University		



**Article (1) (Working days and hours)**  
The Second Party shall work for the First Party in the designation / profession of Social Worker in the UAE, Dubai Ordinary working hours 8 Hours.  
The Second Party shall undergo a probation period of 6 months.  
The First Party shall grant the Second Party a paid annual leave of 30 days.  
The Second Party is entitled to get a weekly rest of 1 day with full payment for the following days Sunday.

**Article (2) (Contract Details)**  
The contract concluded between the Parties under this offer is a Limited Contract for a period of 2 years. Should either Party wish to terminate the Employment Contract during the term thereof, the terminating Party shall notify the other party of such notice 2 months in advance before the determined date of termination. Such period shall be similar for both Parties.  
The Parties to the contract may renew the same once or more times for similar or shorter period(s). In the event of renewal of the contract the new period(s) are deemed to be an extension of the original period and shall be subject to the calculation of the employee's total period of service.  
If both parties continue to apply the contract after the lapse of its original term or completion of work agreed to, without an express agreement, it should be understood that the original contract has been extended under the same conditions except for condition regarding its duration.

12/20/22, 11:15 AM Ministry Of Human Resources & Emiratization - Print Receipt

Transaction Number	ST230364588AE	Transaction Number	ST230364588AE
<b>Article (3) (Salary Details)</b>			
Parties hereto agree that the Second Party shall work for the First Party in return for a Monthly Wage Salary of 5400 AED. Such salary includes: Basic Salary: 2000 AED Total Salary: 5400 AED			
<b>Article (4) (Additional Terms)</b>			
The Second Party shall be committed not to work in the same competing business of the First Party in UAE for the period of Two Year if the employee has terminated the employment contract or if their employment contract had expired without prejudice to the First Party legal or contractual obligations. Any condition that violates the provisions of Decree Law No. 33 of 2021 concerning the regulation of labour relations and the executive regulations and the relevant decisions in force is deemed null and void.			





T Aparna Venu

DATAFLOAT TECHNOLOGIES INDIA PVT LTD  
CIN: U72900KL2007PTC020784



HRD/OL/2022/08/005

11-Aug 2022

## Appointment Offer

To,  
Miss. Aparna Venu  
Thattaruparambil House  
Cherai PO  
Kerala- 683514

Dear Aparna,

Following our interview, we are delighted to offer you the position of **Junior Software Trainee**, subject to following terms and conditions.

### 1. Place of Work

Your normal place of work will be at the office of Datafloat Technologies India Pvt Ltd, 11-A, Trans Asia Cyber Park, Infopark SEZ Phase - II, Kochi, Kerala.

### 2. Joining Requirements

I look forward to your starting your assignment on **22.08.2022**. You will have to bring 4 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates, work experience letters and the latest pay stubs on the joining date.

### 3. Salary and benefits

Your CTC at the start of your employment in the role of **Junior Software Trainee**, including all allowances will be **Rs 2,17,518.00** per year. Refer Annexure for the splits.

### 4. Increments and promotions

You will be eligible for timely salary increments, the value of which will depend on your performance and contribution. Increments will be decided at the time of appraisal being carried out by your superior. General remuneration reviews will also be conducted to ensure that the remuneration of Datafloat employees always match the best in industry. Promotions to higher grades will depend primarily on your performance and potential, and also on the availability of vacancies. Being a growing organization, there will be opportunities for the ideal candidates to quickly raise to higher responsibility positions.

### 5. Working week and leave

Datafloat Technologies India Pvt Ltd, will observe a 5 day working week, with each day of 8 hours. Because of our global presence, sometimes you may be required to work in night shifts as well to cater the needs of our clients. The details of leave eligibility etc. will be informed to you at the time of your joining.

DATAFLOAT TECHNOLOGIES INDIA PVT LTD  
CIN: U72900KL2007PTC020784  
Email: [hrindia@idcglobal.com](mailto:hrindia@idcglobal.com)  
Website: [www.datafloat.com](http://www.datafloat.com)

11-A, Tower 1, Trans Asia Cyber Park  
Infopark SEZ Phase-II, Ambalamedu P.O  
Puthencruz, Kochi – 682303  
Tel: (+91) 484 241 5161





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T Aparna Venu2

DATAFLOAT TECHNOLOGIES INDIA PVT LTD  
CIN: U72900KL2007PTC020784



## ANNEXURE

Employee Name : Aparna Venu  
Designation : Junior Software Trainee

	Per Month	Per Annum
<b>Monthly Components (A)</b>		
Basic Pay	5,700.00	68,400.00
Dearness Allowance	2,000.00	24,000.00
House Rent Allowance	3,000.00	36,000.00
City Compensatory Allowance	1,474.00	17,688.00
Transport Allowance	2,000.00	24,000.00
Statutory Bonus	1,909.00	22,908.00
<b>Total Gross Pay-(A)</b>	<b>16,083.00</b>	<b>1,92,996.00</b>
Employee's contribution to PF	924.00	11,088.00
Employee's contribution to ESI	91.00	1,092.00
Employee's contribution to Workers Welfare Fund	20.00	240.00
<b>Total Net Pay</b>	<b>15,048.00</b>	<b>1,81,668.00</b>
<b>Retirals (B)</b>		
Company's contribution to PF	924.00	11,088.00
Company's contribution to ESI	396.00	4,752.00
Company's contribution to Workers Welfare Fund	20.00	240.00
<b>Total-(B)</b>	<b>1,340.00</b>	<b>16,080.00</b>
<b>Other Benefits (C)</b>		
Health Insurance		4,000.00
Gratuity		4,442.00
<b>Total-(C)</b>		<b>8,442.00</b>
<b>CTC (A+B+C)</b>		<b>2,17,518.00</b>

Company Confidential - This communication is confidential between you and Datafloat Technologies Pvt. Ltd.

DATAFLOAT TECHNOLOGIES INDIA PVT LTD  
CIN: U72900KL2007PTC020784  
Email: [hrindia@idcglobal.com](mailto:hrindia@idcglobal.com)  
Website: [www.datafloat.com](http://www.datafloat.com)

11-A, Tower 1, Trans Asia Cyber Park  
Infopark SEZ Phase-II, Ambalamedu P.O  
Puthencruz, Kochi - 682303  
Tel: (+91) 484 241 5161



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Tharun T





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2023

Vaishnavi M

MS. VAISHNAVI M  
MANASAROVAR KUNNUKARA,  
P.O. ERNAKULAM,  
KERALA-683578



A STAR ALLIANCE MEMBER

Ref No.: HPDO1/TCC-1401/FTC/2022/

Date 12.08.2022

Sub: Fixed Term Engagement as Trainee Cabin Crew

Dear Ms. Vaishnavi M,

*Congratulations and Welcome to Air India family!*

We are very pleased to offer you a Fixed Term Engagement Contract as Cabin Crew post successful completion of your training programme

Please note that this offer of appointment is provisional subject to your being declared as "Medically Fit" in Pre-employment Medical Examination (PEME) to be done by AI/Class-2 Medical Officer as per DGCA norms. Please ensure that you fulfill all the parameters of Medical Fitness, as prescribed by the DGCA. In case, you are declared "Unfit" in PEME, this offer of appointment will stand cancelled.

The terms and conditions during training would be as under. -

1. After completion of requisite formalities prior to contractual engagement, you will be required to undergo Ab-initio training at CTE, Mumbai. The period of training will be decided by Air India and can be extended at the discretion of the Management.
2. Your training may be terminated without notice at any time if your progress or conduct is not found satisfactory. On successful completion of training, you will be required to undertake observation and Check flights. You are required to maintain strict discipline integrity, and good behavior during the course of your training. You will be governed by the Rules and Regulations of the Company including the Fata Code of Conduct.
3. After the successful completion of Observation and Check flights, you will be issued with a contract for 5 (five) years. This contract is further extendable subject to satisfactory performance, conduct, progress and requirement of the Company.
4. During the period of contract, you will be governed by the specific terms & conditions of contract as framed and amended by the Company from time to time.
5. Your contractual engagement will be subject to production of documents to prove that you are an Indian Citizen and fulfill the minimum requirements regarding educational qualification, age and experience etc. as laid down in the advertisement.
6. Please note that you will be required to make your own arrangement for reporting for training at CTE, Mumbai.

For initial 10 (ten) days of training, you may be provided with a shared accommodation in hostel (on full boarding) subject to the availability of rooms OR in hotel (On Bed & Breakfast & one Major Meal), as decided by Air India. During these 10 days, you will also be provided with an official to & fro transport for attending training.

On completion of 10 days period you will however, be required to make your arrangements for accommodation and transport and you will not be entitled for any reimbursement from the Company in this regard.

Contd./-

एअर इंडिया लिमिटेड Air India Limited  
रजिस्टर्ड कार्यालय एअरलाइन्स हाउस, 113, गुरुद्वारा राकभगंज रोड, नई दिल्ली-110004 EPABX : 23422000  
Regd. Office: Airlines House, 113, Gurudwara Rakabganj Road, New Delhi-110001 EPABX : 23422000  
वेबसाईट Website: www.airindia.in



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2023

Varsha P

**DECATHLON**  
SPORT FOR ALL - ALL FOR SPORT

## Employment Contract

Emp ID: DP9493

To, \_\_\_\_\_ Date: 20-09-2022

**VARSHA P,**  
Manakkal house thiruthimma thazham oanthirankav post  
Cochin  
Kerala  
India.

Dear **VARSHA P,**

Thank for your interest in choosing Decathlon Sports India Pvt Ltd (DSIPL). As we believe your passion for sport and your values match those of our Company, we, at DSIPL, are pleased to appoint you as a **Decathlon Permanent Employee** on a **part time** basis, and your responsibilities would be those of a **Sport leader** at our **Kozhikode** location effective **11-09-2022**.

Your gross fixed compensation would be INR. 90.00 per hour. You are entitled to all the social security benefits like PF, ESIC (as per applicability), & bonus as specified in the respective statutory acts.

You would be entitled to non-statutory benefits such as Health & Social Security Insurance. Further you would be eligible to earn monthly performance bonus to a maximum of **20.0%**. Monthly performance bonus is payable subject to the successful achievement of individual and Company goals as specified by your manager from time to time.

**Anas Abdulla K** will be responsible to mentor and guide you in this phase of your professional journey or any such manager assigned by the later.

We at DSIPL strongly believe in your ability to manage yourself in the best interest of the Company. Fewer the rules better the productivity as far as we are concerned.

**DECATHLON SPORTS INDIA PVT. LTD.**  
We trust you will enjoy working with DSIPL and take the utmost autonomy to complete your responsibilities.

Surveyors Office, Kakajala Village, Bellary Road, Bangalore - 562157  
Mobile: +91 - 7676798989, [www.decathlon.in](http://www.decathlon.in)

CM: U72200KA2004FTC332858

Varsha P. *[Signature]*



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2023

Vibin M

DocuSign Envelope ID: 9F0CF61F-EC4E-4C42-9C3E-DB5677B03AC8



**Re: Offer of Employment with Jumbotail Technologies Private Limited.**

Dear Vibin,

On behalf of Jumbotail, I am pleased to offer you the position of **Business Operations Executive**, subject to the terms and conditions set forth below. Your start date shall be no later than **31 January 2022**. You will receive an annual base salary of **Rs 3,00,000 (Rupees Three Lakh Only)**, which will be paid monthly. You are eligible for a Performance Linked Bonus plan. Your target Performance Linked Bonus is 10% of your base salary, paid annually. The actual bonus amount could be larger or smaller than your target specified, based on your performance, as assessed during the annual performance review cycle. Whether a bonus will be awarded in a particular bonus period, and in what amount, is within Jumbotail's sole discretion. Both your base salary and the components of your bonus are subject to periodic review. The detailed breakup of your compensation is attached in Annexure I.

As a regular full-time employee you will be eligible for various benefits offered to similarly-situated Jumbotail employees in accordance with the terms of Jumbotail's policies and benefit plans. Among other things, these benefits currently include medical insurance, and provident fund plans. The eligibility requirements and other information regarding these benefits are set forth in more detailed documents that are available from Jumbotail. Jumbotail may, from time to time in its sole discretion, modify or eliminate its policies and the benefits offered to employees.

Compensation or benefits paid to you shall be subject to all applicable taxes, and the Company may withhold from any amounts payable under this Agreement such taxes as shall be required to be withheld pursuant to any applicable law or regulation. We encourage you to consult a tax professional for information regarding all current tax reporting requirements related to the compensation and benefits discussed above.

You are being offered employment at Jumbotail based on your personal skills and experience, and not due to your knowledge of any confidential, proprietary or trade secret information of a prior or current employer. Should you accept this offer, we do not want you to make use of or disclose any such information or to retain or disclose any materials from a prior or current employer. Likewise, as an employee of Jumbotail, it is likely that you will become knowledgeable about confidential, trade secret and/or proprietary information related to the operations, products and services of Jumbotail and its clients. You acknowledge and agree that any intellectual property arising out of or in connection with your employment at Jumbotail, shall be the proprietary property of the Company and all right, title, and interest in the intellectual property arising out of or in connection with your employment at Jumbotail shall vest in the Company.

You will not, directly or indirectly, jointly or severally, or together with any other person, without the prior written consent of the Company:

---

**Jumbotail Technologies Pvt. Ltd.**

CIN: U72200KA2015PTC083865

Registered Office: Eastland Citadel, 6th Floor,

No.102, Hosur Road, Madiwala Check post,

Bangalore 560 029, Karnataka

Email: [mission@jumbotail.com](mailto:mission@jumbotail.com) | Tel: +919902931533 | Website: [www.jumbotail.com](http://www.jumbotail.com)



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Vibin M3

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## Annexure I : Detailed Breakup of Compensation & Benefits: Vibin M

Base Salary (Fixed Cash)	INR per annum
Basic Pay	₹1,35,000.00
House Rent Allowance	₹54,000.00
Conveyance Allowance	₹19,200.00
Medical Allowance	₹15,000.00
Special Allowance	₹76,800.00
<b>Total Base Pay (Fixed Cash)</b>	<b>₹3,00,000.00</b>
<b>Variable Pay</b>	
Performance Linked Bonus (Target 10% of Base Pay)	₹30,000.00
<b>Total Variable Pay</b>	<b>₹30,000.00</b>
<b>Grand Total</b>	<b>₹3,30,000.00</b>

### Other Benefits & Perquisites:

- Medical insurance, and mobile expenses reimbursement as per company policies applicable from time to time for similarly situated employees.
- Employer contribution of PF (capped at 12% of max basic salary ₹15000/pm or employee contribution, whichever is minimum)

### Terms & Conditions:-

- Target Performance Linked Bonus is 10% of base salary, paid annually.
- The actual bonus amount could be larger or smaller than your target specified, based on employee performance, as assessed during the annual performance review cycle.
- Whether a bonus will be awarded in a particular bonus period, and in what amount, is within Jumbotail's sole discretion.
- Both base salary and the components of your bonus are subject to periodic review.
- All the above benefits & perquisites are subject to the detailed rules and regulations of the Company, as may be applicable from time to time.
- Any tax liability arising out of these allowances / perquisites / reimbursements, will be to the employees own account.
- The above remuneration package shall be applicable till further notification.

### Jumbotail Technologies Pvt. Ltd.

CIN: U72200KA2015PTC083865

Registered Office: Eastland Citadel, 6th Floor,

No.102, Hosur Road, Madiwala Check post,

Bangalore 560 029, Karnataka

Email: [mission@jumbotail.com](mailto:mission@jumbotail.com) | Tel: +919902931533 | Website: [www.jumbotail.com](http://www.jumbotail.com)



# UNION CHRISTIAN COLLEGE, ALUVA

Affiliated to Mahatma Gandhi University, Kottayam, India

NAAC Re-Accredited with A Grade in 4<sup>th</sup> Cycle (CGPA 3.45)

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2023

Vijeesh Sm





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2023

Vijith P V



STEPFORADDER TECHNOLOGIES PVT. LTD. ///

REGISTERED OFFICE:-  
H.No. C-221, Saini Vihar, Laxmi Park,  
Nangloi, New Delhi-41, Delhi  
Cin: U9300062015ptc277432  
Web : www.stepforadder.com

CORPORATE OFFICE:-  
ITHUM TOWER  
A-40, 42A, 4th Floor, Tower-B  
Sector-62, Noida -201301 UP India  
Tel : +91 987-189-7669  
E-mail : ceo@stepforadder.co.in

**Subject: Appointment Letter**

**Date: 1<sup>st</sup> September 2022**

Mr./Ms. Vijith PV  
Employee Code: NICS1/2338  
Work Order No: M2106461  
Project No: S210627GNKL

Dear Vijith PV,

We at Stepforadder Technologies Private Limited are pleased to offer you the position of **Developers 3 - 5 Years**. We are happy to inform you of your selection for this position and are issuing this letter on our standard terms of employment.

**Profile:** You will be assigned the role and designation of **Developers 3 - 5 Years** and shall be initially posted at **Kerala Financial Corporation, Trivandrum**.

**Date of Joining:** Your joining date shall be **1<sup>st</sup> September 2022**.

**Employment Period:** Your employment period will be from **1<sup>st</sup> September 2022 to 31<sup>st</sup> December 2022**. This period can be revised depending upon your performance and feedback from the reporting manager.

**Remuneration:** Your all-inclusive **Cost to Company Shall be Rs. 26,068 / - Per month** (This Is inclusive of company's contribution towards ESIC, PF, Gratuity and other statutory requirements as may be applicable from to time to time).

1. Your appointment will be subject to the verification of your credentials, testimonials and other particulars mentioned by you in your application for employment made to Stepforadder Technologies. If the particulars given by you are in any way found to be inaccurate or misleading, your employment shall be deemed to be automatically cancelled and your services will be terminated.
2. The terms of this offer are strictly confidential between you and the company, and any breach of this confidence will be viewed with utmost seriousness.
3. Your employment will be governed by the rules, regulations, and the policies of the company. The terms of the offer letter shall remain confidential and are not to be disclosed to any third party.

**Confidential information**

You will not at any time, without the consent of the appropriate authority, disclose or divulge or make public except on legal obligations, any information regarding the company's affairs or administration or research

1000 E. Hillsboro Blvd. Suite 116, Deerfield Beach FL 33441 | [www.stepforadder.com](http://www.stepforadder.com) | [www.builtappz.com](http://www.builtappz.com)





Vijith P V2



STEPFORADDER TECHNOLOGIES PVT. LTD. ///

**REGISTERED OFFICE:-**

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Nangloi, New Delhi-41, Delhi  
Cin: U930006/2015ptc277432  
Web : [www.stepforadder.com](http://www.stepforadder.com)

**CORPORATE OFFICE:-**

ITHUM TOWER  
A-40, 422A, 4th Floor, Tower-B  
Sector-62, Noida -201301 UP India  
Tel : +91 987-189-7669  
E-mail : [ceo@stepforadder.co.in](mailto:ceo@stepforadder.co.in)

## NON-DISCLOSURE AGREEMENT

This Agreement is entered into between Stepforadder Technologies (P) Ltd. hereafter known as the "Company" and **Vijith PV** hereinafter referred to as "Employee". This agreement is effective from the Date the employee joins the organization i.e., **1<sup>st</sup> September 2022**.

Employee recognizes that Employee is being hired in a position of trust and confidence and that Stepforadder Technologies (P) Ltd. needs to protect confidential information relating to Company business. Employee agrees and understands that a change of Employee's duties or job assignment shall not result in or be deemed to be, a modification of this agreement. Based on these facts, Employees and Company agree as follows –

- **Employee treatment of Confidential information:**  
Employee shall never directly or indirectly disclose transfer or use any confidential information without prior written consent of Stepforadder Technologies (P) Ltd.

### Confidential & Trade Secret information

- a. Employee understands and agrees that he or she will acquire and have access to confidential knowledge and other proprietary information regarding various aspects of **Stepforadder Technologies** (Employer) and Employer's Client's business, including without limitation, technical information, whether or not generated by Employer, or customers or prospective customers of Employer, and financial, marketing, business or other confidential information regarding Employer's customers or prospective customers, referral sources, suppliers, methods, procedures, or strategies, relating to the business of Employer (the "Confidential and Trade Secret Information").
- b. Employee recognizes and acknowledges that the Confidential and Trade Secret Information is a valuable and unique asset of Employer, and Employee agrees for the period of employment to use the Confidential and Trade Secret Information solely for the benefit of Employer, and following the employment to maintain the confidentiality of the Confidential and Trade Secret Information and not to disclose it, in whole or in part, to any person, firm, corporation or other entity for any reason whatever.
- c. Employee further understands that the Confidential and Trade Secret Information is and shall remain the property of Employer and shall not be removed from the offices of Employer unless authorized by Employer. All such information shall be returned in the event of the termination of Employee's employment.
- d. *As per Employee's State Insurance Corporation (ESIC) 1948 Scheme Employee will be undergoing ESIC salary deduction effective from 1<sup>st</sup> Jan 2017.*



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SSR  
5<sup>th</sup> CYCLE  
2023

Vimal V P



February 21, 2022

Mr. Vimal V P  
Union Christian College

Dear Vimal,

**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 will be done virtually as the Covid situation continues and 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 once the situation becomes normal, 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 total Cost-to-Company (CTC) will be revised to **Rs.3.60 Lakhs Per Annum**. 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](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :  
Name : Vimal V P  
Date :

Aspire Systems (India) Private Limited  
1/D -1, SIPCOT IT PARK, Siruseri,  
Chennai - 603103, Tamil Nadu, INDIA.  
Tel: +91-44-67404000 Fax: +91-44-67404234  
[www.aspiresys.com](http://www.aspiresys.com)



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SSR  
5<sup>th</sup> CYCLE  
2023

Vishnu C S



September 26, 2022

Mr. VISHNU C S  
Union Christian College, Aluva

Dear VISHNU C S,

**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.

We would like you to begin employment with us on **27<sup>th</sup> September, 2022 (Tuesday)** at our **Kochi location**. You will be inducted as a "Trainee". Your initial onboarding will be done virtually and then you have to report at our **Kochi office** on **30<sup>th</sup> September, 2022 (Friday)** and continue to work from there. 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 once the situation becomes normal, 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 total Cost-to-Company (CTC) will be revised to **Rs.3.60 Lakhs Per Annum**. 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](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :   
Name : VISHNU C S  
Date : 26.09.2022

Aspire Systems (India) Private Limited  
1/D - 1, SIPCOT IT PARK, Siruseri,  
Chennai - 603103, Tamil Nadu, INDIA.  
Tel: +91-44-67404000 Fax: +91-44-67404234  
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2023

Vishnu C S2




9. 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.
10. **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 performance. For Eg: If your date of joining is September 27, 2022, then it works like this:

Duration	Salary (Per Month INR)	Comments
27th Sept 2022 to 15th Dec 2022	15,000	Training period (3 Months Max)
16th Dec 2022 to 15th Dec 2023	30,000	Salary gets revised to 30,000
Post Probation	-	Confirmation, Promotion to Engineer
16th Dec 2023 to 15th June 2024	35,000	Salary gets revised to 35,000
16th June 2024 to 15th Dec 2024	40,000	Salary gets revised to 40,000
16th Dec 2024 to 15th June 2025	45,000	Salary gets revised to 45,000
16th June 2025	Road Map Salary Revision	Alignment with Org Cycle

11. 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.
12. You are governed by the company's policies in practice from time to time. Your work timings may also be changed depending on the organizational need and your responsibilities.
13. 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.
14. 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 : VISHNU C S  
 Date : 26.09.2022

Aspire Systems (India) Private Limited  
 1/D -1, SIPCOT IT PARK, Siruseri,  
 Chennai - 603103, Tamil Nadu, INDIA.  
 Tel: +91-44-67404000 Fax: +91-44-67404234  
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2023

Vishnu Kp

**SIB OPERATIONS AND SERVICES LIMITED**  
(Wholly owned Non-Financial Subsidiary of The South Indian Bank Limited)

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SIBOSL/OLADEO / 136 /2022-23 Date: 14.07.2022

OFFER LETTER

To

Mr. / Ms. Vishnu K P,  
Ref No: 2112ADE2295.

Dear Mr. / Ms. Vishnu K P,

With reference to your application for appointment and subsequent interview, we are pleased to offer you the position of Probationary **Assistant Data Entry Operations** in SIB Operations and Services Limited, (hereinafter referred to as Company), on the terms and conditions given below:

- 1. Period of engagement:** You will be on a Fixed Term Employment for a period of Two years from the date of joining. During this period you will render services in accordance to the instructions given to you and subject to the terms and conditions agreed upon. You will also be bound by rules and regulations applicable to you.  
  
At the sole discretion of the management and based on the requirements and exigencies, you may be engaged in different places of business.
- 2. Date of engagement:** Your engagement is effective from the date of your reporting for duty at Client.
- 3. Reporting at Client:** Reporting office, date and time will be intimated separately.
- 4. Location of Duty (Client):** You will report at **Irinjalakuda Region** of the client.
- 5. Salary:** You will be eligible for a Gross Pay of Rs.15,400/- subject to statutory deductions applicable. You will also be paid eligible Bonus after the close of the Financial Year. The salary in detail will be mentioned in the Appointment Order, on joining duty.
- 6. Key Responsibility Area:** Your Key Responsibilities include:
  - Assist / Initiate processes to facilitate data entry operations and other related works.
  - Facilitating document upload (scanning etc.) for processing.
  - Verifying accuracy and sorting information to facilitate data entry.
  - Storage in designated locations and ensuring backup.
  - Compliance with the Client's Code of Conduct.

---

**SIB Operations and Services Limited**  
Registered Office: Fourth Floor, 1X/R39A1-A9, Rajagiri Valley, Chittothukara, Kakkanad-682037, Kochi, Kerala.  
e-mail: [corporate@sibosl.co.in](mailto:corporate@sibosl.co.in) || Phone: 0484 2990151 ||CIN: U74999KL2021PLC069182||




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5<sup>th</sup> CYCLE  
2023

Vishnu Kp6

 **SIB OPERATIONS AND SERVICES LIMITED**  
(Wholly owned Non-Financial Subsidiary of The South Indian Bank Limited)

**ANNEXURE - I**

**DOCUMENTS REQUIRED TO BE SUBMITTED AT THE TIME OF JOINING**

Sl No	Document	Remarks
1.	Updated detailed Photo Resume	
2.	Service Record Form (in the format provided by the Bank)	
3.	Two copies of Passport size photograph	
4.	Copy of Aadhar card	
5.	Copy of PAN card	
6.	Identity proof (Voters Identity card / Driving Licence / PAN card / Passport)	
7.	Address proof (Voters Identity card / Driving Licence / Passport)	
8.	Copies of Educational Qualification Certificates (original shall be produced for verification and attested copies to be submitted to the Client)	
	(a) 10 <sup>th</sup> / SSLC	
	(b) 12 <sup>th</sup> / Plus Two	
	(c) Graduation	
	(d) Post – Graduation, if any.	
	(e) Professional qualifications, if any.	
9.	Last 3 months salary slips (for experienced candidates)	
10.	Resignation Letter (submitted and acknowledged by the last employer) and Relieving Letter thereof.	
11.	Copy of Experience Certificate from last employer.	

Note: All original certificates are required to be produced for verification on the day of joining, copies of all certificates shall be submitted after self – attestation by the candidate.

**SIB Operations and Services Limited**  
Registered Office: Fourth Floor, 1X/839A1-A9, Rajagiri Valley, Chittethukara, Kakkanad-682037, Kochi, Kerala.  
e-mail: [corporate@sibosl.co.in](mailto:corporate@sibosl.co.in) || Phone: 0484 2990151 ||CIN: U74999KL2021PLC069182||



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Yadhu Murali





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5<sup>th</sup> CYCLE  
2023

Yathunadh Krishnan P U



Ref: TCSL/DT20218815342/1758445/Trivandrum  
Date: 30 April 2022

MR. YATHUNADH KRISHNAN P U  
Paliyam Parambil House Kalamukku,  
Azheekkal, Ernakulam,  
Kerala-682508.

**Sub: Joining Letter**

Dear Mr. Yathunadh Krishnan P U,

Welcome to TATA Consultancy Services Limited (TCSL). We are glad that you have accepted our offer and look forward to you being a part of our family.

We are pleased to inform you that your Initial Learning Program (ILP) at TCSL will commence on **16th May 2022** at **Chennai** . You are requested to report at the address detailed below on **16th May 2022** at **09:00 AM** .

M/s. Tata Consultancy Services Ltd TCSL "Chennai One" - SEZ Unit, ( IGGGL- SEZ )  
200 Ft. Thoraipakkam - Pallavaram Ring Road, Thoraipakkam,,  
Chennai - 600 096, Tamil Nadu, India,  
Chennai, Tamil Nadu-600096.  
(Route map of the ILP Centre can be viewed on TCS NextStep>>ILP Corner>>ILP Centres)

Contact Person: Ms. Lakshmi Harish  
Phone: 9104466168888  
Email Id: lakshmi.harish@tcs.com  
(Contact Hours: Monday - Friday, 9 AM to 6 PM)

You will continue to receive further communication through the pre-employment orientation (PEO) platform. Your exact time of reporting will be published through announcements on PEO.

Please download the Joining Letter Annexure (TCS NextStep>>ILP Corner>> Joining Letter) detailing the formalities to be complied with prior to the commencement of your learning.

Private and Confidential

Page | 1

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Ltd  
Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : [www.tcs.com](http://www.tcs.com)  
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLCO84781





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5<sup>th</sup> CYCLE  
2023

Yathunadh Krishnan P U1



## Initial Learning Program (ILP)

Continuous Learning is a way of life in TCSL and forms a critical part of your employment with TCSL. On joining TCSL, you will be given the opportunity to undergo our Initial Learning program at Ignite, Chennai.

This formal learning will add value to you as a professional and help you to excel in your career.

Formal assessments will be carried out during your learning period. The weighted average of these evaluations will be a major component of your first appraisal.

You may please note that in the event of your performance during this program falling short of the required standard, your learning program would be extended or your services would be liable for termination as the case may be.

Only you will be allowed to enter our office. As the whole joining process may be of 3-4 hour duration, please make suitable arrangements for anyone accompanying you.

**TCSL will not provide accommodation in Chennai. You will have to arrange for your accommodation. Travel expenses to the location of this Learning Program will not be reimbursed.**

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.

If you remain unauthorized absent for a consecutive period of 10 days, 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.

We would like you to confirm your acceptance of joining this batch by clicking on the 'I Accept' button online. In the event of us not receiving an update, TCSL reserves the right to withdraw the offer. If you fail to join on the date provided in the TCSL Joining letter, the offer dated 03-02-2022 will stand automatically terminated at the discretion of TCSL.

Private and Confidential

Page | 2

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Ltd  
Peepul Park, Technopark Campus, Karlavattom P.O., Thiruvananthapuram - 695 581, Kerala, India  
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : [www.tcs.com](http://www.tcs.com)  
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021  
Corporate Identification Number (CIN): L22210MH1995PLC084781