



Automation
Combine



ABHIJITH. J

Blood Group : O+ve
Trainee

Offer Letter : Trainee Application Engineer !!!

4 messages

HR <hr@cubic.co.in>
To: 97adithya@gmail.com, Prolific Blr <prolificblr@yahoo.com>
Cc: info@cubic.co.in

10 October 2019 at 16:57

Dear Mr. Adithya,

Greetings!!!

We are pleased to offer you position of "Trainee Application Engineer" in our organization with the following remunerations.

This trainee position is for a Three (3) month term beginning from 4th November 2019. During this term you are paid Rs. 10,000/- as a stipend.

On successful completion of the probation period, you will be offered a permanent position as a "Application Engineer" and your salary will be CTC Rupees 19,486/- per month. Gross Salary Rupees 17,129/- per month. Net Take Home Salary Rupees 15,000/- per month. Take - home salary is post all statutory deductions like PT, PF, ESI as applicable.

WORKING HOURS:

Your standard working hours will be 9.30 AM to 6.30 PM, Monday through Saturday. In view of your position in the Company, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Your position is required to travel across India & Overseas as needed.

POST EMPLOYMENT VERIFICATION:

Your employment will be subject to a background check, which will be conducted by such agency/Company/establishment, whose services are contracted by the Company, from time to time. The verification will include authentication of any factual or historical information provided by you, related to past and present data such as reference details, previous employment details, educational credentials and criminal records etc.

NOTICE PERIOD:

1. After confirmation of your service at Company, the contract of employment is terminable by either Company or by you, by giving two month notice in writing to the other, without assigning any reasons thereof. Company reserves the right to recover from you, two month gross compensation, in lieu of the notice period. However, Company retains the right to terminate your employment, without giving any notice or pay in lieu of notice, in case of any wrongful declaration, misconduct, fraud or misappropriation of funds or breach of any terms of service or any policy of Company.
2. If termination is initiated by you, Company may, at its discretion, relieve you from a date it may deem fit, at any time before expiration of the notice period, without incurring any liability to pay you compensation for the unexpired period of the notice period.
3. During the notice period, however, you shall cooperate with the Company in ensuring smooth and proper hand-over of your responsibilities, failing which the Company shall be authorized to withhold/forfeit your dues.

Kindly confirm your acceptance by tomorrow.

On the date of your joining, you may please bring along the following:

- Proof of age & address.
- Copies of educational certificates.
- 1 Passport size photo.

Thanks & Regards,

Roopa

HR Manager

CUBIC COMPUTING (P) LTD |

5 | Ground Floor | 7th C Cross | Ashwini Layout
Koramangala Intermediate Ring Road | Bangalore-560047, India
M: 9686670584 D: +91-80- 40109779 | Email: hr@cubic.co.in



Prolific Blr <prolificblr@yahoo.com>

Reply-To: "prolificblr@yahoo.com" <prolificblr@yahoo.com>

To: "hr@cubic.co.in" <hr@cubic.co.in>, "97adithya@gmail.com" <97adithya@gmail.com>

Cc: "info@cubic.co.in" <info@cubic.co.in>

10 October 2019 at 17:02


Thank you Mam.

Will meet you tomorrow 11 am.

Senthil Kumar
Prolific

Sent from Yahoo Mail on Android

<https://mail.google.com/mail/u/0?ik=c9b614acf9&view=pt&search=all&permthid=thread-f%3A1647005532515231509&simpl=msg-f%3A16470055325...> 2/3



Dear Akshaya,

Congratulations! You have made it through our selection process and we are pleased to Offer you with the capacity of

"Trainee Engineer" and would like to formally welcome you to VIPA Automation India Pvt Ltd.

We are sure that you have had opportunities to understand in detail your roles and the organization.

You are requested to report at our Bangalore on 14th October 2019 at 9am for Joining Formalities.

The address and contact details are as follows:-

VIPA Automation India Pvt Ltd

3rd & 4th Floor, B R House, Hennur Main Rd,

HBR Layout 4th Block, Kalyan Nagar,

Bengaluru, Karnataka 560043



VIPA Automation India P

Date: 5th October 2019

Reference: **VIPA/PERS/ AKSHAYA**

To,

Ms. Akshaya. P.P

Puthan Purayil (H)

Puthur (PO), Panoor (via)

Kaivelikkal, Kannur (Dist),

Kerala-670692

Subject: **Appointment Letter**

Dear Ms. Akshaya,

This has reference to your interview you h



**DELHI
PUBLIC SCHOOL
KOLLAM**

(under the aegis of The DPS Society, New Delhi)



KHADEEJA BEEVI AR
ROBOTICS

E. Code : E0064

Blood Group : B+ve

Contact No : 9207673702

Meyyannur, Kollam-73
(+91) 75558 43886, (+91) 9474 2961700
www.dpskollam.com

Dear Pooja,

Congratulations! You have made it through our selection process and we are pleased to Offer you with the capacity of

"Trainee Engineer" and would like to formally welcome you to VIPA Automation India Pvt Ltd.

We are sure that you have had opportunities to understand in detail your roles and the organization.

You are requested to report at our Bangalore on 14th October 2019 at 9am for Joining Formalities.

The address and contact details are as follows:-

VIPA Automation India Pvt Ltd

3rd & 4th Floor, B R House, Hennur Main Rd,

HBR Layout 4th Block, Kalyan Nagar,

Bengaluru, Karnataka 560043

Documents to be provided at the time of joining:

1. All education documents as mentioned in your profile 10th , 12th & B.Tech (Originals)

ULTS/PF/APT/08-2019/042

Date: August 13, 2019

APPOINTMENT LETTER

Mr. Jiss Jaison,
Kochuveetil, Kizhakke Mavady,
Kolakkad, Kannur,
Kerala - 670673

Dear Mr. Jiss Jaison,

Congratulations!

We are delighted to appoint you on the role of 'Associate Engineer' at M/s UL Technology Solutions Private limited (hereinafter ULTS/The Company), a subsidiary of ULCCS LTD. The position will be based out of Kozhikode, Kerala.

At the ULTS, a plethora of opportunities are awaiting you to kickstart your career. We would like you to go through the below sections to familiarise yourself with the terms of your appointment.

1. Date of Joining

You shall be required to join our organisation on **August 26, 2019** by accepting this offer and your appointment shall be effective from then onward.

This offer is valid for 3 days from the date of this letter. You are requested to send an email to **campusconnect@ulcs.in** to confirm your joining. If we are not in receipt of your acceptance email on time, or if you haven't joined ULTS by the aforementioned date after accepting this offer, this offer will be deemed to have been declined by you, unless otherwise communicated to you by ULTS in writing.

2. Compensation and Benefits

Your monthly and annual compensation is detailed in Annexure 1.

You are eligible for a one-time relocation allowance at the time of joining. Your relocation allowances include one-week accommodation by the company. You can also claim reimbursement of three-tier air-conditioned train/bus ticket for the shortest route to Kozhikode from your permanent residing location by producing journey tickets.

3. Probation

Your employment is subject to satisfactory completion of **one-year probationary** period. The confirmation of your employment will be based on assessment of your conduct, demeanor, abilities and performance. In case you intend to leave our services during the probation period, you need to give one month's notice. Also, ULTS can end your services by giving one month's notice or salary thereof.



Promoted by ULCCS Ltd.

Madappally College (po), Vatakara, Kozhikode (District), Kerala - 673102

Phone 0496 2514042, 0496 2516402, Fax : 0496 2516402 | www.ulccsltd.com

Sales office : Technopark [redacted], India - 695581 | T : 0471 2700135



11. Non- Competition

Following the termination of employment for any reason, you should not hire or attempt to hire any current employees of the ULTS for a period of six months. Also, you should not solicit business from the clients of ULTS or its allied institutions/ organisations with whom you have done business as ULTS employee in one year immediately preceding your termination.

12. Required Documents

On the day of your joining, you are required to submit a signed copy of this letter along with the following documents:

- Photo ID proof – PAN & Aadhaar Card
- Four passport size photograph
- HSC Certificate & Secondary Certificate
- Graduation Certificate/ PG
- Experience certificate
- Relieving certificate
- Valid Passport Copy(if not available apply for new)

In the event of a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the ULTS shall provide such information to the government body/authority without any notification to you.

This offer and your employment with the ULTS are subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Assuring you all support, we look forward to you embarking on an exciting career with us.

For any clarifications, reach out to campusconnect@ulcs.in or at 8113982225

Yours Sincerely,

For UL Technology Solutions Private Limited

Authorized Signatory

I have read, and understood all the terms and conditions as set forth herein and I agree to be bound by them. I hereby accept my appointment with the ULTS.

Name.....

Signature..... Date of Joining.....



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Annexure 1

| | | |
|----------------------------------|---------------------|-----------------------|
| Designation | Associate Engineer | |
| Career Level | 5 | |
| Fixed Salary (A) | | |
| | Per Month | Per Annum |
| Basic | Rs. 11,700/- | Rs. 1,40,400/- |
| HRA | Rs. 3,300/- | Rs. 39,600/- |
| Total (A) | Rs. 15,000/- | Rs. 1,80,000/- |
| Company Contributions (B) | | |
| ESI | Rs. 488/- | Rs. 5856/- |
| EPF | Rs. 1,404/- | Rs. 16,848/- |
| Welfare Fund | Rs. 20/- | Rs. 240/- |
| Total (B) | Rs. 1,912/- | Rs. 22,944/- |
| Cost to Company (A+B) | Rs. 16,912/- | Rs. 2,02,944/- |

* Gratuity shall be paid out based on the provisions of The Payment of Gratuity Act of 1972.



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Sales office : Technopark, Trivandrum, Kerala, India - 695581 | T : 0471 2700135

ULTS/PF/APT/08-2019/073

Date: August 21, 2019

APPOINTMENT LETTER

Ms.Thara P Murali,
Thalakkale Veedu,Pookoth Street,
Taliparamba-670141,
Kannur, Kerala

Dear Ms. Thara P. Murali,

Congratulations!

We are delighted to appoint you on the role of 'Associate Engineer' at M/s UL Technology Solutions Private limited (hereinafter ULTS/The Company), a subsidiary of ULCCS LTD. The position will be based out of Kozhikode, Kerala.

At the ULTS, a plethora of opportunities are awaiting you to kickstart your career. We would like you to go through the below sections to familiarise yourself with the terms of your appointment.

1. Date of Joining

You shall be required to join our organisation on **August 26, 2019** by accepting this offer and your appointment shall be effective from then onward.

This offer is valid for 3 days from the date of this letter. You are requested to send an email to campusconnect@ults.in to confirm your joining. If we are not in receipt of your acceptance email on time, or if you haven't joined ULTS by the aforementioned date after accepting this offer, this offer will be deemed to have been declined by you, unless otherwise communicated to you by ULTS in writing.

2. Compensation and Benefits

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You are eligible for a one-time relocation allowance at the time of joining. Your relocation allowances include one-week accommodation by the company. You can also claim reimbursement of three-tier air-conditioned train/bus ticket for the shortest route to Kozhikode from your permanent residing location by producing journey tickets.

3. Probation

Your employment is subject to satisfactory completion of **one-year probationary** period. The confirmation of your employment will be based on assessment of your conduct, demeanor, abilities and performance. In case you intend to leave our services during the probation period, you need to give one month's notice. Also, ULTS can end your services by giving one month's notice or salary thereof.

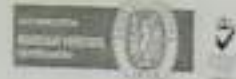


Promoted by ULCCS Ltd.

Madappally College (po), Vatakara, Kozhikode (District), Kerala - 673102

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Sales office : Technopark [REDACTED] la, India - 695581 | T : 0471 2700135



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On the day of your joining, you are required to submit a signed copy of this letter along with the following documents:

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Assuring you all support, we look forward to you embarking on an exciting career with us.

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Yours Sincerely,

For UL Technology Solutions Private Limited

Authorized Signatory

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Name.....

Signature..... Date of Joining.....



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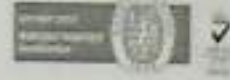


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Sales office : Technopark, Trivandrum, Kerala, India - 695581 | T : 0471 2700135



ULTS/TX/LOI/06-2019/020

Date: 17th June 2019

Letter of Intent for Employment

To
Thara P Murali
tharathalakkal@gmail.com
Vimal Jyothi Engineering College, Chemperi

Congratulations!!

We welcome you to UL Technology Solutions, Pvt. Ltd. We are confident that you will build a long and mutually rewarding career with us. We believe it is individuals like you who can make the difference and along with all of us build a world class company. ULTS is focused on delivering high value solutions to its customers with cutting edge technologies including Blockchain, AI & IoT along with other areas like IMS, GIS and Application Development.

At ULTS, we strive to be the partner of choice of all our clients to make them become exemplary achievers in their respective industry. We are committed to providing an exciting work environment to our employees where their skills are fostered, innovations thrive and potentials culminate.

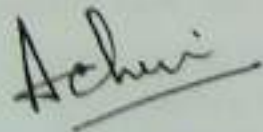
We are glad to consider your candidature for an offer of Employment as a **Graduate Engineer Trainee**.

As a Graduate Engineer trainee, you will be on probation for a period of 1 year, during which your compensation will be Rs.2.05 Lakhs per annum (CTC). Upon successful completion of probation period, you will be promoted to **Associate Engineer** role with a salary of Rs.3.3 Lakhs per annum.

Your date of joining will be **communicated to you in subsequent mails** and joining location will be **Calicut (Kozhikode), Kerala**. However, after completion of training, you might be posted to any of our delivery centres in **Calicut, Bangalore or Trivandrum**, depending on the project to which you will be assigned. You will be trained on technology areas based on the business needs.

ULTS provides long term career opportunities for every ULTS employee. We sincerely hope that you will grow with us and build an outstanding institution.

Thanking you,



Achin Kumar Das
Chief Talent Officer



Promoted by ULCCS Ltd.

Madappally College (po), Vatakara, Kozhikode (District), Kerala - 673102

Phone 0496 2514042, 0496 2516402, Fax : 0496 2516402 | www.ulccsltd.com

Sales office : Technopark, [REDACTED], India - 695581 | T : 0471 2700135

February 24, 2019

Ms Thara P Murali
tharathalakkal@gmail.com

Dear Thara P Murali,

Further to our interactions with you, we are pleased to offer you an Internship position in Training Department at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

In addition to the duties that were outlined during your interview, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability. You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration during your internship. You are required to be in formals (formal sari for women/business formals for men) for the period of the induction training and subsequently when you travel as a trainer. Your base location and date of joining will be announced shortly.

This internship is strictly full-time. During your internship, you will be paid stipend of Rs.10,000/- out of which Rs.8000 Fixed and Rs.2000 will be performance based plus an accommodation allowance (In the range of Rs.2500 - Rs. 5000, depending upon your base location). A full time offer of employment with CTC of Rs.2.88 lacs per annum may be made based on your performance during the period of internship. It is possible that you may be posted to other base locations (different from your base location during internship) when being made a full-time offer.

Thank you.

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd

Arumugam N Vadivelu
Manager- (HR Ops & Strategy)

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



Unit No. 3086, DMCC Business Center, Level No 1, Jewellery & Gemplex 3, Dubai, UAE.
Contact: +9714 266 4749 info@aglebss.com

PROVISIONAL OFFER LETTER

Date: 02/05/2019

Dear Mr./Ms. Pratyush M V

On behalf of Agile Business Consultancy, we are pleased to offer you the Position of **Business Development Executive / Mechanical Engineer / Civil Engineer** at our / our client firms.

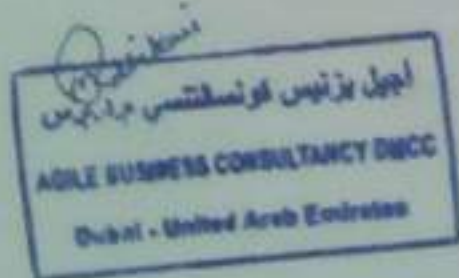
You are requested to confirm your acceptance to Infiniz IT Solutions our associate Company in Kerala, India on or before 1st November 2019. Conformity should be intimated by call to Infiniz IT Solutions. You can contact them on +919995854401 or +918891556266. Certificate verification and other process would be carried out by Infiniz IT Solutions.

Your appointment and confirmation will be contingent upon the following conditions:

1. You will be on probation and training for a period of 6 months.
2. Training would be in India.
3. The salary during the probation/training period would be INR 12000 per month.
4. After the probation period the salary hike will depend on your performance.
5. The company retains the right to extend the training period if deemed necessary.
6. The employment contract can be terminated with a notice period of one month.
7. You should make sure that the information given during the interview was true.

We welcome you to join Agile Business Consultancy and look forward to a long and rewarding career with us.

Note: If we do not receive your call of acceptance on or before 1st November 2019, your offer would be cancelled/rejected.



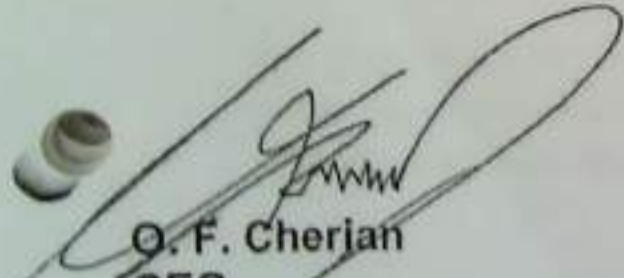
14. You will be bound by the rules and regulations as declared by the management hereafter, from time to time, in relation to conduct, discipline, medical fitness, leave, holidays and all matters relating to terms and conditions of services.
15. Absence for a continued period of 8 days (including absence when leave though applied for but not granted (and when over-stayed for a period of 8 days) would make you to lose your lien on the service and the same shall automatically come to an end without any notice or even intimation.
16. Your service can be terminated by either side by giving three months' notice or payment of three month's salary in lieu thereof after the completion of the four-year contractual period.
17. You will retire from the services of the company on your attaining the age of 58 years or as per the applicable age governed by the Government of India.
18. For determination of age, the details in the document furnished by you and verified by the company at the time of joining, will be deemed to be final and binding.
19. Your appointment and continuation in employment will be subject to your being certified medically fit by the company's medical consultants, from time to time.
20. Your appointment will be subject to your being found suitable after security / reference check.
21. It is agreed that you shall work for our group of companies for a minimum period of four years. Your original academic certificates of 10th, 12th, and B.Tech shall be held by us for the four-year period. It is understood that you would not request for returning your original documents during this four-year period for whatever reason.

We welcome you to our organization, and look forward to having a mutually beneficial association.

Please sign the duplicate copy of this letter in token of your acceptance of terms and conditions of service stated herein.

Yours sincerely,

For Automation Combine



O. F. Cherian
CEO

Appointment for the role of Trainee Engineer, accepted

Mr. Rahul. K
Date: 05.10.2019



Date: - 19/04/19

Dear RAHUL K

Sub:- Provisional selection letter.

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

Kindly note that your provisional selection for different IT based positions such Associate Technical Engineer, IT Technical Coordinator, IT Helpdesk Engineer, Desktop Engineer etc. will require you to fulfil the academic qualification and the complete attendance of the self-paid training provided by the authorized CMS Talent Development Center. Upon the successful completion of the training, there will be the final round of the interviews with CMS Talent Development Center clients, where you will be mapped to an appropriate job roles at the specific locations.

CMS Talent Development Center (TDC) is the Information Technology training division founded in 1993 and associated with TACT Ltd. With 25 years of track record, we are ranked among the best hardware, networking talent development center.

We are the alliance partner of Microsoft, Red Hat, Quint, Oracle and we offer globally accepted certifications from these alliances.

With a strong nationwide network of over 40+ training Centers, well-equipped to train students and professionals. In the last one and a half decades, over three million students and working professionals have benefitted from our training network.

Our proficiency lies in identifying your talent, understanding your aptitude, analyzing your needs and nurturing you to reach the zenith of technical excellence. Our alumni have been promoted from junior executives to team leaders, project heads and management professionals over the years.

Yours sincerely,

CMS Talent Development Center -



Terms & Conditions: -

- The provisional letter of selection is subject to your successful completion of all curricular requirements as laid down by the University / Institution for award of the degree /diploma and the requirements, including aggregate marks etc., & a successful completion of the training from the authorized CMS Talent Development Center.
- Date of Reporting & Location will be conveyed after attending the final rounds of the interview post successful completion of the training and will be intimated through email to you & your TPO.
- You should be willing to relocate in Bangalore or Project location across India.
- You will be charged a Non-Refundable Deposit of Rs.25,000/- for training. The payment has to be done by Demand Draft favoring "Trinity Academy for Corporate Training Limited"
- Company will not be responsible for Travel, Food & Accommodation.
- Based on Training performance & Final Interview , Offer Letter & Salary will be finalized
- Salary Range (CTC) will be between Rs. 1,20,000/- p.a. to Rs. 1,84,000/- p.a.
- Designation will be Associate Trainee Engineer or Desktop support engineer or Help desk engineer.
- Project Name, location & remuneration will be decided on Project deployment
- This is merely a provisional selection letter based on campus interview.

Acceptance of Selection Letter

Read & Accept all the above Terms & Conditions

Name: _____

Signature: _____

Date: _____





Date: - 19/04/19

Dear ROHAN SAJEEV

Sub:- Provisional selection letter.

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

Kindly note that your provisional selection for different IT based positions such Associate Technical Engineer, IT Technical Coordinator, IT Helpdesk Engineer, Desktop Engineer etc. will require you to fulfil the academic qualification and the complete attendance of the self-paid training provided by the authorized CMS Talent Development Center. Upon the successful completion of the training, there will be the final round of the interviews with CMS Talent Development Center clients, where you will be mapped to an appropriate job roles at the specific locations.

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With a strong nationwide network of over 40+ training Centers, well-equipped to train students and professionals. In the last one and a half decades, over three million students and working professionals have benefitted from our training network.

Our proficiency lies in identifying your talent, understanding your aptitude, analyzing your needs and nurturing you to reach the zenith of technical excellence. Our alumni have been promoted from junior executives to team leaders, project heads and management professionals over the years.

Yours sincerely,

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- Project Name, location & remuneration will be decided on Project deployment
- This is merely a provisional selection letter based on campus interview.

Acceptance of Selection Letter**Read & Accept all the above Terms & Conditions**

Name: _____

Signature: _____

Date: _____

Date: - 19/04/19

Dear SOBIN K SUNNY

Sub:- Provisional selection letter.

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

Kindly note that your provisional selection for different IT based positions such Associate Technical Engineer, IT Technical Coordinator, IT Helpdesk Engineer, Desktop Engineer etc. will require you to fulfil the academic qualification and the complete attendance of the self-paid training provided by the authorized CMS Talent Development Center. Upon the successful completion of the training, there will be the final round of the interviews with CMS Talent Development Center clients, where you will be mapped to an appropriate job roles at the specific locations.

CMS Talent Development Center (TDC) is the Information Technology training division founded in 1993 and associated with TACT Ltd. With 25 years of track record, we are ranked among the best hardware, networking talent development center.

We are the alliance partner of Microsoft, Red Hat, Quint, Oracle and we offer globally accepted certifications from these alliances.

With a strong nationwide network of over 40+ training Centers, well-equipped to train students and professionals. In the last one and a half decades, over three million students and working professionals have benefitted from our training network.

Our proficiency lies in identifying your talent, understanding your aptitude, analyzing your needs and nurturing you to reach the zenith of technical excellence. Our alumni have been promoted from junior executives to team leaders, project heads and management professionals over the years.

Yours sincerely,

CMS Talent Development Center -

Terms & Conditions: -

- The provisional letter of selection is subject to your successful completion of all curricular requirements as laid down by the University / Institution for award of the degree /diploma and the requirements, including aggregate marks etc., & a successful completion of the training from the authorized CMS Talent Development Center.
- Date of Reporting & Location will be conveyed after attending the final rounds of the interview post successful completion of the training and will be intimated through email to you & your TPO.
- You should be willing to relocate in Bangalore or Project location across India.
- You will be charged a Non-Refundable Deposit of Rs.25,000/- for training. The payment has to be done by Demand Draft favoring "Trinity Academy for Corporate Training Limited"
- Company will not be responsible for Travel, Food & Accommodation.
- Based on Training performance & Final Interview , Offer Letter & Salary will be finalized
- Salary Range (CTC) will be between Rs. 1,20,000/- p.a. to Rs. 1,84,000/- p.a.
- Designation will be Associate Trainee Engineer or Desktop support engineer or Help desk engineer.
- Project Name, location & remuneration will be decided on Project deployment
- This is merely a provisional selection letter based on campus interview.

Acceptance of Selection Letter**Read & Accept all the above Terms & Conditions**

Name: _____

Signature: _____

Date: _____

Employee ID: 1130

TO,

SOBIN K SUNNY
KAVUMPURATH (H)
KARAKKAMALA P O
WAYANAD DIST
KERALA 670 645

OFFER REF. NO.: PACE/HR/1130/L1

DATE: 09.10.2019

CREATED BY: HR Manager

Dear Mr. Sobin K Sunny,

SUB: YOUR APPOINTMENT IN OUR ORGANISATION.

With reference to your application for employment and the subsequent interview you had with us, we have pleasure in offering you the position of "Engineer, Sales & Marketing" to be based at our Cochin office on the following terms and conditions. You are advised to report to the duty on or before 14.10.2019.

1. You will be on Probation for a period of three to six months from the date on which you join duty. Your probation period may be extended or reduced at the discretion of the Company and you shall continue to be a probationer unless you are confirmed in writing.
2. During the period of confirmation, or at the end of it, your probationary services may be terminated without prior notice or compensation and without assigning any reason thereof.
3. On Confirmation after the completion of probationary period, termination of employment by either Company or you shall be after giving notice period of 1 (One) Month in writing to the other party or compensation in lieu of the notice period thereof.
4. During the period of probation, you will be paid a consolidated salary of Rs 8,000/- per month. On Confirmation, you may be placed on a suitable scale of salary and the Management reserves the right to break up the consolidated salary and allowances and dearness allowances if any.
5. During the probationary period or on confirmation as the case may be, you will be liable and shall accept transfer to any of the company's sister associate/concern/ branch or wherever the interests of company are involved anywhere in INDIA or ABROAD.

16. In accordance with the standard practice of the company, we request you to treat the terms of your employment as confidential.

Please sign the duplicate copy of this letter as a token of your acceptance of the terms and conditions obtained therein.

We welcome you and wish you all the success with our company. Yours truly,

For PROFICIENT AUTOMATION AND CONTROLS PVT. LTD.



A handwritten signature in black ink, appearing to read "Harish Paulose".

HIRING MANAGER

I have read and understood the above contents and accept the terms and conditions. I am reporting for duty from

Dated :

Signature of Employee



Date: - 19/04/19

Dear JERLIN JOYKUTTY

Sub:- Provisional selection letter.

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

Kindly note that your provisional selection for different IT based positions such Associate Technical Engineer, IT Technical Coordinator, IT Helpdesk Engineer, Desktop Engineer etc. will require you to fulfil the academic qualification and the complete attendance of the self-paid training provided by the authorized CMS Talent Development Center. Upon the successful completion of the training, there will be the final round of the interviews with CMS Talent Development Center clients, where you will be mapped to an appropriate job roles at the specific locations.

CMS Talent Development Center (TDC) is the Information Technology training division founded in 1993 and associated with TACT Ltd. With 25 years of track record, we are ranked among the best hardware, networking talent development center.

We are the alliance partner of Microsoft, Red Hat, Quint, Oracle and we offer globally accepted certifications from these alliances.

With a strong nationwide network of over 40+ training Centers, well-equipped to train students and professionals. In the last one and a half decades, over three million students and working professionals have benefitted from our training network.

Our proficiency lies in identifying your talent, understanding your aptitude, analyzing your needs and nurturing you to reach the zenith of technical excellence. Our alumni have been promoted from junior executives to team leaders, project heads and management professionals over the years.

Yours sincerely,

CMS Talent Development Center -

Terms & Conditions: -

- The provisional letter of selection is subject to your successful completion of all curricular requirements as laid down by the University / Institution for award of the degree /diploma and the requirements, including aggregate marks etc., & a successful completion of the training from the authorized CMS Talent Development Center.
- Date of Reporting & Location will be conveyed after attending the final rounds of the interview post successful completion of the training and will be intimated through email to you & your TPO.
- You should be willing to relocate in Bangalore or Project location across India.
- You will be charged a Non-Refundable Deposit of Rs.25,000/- for training. The payment has to be done by Demand Draft favoring "Trinity Academy for Corporate Training Limited"
- Company will not be responsible for Travel, Food & Accommodation.
- Based on Training performance & Final Interview , Offer Letter & Salary will be finalized
- Salary Range (CTC) will be between Rs. 1,20,000/- p.a. to Rs. 1,84,000/- p.a.
- Designation will be Associate Trainee Engineer or Desktop support engineer or Help desk engineer.
- Project Name, location & remuneration will be decided on Project deployment
- This is merely a provisional selection letter based on campus interview.

Acceptance of Selection Letter**Read & Accept all the above Terms & Conditions**

Name: _____

Signature: _____

Date: _____

Dear *Jeslin Joykutty*

Congratulations!

We are happy to invite you to be a member of 'Diya' family,

You have been selected. Your date of joining would be: *TBD*

At the outset, we would like to congratulate you for having fared so well in the interview process and for having made a definite impression in the minds of those who have interacted with you during the interviews. We are sure that going forward, this impression will grow stronger.

Your cooperation is appreciated for further documentation process to be submitted on your date of joining.

- Aadhar card- 3 Copies Signed (*Colored photocopies*)
- All educational qualification certificates (Originals for verification/ Photocopy 1 set)
- Pan Card- 3 Copies Signed
- Passport- 3 Copies Signed
- 2 Documents for Address Proof-(Driving License, Voters ID card etc- any 2)- 3 copies each
- Passport size photo- 5

We expect you to set an example of diligence, dedication and commitment and contribute your best efforts in making 'Diya', a leading organization.

You have been requested to be in our office by 9:30AM on your joining date.

Please feel free to email us to samridhi.n@glowtouch.com or laxmisha.b@glowtouch.com for any further information/clarifications you may need.

Thanks & Regards,

[Signature]
14/05/19

Shrinivas Bhat

Senior Manager-Human Resources

VIJAYALAKSHMI S S UVARNA
ASSISTANT MANAGER - HR.

16th March 2020
NDZHR/0320/2385

Dayana Jose
Kanjirathinkal H
Vellarikundu P.O
Kasaragod
Kerala - 671534

Offer of Employment

Dear Dayana,

Subsequent to the meetings that we have had with you, we are pleased to offer you the position of Trainee - Quality Analyst at NdimensionZ Solutions Private Limited.

Your date of joining will be 15-04-2020 at 10 AM, at our Kochi office situated at O301, SCK01, SmartCity, Kakkanad, Kochi – 682030, Kerala, India.

Your offer of employment is based on the below terms and conditions which have been discussed and mutually agreed upon. A detailed letter of appointment will be shared on the day of joining.

1. Probation

You will be on probation for the first 6 months. The company has the right to extend your probation based on your performance. If your services are found satisfactory during the probation period, you will be confirmed in the present position.

2. Compensation

Your total pay (Cost To Company) will be INR 2,10,000 (Rupees Two Lakh Ten Thousand) per annum. The detailed break-up of the compensation will be as stated below:

| Component | Monthly | Yearly |
|------------------------------------|---------|----------|
| Basic Pay | 10,000 | 1,20,000 |
| HRA | 3,500 | 42,000 |
| Company's contribution towards ESI | 569 | 6,825 |
| Company's contribution towards PF | 1,200 | 14,400 |
| Special Allowance | 2,231 | 26,775 |
| Gross Earnings | 17,500 | 2,10,000 |

3. Leaves & Holidays

As an employee you will be eligible for 5 casual leaves, 5 medical leaves and 6 earned leaves in a year. In addition, you will be eligible for 13 festival holidays, maternity leave as per the Maternity Benefit Amendment Act, 2017- or 2-days paternity leave as per leave policy of the Company.

NdimensionZ Solutions Pvt Ltd

Reg. Address: O301, SCK01, 3rd Floor, Smartcity, Kakkanad, Kochi-682030

Branch Address: 1A, CVC Homes, Airforce Road, Mavelipuram, Kakkanad, Kochi -682030

Phone: 0484 6689999 | +91 9946663381 | Email: info@ndimensionz.com | CIN:U72900KL2007PTC020475 | www.ndimensionz.com

4. Performance Evaluation

Your annual salary increments and other benefits will be based on the performance review process that happens annually

5. Travel & Transfer

- During your employment with the company you may be transferred to any of the offices/ divisions/ departments/ client locations of the company either existing or to be set up in the same town, or anywhere in India or abroad on the same terms and conditions of the employment at the sole discretion of the management. The compensation package and/or allowances in such transfers/relocations will be reviewed and mutually agreed upon based on the company policies prevailing at that time.
- Any joining bonus or relocation allowance offered to you other than the CTC mentioned in clause #1 will be recoverable by the company in case you leave the services of the company within 1 year of joining.

6. Notice Period & Termination of Employment

This employment contract can be terminated by you by giving a notice of 3 (three) months during the first year and a notice of 2 (two) months after completing first year or salary in lieu of the notice period that is not served. This employment contract can be terminated by the company by giving 1 (One) month notice at any time during the period.

7. Regulations

During your services with the company, you will be governed by the rules and regulations with respect to conduct & discipline and other matters as mentioned in the HR policy of the Company.

We look forward to have you in our team and expect a long-term relationship with NdimensionZ.

For any additional information or clarification on any of the above terms and conditions, please do not hesitate to contact us.

Yours Sincerely,

For NdimensionZ Solutions Pvt. Ltd

Lekshmi Kaladharan
Manager – HR

NdimensionZ Solutions Pvt Ltd

Reg. Address: O301, SCK01, 3rd Floor, Smartcity, Kakkanad, Kochi-682030

Branch Address: 1A, CVC Homes, Airforce Road, Mavelipuram, Kakkanad, Kochi -682030

Phone: 0484 6689999, +91 9946663381 | Email: info@ndimensionz.com | CIN:U72900KL2007PTC020475 | www.ndimensionz.com

Dear Sajin Janardhanan

Welcome to accenta education.

With reference to the interview conducted at Vimal Jyothi College, Kannur on 22/03/2019, we are pleased to offer you the post of 'Communicative English Trainer' on a salary of Rs.12000/- or Rs.13500/- per month. (Rs.12000/-: if you get placed at your own home town and Rs.13500/-: if you get placed away from your home town), which indicates cost to company (CTC). You will be appointed in one of our client schools in Kerala as a 'Communicative English Trainer' w.e.f 1st June, 2019, If you successfully complete our Training Programme as mentioned below. You are liable to be transferred to any of our client schools in Kerala.

If you agree with the terms and conditions of the company and wish to receive this offer of employment, you will have to undergo a training programme free of cost at our training venue in Kochi, Kerala for a period of 8 days in the month of April/May. If you don't attend the training programme or your performance and behavior during the training process is not satisfactory, your placement will not be confirmed.

In case the terms and conditions are acceptable to you please sign the duplicate of this letter as a token of your having understood and accepted the same and return the same to placements@accenta.in in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn by 10th April, 2019. The date of the training programme will be informed to you only on contacting us on the phone. When you come for the training programme, please do bring your original certificates as well as two passport size photos and a copy of any of your ID Proofs.

We look forward to your working with us.



For accenta education

[Signature]
Shaijan Xavier
Manager - HR

Mobile: 08547938985
placements@accenta.in

DECLARATION

I have read/understood the above terms and conditions and agree to abide by them.

Name

Signature

Date

26/03/2019

Training | Consulting | Camps | Quizzes | HR
Counseling | ELT | Teacher Empowerment

Dear Anand Raj

Welcome to accenta education.

With reference to the interview conducted at Vimal Jyothi College, Kannur on 22/03/2019, we are pleased to offer you the post of 'Communicative English Trainer' on a salary of Rs.12000/- or Rs.13500/- per month. (Rs.12000/-: if you get placed at your own home town and Rs.13500/-: if you get placed away from your home town), which indicates cost to company (CTC). You will be appointed in one of our client schools in Kerala as a 'Communicative English Trainer' w.e.f 1st June, 2019, if you successfully complete our Training Programme as mentioned below. You are liable to be transferred to any of our client schools in Kerala.

If you agree with the terms and conditions of the company and wish to receive this offer of employment, you will have to undergo a training programme free of cost at our training venue in Kochi, Kerala for a period of 8 days in the month of April/May. If you don't attend the training programme or your performance and behavior during the training process is not satisfactory, your placement will not be confirmed.

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We look forward to your working with us.



For accenta education


Shaijan Xavier

Manager - HR

Mobile: 08547938985

placements@accenta.in

DECLARATION

I have read/understood the above terms and conditions and agree to abide by them.

Name

Signature

Date

www.accenta.in

Regional Office :
First Floor, Supreme Tower, South Chalakudy
Ph : 0480 3240489, Email : info@accenta.in

26/03/2019

Training | Consulting | Camps | Quizzes | HR
Counselling | ELT | Teacher Empowerment

Dear Yadukrishnan Mavila,

Welcome to accenta education.

With reference to the interview conducted at Vimal Jyothi College, Kannur on 22/03/2019, we are pleased to offer you the post of 'Communicative English Trainer' on a salary of Rs.12000/- or Rs.13500/- per month. (Rs.12000/-: if you get placed at your own home town and Rs.13500/-: if you get placed away from your home town), which indicates cost to company (CTC). You will be appointed in one of our client schools in Kerala as a 'Communicative English Trainer' w.e.f 1st June, 2019, If you successfully complete our Training Programme as mentioned below. You are liable to be transferred to any of our client schools in Kerala.

If you agree with the terms and conditions of the company and wish to receive this offer of employment, you will have to undergo a training programme free of cost at our training venue in Kochi, Kerala for a period of 8 days in the month of April/May. If you don't attend the training programme or your performance and behavior during the training process is not satisfactory, your placement will not be confirmed.

In case the terms and conditions are acceptable to you please sign the duplicate of this letter as a token of your having understood and accepted the same and return the same to placements@accenta.in in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn by 10th April, 2019. The date of the training programme will be informed to you only on contacting us on the phone. When you come for the training programme, please do bring your original certificates as well as two passport size photos and a copy of any of your ID Proofs.

We look forward to your working with us.



For accenta education


Shaijan Xavior
Manager - HR

Mobile: 08547938985
placements@accenta.in

DECLARATION

I have read/understood the above terms and conditions and agree to abide by them.

Name

Signature

Date

EMPLOYEMENT OFFER

| | |
|-------------------|----------------------------------|
| EMPLOYEE NAME | JITHIN PK |
| DESIGNATION | CONTROL SYSTEM ENGINEER |
| PERMANANT ADDRESS | KANNUR, KERALA, INDIA |
| Mob | 9567231437 |
| JOINING DATE | 6/DEC/20 19 |
| E-MAIL | |
| BASIC SALARY | SR 3300.00 |
| | SR 500.00 Allowance |
| | SR 100.00 - Mobile Allowance |
| TICKET | AFTER COMPLETION OF 12 MONTHS |
| | DESTINATION : INDIA/HOME COUNTRY |
| | ECONOMY CLASS / ONE ROUND TRIP |
| MEDICAL | COMPANY PROVIDED |
| ACCOMMODATION | COMPANY PROVIDED - BACHELOR |
| TRANSPORTATION | COMPANY PROVIDED |
| IQAMA FEES | COMPANY PROVIDED |
| SIGNATURE | SIGNATURE |
| EMPLOYEE | FOR : BGATE |
| NAME: | NAME: |
| DATE : 6 DEC 2019 | |





Perfect Calibration Centre Pvt. Ltd.



TONY M REMEGIUS
Calibration Engineer

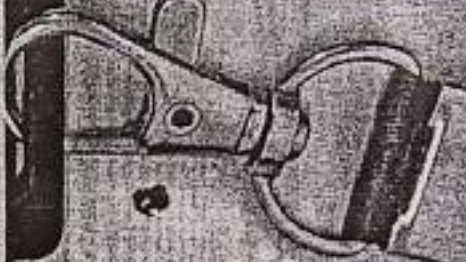


B+

Authorised Signatory

NABL ACCREDITED LAB

HTA INSTRUMENTATION



HTA INSTRUMENTATION (P) LTD.

(Formerly H. Lock & Co. (P) Ltd.)



Tony M. Remegius

Emp No : 1239

Blood Group : B+ve

Authorised Signatory



**In Case of Emergency Contact
9972697755**

PERFECT



If Found, Please Return To :

PERFECT CALIBRATION CENTRE PVT LTD.

No. 40, 71st Cross, 5th Block

Rajajinagar, Bangalore - 560 010.

Ph.: 080 - 23155522 / 77 / 88

Email : infobl@perfectcallab.in



Tony M Remegius

Engineer, Engineering Lab

Effective Date

14/03/2022

Cochin MFG,
India

We are pleased to announce that Tony has been appointed as Engineer, Engineering Lab. In his new assignment, he will report to Arun George, Manager, Engineering Lab, Cochin MFG. Tony will be responsible for deriving test plans, making test set-up, executing validation tests of new products during development, instrument handling, evaluating test results, perform failure analysis of products, co ordinating calibration and service and communicating with design team and customer regarding validation test aspects.

Experience

Tony has an experience of 2 years in calibration and has been working with Perfect Calibration Centre Pvt Ltd since 2020.

Our Values

Tony has the ability to work as one team to help strengthen the position of our business in the years to come



Aarbee Structures Pvt. Ltd.

Structural Steel Designers & Detailers
CIN: U72100KA2015PTC000109

RBS/HR/20190508/109
8th May 2019

To,
Jobin Devasia
Asanparambil House, Chittarikkal P O,
Kasargode-671326

Subject: Offer Letter for the post of Trainee Detailing Engineer,

Dear Jobin Devasia,

Congratulations! Further to your Interview and Subsequent selection process we are delighted to offer you the role of Trainee Detailing Engineer. You are expected to join duty on Monday 8th July 2019,

Remuneration

You will be paid a stipend of INR. 15000 /- (Rupees Fifteen Thousand only) per month which includes PF and ESI benefits.

Reporting:

You will be reporting to Project Leader or whomsoever management nominates. You will be based in the Bangalore office of the Company, i.e. Aarbee Structures Pvt. Ltd., #176, 1st Floor, Adarsh Eco Place, EPIP Zone II, Whitefield, Bangalore 560066, Karnataka, India. The Company shall further be entitled to change the location of the place of work.

Probation:

You will be on probation for a period of nine (9) months from the date of your joining. On successful completion of probation, your employment with the company will stand confirmed subject to the terms and conditions as per the Company policies.

On your joining date, you are expected to sign "Bond" for Three (3) years to ensure the employment with us in case of confirmation. One of your parents should come along with you in order to sign the "Bond" on the date of joining.

Please note that the increment / incentive / appraisal are not on automatic basis and it will be decided by the management according to your performance.

You are requested to submit copy of all your qualification documents, Address proof and PAN card on the date of joining. You are also requested to bring along all the original documents for verification purpose.

The terms of this offer letter shall remain confidential and are not to be disclosed to any third party. We request you to carry a signed copy of the offer letter on the day of your joining as token of your acceptance.

Welcome to Aarbee Structures Pvt. Ltd. We wish you a long, rewarding and fulfilling career.

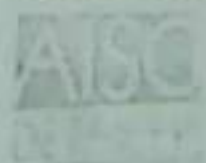
Yours sincerely,
For Aarbee Structures Pvt. Ltd.

JOBIN DEVASIA

Jobin



Sushena K V
Executive-HR



#176 1st Floor, Adarsh Eco Place EPIP Zone II Whitefield,
Bangalore 560 066, INDIA Phone + 91 80 68111100
USA +1 712 579 6180
www.aarbeestructures.com | info@aarbeestructures.com



Aarbee Structures Pvt. Ltd.

Structural Steel Designers & Detailers
CIN: U74210KA2005PTC036409

RBS/HR/20190508/110
8th May 2019

To,
Jobin Michael
Kavalakath House, tabore P O,
Cherupuzha, Kannur-670511

Subject: Offer Letter for the post of Trainee Detailing Engineer.

Dear Jobin Michael,

Congratulations! Further to your Interview and Subsequent selection process we are delighted to offer you the role of **Trainee Detailing Engineer**. You are expected to join duty on **Monday 8th July 2019**.

Remuneration

You will be paid a stipend of **INR. 15000 /- (Rupees Fifteen Thousand only)** per month which includes PF and ESI benefits.

Reporting:

You will be reporting to Project Leader or whomsoever management nominates. You will be based in the **Bangalore office** of the Company, i.e. **Aarbee Structures Pvt. Ltd., #176, 1st Floor, Adarsh Eco Place, EPIP Zone II, Whitefield, Bangalore 560066, Karnataka, India**. The Company shall further be entitled to change the location of the place of work.

Probation:

You will be on probation for a period of nine (9) months from the date of your joining, on successful completion of probation, your employment with the company will stand confirmed subject to the terms and conditions as per the Company policies.

On your joining date, you are expected to sign "Bond" for Three (3) years to ensure the employment with us in case of confirmation. One of your parents should come along with you in order to sign the "Bond" on the date of Joining.

Please note that the increment / incentive / appraisal are not on automatic basis and it will be decided by the management according to your performance.

You are requested to submit copy of all your qualification documents, Address proof and PAN card on the date of joining. You are also requested to bring along all the original documents for verification purpose.

The terms of this offer letter shall remain confidential and are not to be disclosed to any third party. We request you to carry a signed copy of the offer letter on the day of your joining as token of your acceptance.

Welcome to Aarbee Structures Pvt. Ltd. We wish you a long, rewarding and fulfilling career.

Yours sincerely,
For Aarbee Structures Pvt. Ltd.




Sushena K V
Executive-HR



#176, 1st Floor, Adarsh Eco Place, EPIP Zone II, Whitefield,
Bangalore 560 066, INDIA. Phone: + 91 80 68333400

USA: +1 732 579 6180

www.aarbeestructures.com | info@aarbeestructures.com

RBS/HR/20190508/110
8th May 2019

To,
Sreehari PA
Puthanveetil House,
Kottiyoor P O,
Kannur-670651

Subject: Offer Letter for the post of Trainee Detailing Engineer.

Dear Sreehari PA,

Congratulations! Further to your Interview and Subsequent selection process we are delighted to offer you the role of **Trainee Detailing Engineer**. You are expected to join duty on **Monday 8th July**

2019, Remuneration

You will be paid a stipend of **INR. 15000 /- (Rupees Fifteen Thousand only)** per month which includes PF and ESI benefits.

Reporting:

You will be reporting to Project Leader or whomsoever management nominates. You will be based in the **Bangalore office** of the Company, i.e. **Aarbee Structures Pvt. Ltd., #176, 1st Floor, Adarsh Eco Place, EPIP Zone II, Whitefield, Bangalore 560066, Karnataka, India**. The Company shall further be entitled to change the location of the place of work.

Probation:

You will be on probation for a period of nine (9) months from the date of your joining, on successful completion of probation, your employment with the company will stand confirmed subject to the terms and conditions as per the Company policies.

On your joining date, you are expected to sign "Bond" for Three (3) years to ensure the employment with us in case of confirmation. One of your parents should come along with you in order to sign the "Bond" on the date of Joining.

Please note that the increment / incentive / appraisal are not on automatic basis and it will be decided by the management according to your performance.

You are requested to submit copy of all your qualification documents, Address proof and PAN card on the date of joining. You are also requested to bring along all the original documents for verification purpose.

The terms of this offer letter shall remain confidential and are not to be disclosed to any third party. We request you to carry a signed copy of the offer letter on the day of your joining as token of your acceptance.

Welcome to Aarbee Structures Pvt. Ltd. We wish you a long, rewarding and fulfilling career.

Yours sincerely,
For Aarbee Structures Pvt. Ltd.




Sushena K
Executive-HR



#176, 1st Floor, Adarsh Eco Place, EPIP Zone II, Whitefield,
Bangalore 560 066, INDIA. Phone: + 91 80 68333400
USA: +1 732 579 6180
www.aarbeestructures.com | info@aarbeestructures.com

HRD/3T/19-20/13155439

July 09, 2019

Ms. Chandeni Rajesh
Candidate ID: 13155439
Sreeram Nivas (House)
Mathukoth, P.O. Varam
Kannur
Kerala
India
Ph: (91) 82899 98440

Dear Chandeni,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

ANNEXURE - I
(Compensation during the Training Period)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|--------------------------|
| NAME | Ms. Chandeni Rajesh |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| | |
|--|-----|
| 2. ANNUAL COMPONENT | |
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| | |
|--------------------------------------|---------------|
| 3. RETIRAL BENEFITS | |
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (1+2+3) | 25,000 |
| TOTAL GROSS SALARY | 25,000 |

| OTHER BENEFITS | | | | |
|---|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/3T/19-20/13155438

Mr. Sachin Manoj
Candidate ID: 13155438
Krishna Nivas
Kolachery, P.O. Kannur
Kerala
India
Ph: (91) 9995743012

July 09, 2019

Dear Sachin,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 10, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|--------------------------|
| NAME | Mr. Sachin Manoj |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| | |
|--|-----|
| 2. ANNUAL COMPONENT | |
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| | |
|--------------------------------------|---------------|
| 3. RETIRAL BENEFITS | |
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (1+2+3) | 25,000 |
| TOTAL GROSS SALARY | 25,000 |

OTHER BENEFITS

| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
|--|------------------------------|----------|---------------------|---|
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Date: 30 May 2019

Mr. Adarsh O P
Avani, chirakkal,
Puthiyatheru, Kannur,
Kerala – 670011.

OFFER LETTER

Dear **Adarsh O P,**

Congratulations!

We are pleased to inform you that you have been provisionally selected for employment as **Graduate Professional Counselor - Trainee** in our organization. You have cleared a highly selective process that aims to identify the most worthy of candidates with high potential for success in career. The company will be responsible for training and developing you into a professional content writer. Upon successful completion of your training, your position will be confirmed.

Your target gross Cost-To-Company upon successful achievement of all annual targets after confirmation will be **Rs. 4,20,000/-** per annum. Upon confirmation you will be appointed as **Graduate Professional Counselor**.

Your position will be based at our Chennai office and you will report to **Mr. Senthil Pandian, Senior Manager, Service Delivery**.

The Cost-To-Company has two components:

1. Fixed component of Rs. 3,00,000/-
2. Target variable component of Rs. 1,20,000/-

During the probation and after confirmation, you will be eligible for Performance Driven Incentive Scheme. The target variable pay shall be according to the Performance Driven Incentive Scheme.

Upon successful achievement of minimum expected targets, you will be entitled to a total annual target CTC of 4,20,000/-. A formal letter of appointment will be handed over to you on the date of your joining the organization, which will have all the detailed break-ups of your compensation package. A detailed variable pay plan will be shared with you during the course of the probation period.

You will be on probation for a period of six months from your date of joining services. During this period, the company would invest in your training and professional development. You will be entitled to a fixed monthly remuneration (stipend) of Rs. 20,000/-.

Please note that the completion of your training and probation period does not automatically guarantee you a confirmation of services in the organization. Continuation and confirmation of your employment would entirely depend upon your performance. During the first year, the company will invest in your training and development as a Content Writer and expects sufficient returns on such investment. You will be governed by the rules, regulations and policies of the organization that may be in force and which may be introduced, amended, altered or extended from time to time. This offer is subject to completion of reference checks, tests of medical fitness, submission of required documents and security deposits as required.

Your date of joining will be informed to you based on our induction and training schedule.

Please return a copy of this letter duly signed by you, as a token of your acceptance of this offer. Wishing you the very best and we are sure you will have an enjoyable & enriching experience working with us. We wish you all the best for your professional career ahead!

For Valued Epistemics Pvt Ltd

Anand Kannan
Managing Director

Valued Epistemics Pvt Ltd.,

124, 5th Street, Padmanabha Nagar,

Adyar, Chennai-20.

Phone : + 91 98844 26873

www.vepl.com/contactus.html

26/03/2019

Training | Consulting | Camps | Quizzes | HR
Counselling | ELT | Teacher Empowerment

Dear Adarsh O.P.

Welcome to accenta education.

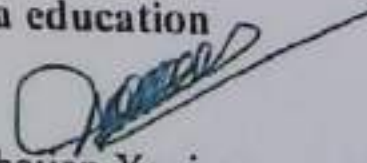
With reference to the interview conducted at Vimal Jyothi College, Kannur on 22/03/2019, we are pleased to offer you the post of 'Communicative English Trainer' on a salary of Rs.12000/- or Rs.13500/- per month. (Rs.12000/-: if you get placed at your own home town and Rs.13500/-: if you get placed away from your home town), which indicates cost to company (CTC). You will be appointed in one of our client schools in Kerala as a 'Communicative English Trainer' w.e.f 1st June, 2019, If you successfully complete our Training Programme as mentioned below. You are liable to be transferred to any of our client schools in Kerala.

If you agree with the terms and conditions of the company and wish to receive this offer of employment, you will have to undergo a training programme free of cost at our training venue in Kochi, Kerala for a period of 8 days in the month of April/May. If you don't attend the training programme or your performance and behavior during the training process is not satisfactory, your placement will not be confirmed.

In case the terms and conditions are acceptable to you please sign the duplicate of this letter as a token of your having understood and accepted the same and return the same to placements@accenta.in in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn by 10th April, 2019. The date of the training programme will be informed to you only on contacting us on the phone. When you come for the training programme, please do bring your original certificates as well as two passport size photos and a copy of any of your ID Proofs.

We look forward to your working with us.

For accenta education


Shaijan Xavier
Manager - HR

Mobile: 08547938985
placements@accenta.in

DECLARATION

I have read/understood the above terms and conditions and agree to abide by them.

Name

Signature

Date

Letter of appointment

Dear Mr. Nazim K.L.

Welcome to CMR Developers

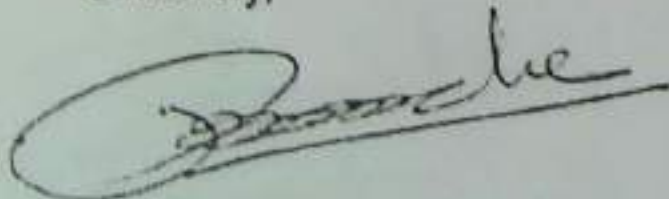
I am pleased to offer you employment in the position of Trainee Engineer with CMR Developers. I am glad to have you as part of our team. Your appointment as trainee Engineer will commence from 29th April 2019.

As Trainee Engineer, you will be entitled to a monthly starting remuneration of Rs. 7500/- (Seven Thousand Five Hundred only), which indicates cost of company. Your continued employment at CMR Developers is dependent on your successful completion of the Training Period of 6 Months. This contract of employment is terminable by either party by giving a notice period of 30 days.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining CMR Developers on the given date.

I am looking forward to working with you.

Sincerely,



Restin Joseph
Managing Director
CMR Developers
Date : 28th April 2019

CMR
DEVELOPERS
An ISO Certified Builder
KARUVANCHAL, KANNUR DIST. 670571

Letter of appointment

Dear Mr. Farzeen P.P

Welcome to CMR Developers

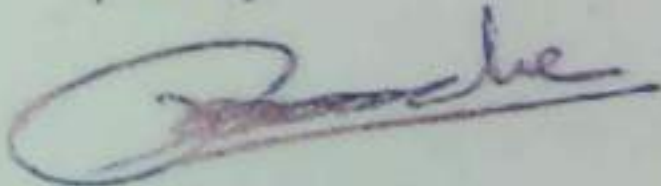
I am pleased to offer you employment in the position of Trainee Engineer with CMR Developers. I am glad to have you as part of our team. Your appointment as trainee Engineer will commence from 29th April 2019.

As Trainee Engineer, you will be entitled to a monthly starting remuneration of Rs. 7500/- (Seven Thousand Five Hundred only), which indicates cost of company. Your continued employment at CMR Developers is dependent on your successful completion of the Training Period of 6 Months. This contract of employment is terminable by either party by giving a notice period of 30 days.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining CMR Developers on the given date.

I am looking forward to working with you.

Sincerely,



Restin Joseph
Managing Director
CMR Developers
Date : 28th April 2019

CMR
DEVELOPERS
An ISO Certified Builder
KARUVANCHAL, KANNUR DIST. 670571

Letter of appointment

Dear Mr. Ashil Francis

Welcome to CMR Developers

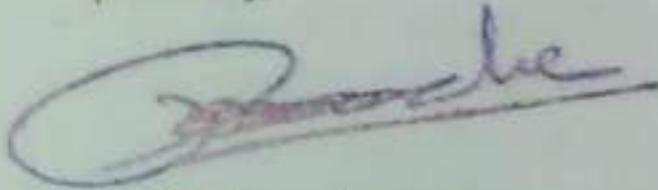
I am pleased to offer you employment in the position of Trainee Engineer with CMR Developers. I am glad to have you as part of our team. Your appointment as trainee Engineer will commence from 29th April 2019.

As Trainee Engineer, you will be entitled to a monthly starting remuneration of Rs. 7500/- (Seven Thousand Five Hundred only), which indicates cost of company. Your continued employment at CMR Developers is dependent on your successful completion of the Training Period of 6 Months. This contract of employment is terminable by either party by giving a notice period of 30 days.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining CMR Developers on the given date.

I am looking forward to working with you.

Sincerely,



Restin Joseph
Managing Director
CMR Developers
Date : 28th April 2019

CMR
DEVELOPERS
An ISO Certified Builder
KARUVANCHAL, KANNUR DIST. 670571

LETTER OF INTENT

Date: 21/02/2019.

Name: Anjali Vajayan

Dear

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of CS Associate on a Fixed Term Employment for term less than 12 months at Coimbatore facility of Amazon Development Center India Pvt. Ltd. (the "Company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period and the same is accepted by you. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stands automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to a Base Pay of Rs. 14,15,000 per annum. The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per the Company's policies.

Tower B – 3rd Floor, India Land Tech Park Private Limited
CHIL SEZ Area, Keeranatham Village, Saravanampatti, Coimbatore – 641 035, Tamil Nadu
Tel. : +91 – 422 – 666 5000
www.amazon.com
CIN: U72200KA2004FTC034233

Anjali

You are hereby notified that you are not employed in the absence of a signed Offer Letter. This LOI relates only to your potential employment with the Company and does not constitute an offer of employment with respect to the Company or any affiliate or related entity. Further, this LOI does not create or vest any rights in you to be issued an Offer Letter whether within the 365 day period referred to herein or thereafter or with respect to the base pay as mentioned herein.

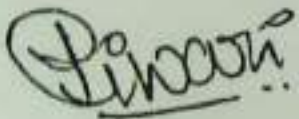
In the event that you receive an offer of employment from any other employer (apart from the Company), you are requested to immediately intimate the Company in writing of such offer.

You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from any contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with the Company and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.

For any queries, please feel free to write to us on [csrecruiting-coimbatore @amazon.com](mailto:csrecruiting-coimbatore@amazon.com)

Yours sincerely,

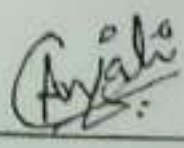
For AMAZON DEVELOPMENT CENTRE (INDIA) PVT LTD



Preeti Tiwari
SR. Manager HR

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company:



Signature

Date 21-02-19

26/03/2019

Training | Consulting | Camps | Quizzes | HR
Counseling | ELT | Teacher Empowerment

Dear Neenu Jojo

Welcome to accenta education.

With reference to the interview conducted at Vimal Jyothi College, Kannur on 22/03/2019, we are pleased to offer you the post of 'Communicative English Trainer' on a salary of Rs.12000/- or Rs.13500/- per month. (Rs.12000/-: if you get placed at your own home town and Rs.13500/-: if you get placed away from your home town), which indicates cost to company (CTC). You will be appointed in one of our client schools in Kerala as a 'Communicative English Trainer' w.e.f 1st June, 2019, if you successfully complete our Training Programme as mentioned below. You are liable to be transferred to any of our client schools in Kerala.

If you agree with the terms and conditions of the company and wish to receive this offer of employment, you will have to undergo a training programme free of cost at our training venue in Kochi, Kerala for a period of 8 days in the month of April/May. If you don't attend the training programme or your performance and behavior during the training process is not satisfactory, your placement will not be confirmed.

In case the terms and conditions are acceptable to you please sign the duplicate of this letter as a token of your having understood and accepted the same and return the same to placements@accenta.in in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn by 10th April, 2019. The date of the training programme will be informed to you only on contacting us on the phone. When you come for the training programme, please do bring your original certificates as well as two passport size photos and a copy of any of your ID Proofs.

We look forward to your working with us.

For accenta education



Shaijan Xavier
Manager - HR

Mobile: 08547938985
placements@accenta.in

DECLARATION

I have read/understood the above terms and conditions and agree to abide by them.

Name

Signature

Date

www.accenta.in

Regional Office :
First Floor, Supreme Tower, South Chalaky
Ph : 0480 3240489, Email : info@accenta.in



Unit No. 3086, DMCC Business Center, Level No 1, Jewellery & Gemplex 3, Dubai, UAE.
Contact +9714 266 4749 info@aglebss.com

PROVISIONAL OFFER LETTER

Date: 02/05/2019

Dear Mr. / Ms. Emma Miranda,

On behalf of Agile Business Consultancy, we are pleased to offer you the Position of **Business Development Executive / Mechanical Engineer / Civil Engineer** at our / our client firms.

You are requested to confirm your acceptance to Infiniz IT Solutions our associate Company in Kerala, India on or before 1st November 2019. Conformity should be intimated by call to Infiniz IT Solutions. You can contact them on +919995854401 or +918891556266. Certificate verification and other process would be carried out by Infiniz IT Solutions.

Your appointment and confirmation will be contingent upon the following conditions:

- 1. You will be on probation and training for a period of 6 months.
- 2. Training would be in India.
- 3. The salary during the probation/training period would be INR 12000 per month.
- 4. After the probation period the salary hike will depend on your performance.
- 5. The company retains the right to extend the training period if deemed necessary.
- 6. The employment contract can be terminated with a notice period of one month.
- 7. You should make sure that the information given during the interview was true.

We welcome you to join Agile Business Consultancy and look forward to a long and rewarding career with us.

Note: If we do not receive your call of acceptance on or before 1st November 2019, your offer would be cancelled/rejected.





Unit No. 3086, DMCC Business Center, Level No 1, Jewellery & Gemplex 3, Dubai, UAE.
Contact: +9714 266 4749 info@agilebss.com

PROVISIONAL OFFER LETTER

Date: 02/05/2019

Dear Mr. / Ms. Naraya K.N

On behalf of Agile Business Consultancy, we are pleased to offer you the Position of **Business Development Executive / Mechanical Engineer / Civil Engineer** at our / our client firms.

You are requested to confirm your acceptance to Infiniz IT Solutions our associate Company in Kerala, India on or before 1st November 2019. Conformity should be intimated by call to Infiniz IT Solutions. You can contact them on +919995854401 or +918891556266. Certificate verification and other process would be carried out by Infiniz IT Solutions.

Your appointment and confirmation will be contingent upon the following conditions;

1. You will be on probation and training for a period of 6 months.
2. Training would be in India.
3. The salary during the probation/training period would be INR 12000 per month.
4. After the probation period the salary hike will depend on your performance.
5. The company retains the right to extend the training period if deemed necessary.
6. The employment contract can be terminated with a notice period of one month.
7. You should make sure that the information given during the interview was true.

We welcome you to join Agile Business Consultancy and look forward to a long and rewarding career with us.

Note: If we do not receive your call of acceptance on or before 1st November 2019, your offer would be cancelled/rejected.



This letter and the offer is a provisional offer and does not constitute an offer of employment. All offers of employment will be subject to a final offer. Agile Business Consultancy, holds the right to withdraw or cancel this offer letter prior to issuing any official employment contract.

PROVISIONAL OFFER LETTER

Date: 23/10/2018

Dear ~~Mr~~ / Ms JACQUELINE JOSE,

Based on the recruitment process that you had with us, we are pleased to offer you the Position of **Business Development Executive / Marketing Executive** at our / one of our client firms.

You are requested to confirm your acceptance on 31st July 2019. Conformity should be intimated by call to Infiniz IT Solutions. You can contact us on +914844855401 or +918891556266.

On your confirmation you will be directed to the concerned organization for further process. Your appointment and confirmation will be contingent upon the following conditions;

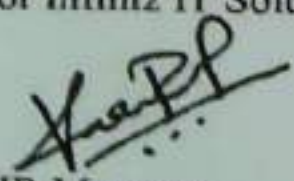
1. You will be on probation and training for a period of 6 months.
2. The take home salary during the probation/training period would not be less than Rs.10,000 per month.
3. After the probation period the salary hike will depend on your performance.
4. The company retains the right to extend the training period if deemed necessary.
5. The employment contract can be terminated with a notice period of one month.
6. The full and final settlement will be processed only after the proper handover of projects and other assets allotted to you by the company.

We welcome you to join Infiniz IT Solutions and look forward to a long and rewarding career with us.

You are requested to sign a copy of this letter as your acceptance and send it across to our corporate office after the telephonic acceptance on 31st July 2019.

Note: If we do not receive your call of acceptance on or before 31st July 2019, your offer will be cancelled / rejected.

For Infiniz IT Solutions,


HR Manager



Candidate Signature

PROVISIONAL OFFER LETTER

Date: 23/10/2018.

Dear Mr/ Ms UTHARA . K . P,

Based on the recruitment process that you had with us, we are pleased to offer you the Position of **Business Development Executive / Marketing Executive** at our / one of our client firms.

You are requested to confirm your acceptance on 31st July 2019. Conformity should be intimated by call to Infiniz IT Solutions. You can contact us on +914844855401 or +918891556266.

On your confirmation you will be directed to the concerned organization for further process. Your appointment and confirmation will be contingent upon the following conditions;

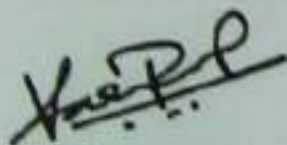
1. You will be on probation and training for a period of 6 months.
2. The take home salary during the probation/training period would not be less than Rs.10,000 per month.
3. After the probation period the salary hike will depend on your performance.
4. The company retains the right to extend the training period if deemed necessary.
5. The employment contract can be terminated with a notice period of one month.
6. The full and final settlement will be processed only after the proper handover of projects and other assets allotted to you by the company.


We welcome you to join Infiniz IT Solutions and look forward to a long and rewarding career with us.

You are requested to sign a copy of this letter as your acceptance and send it across to our corporate office after the telephonic acceptance on 31st July 2019.

Note: If we do not receive your call of acceptance on or before 31st July 2019, your offer will be cancelled / rejected.

For Infiniz IT Solutions,


HR Manager


Candidate Signature

PROVISIONAL OFFER LETTER

Date: 23/10/2018

Dear ~~Mr~~ / Ms JITHUNA.P.P

Based on the recruitment process that you had with us, we are pleased to offer you the Position of **Business Development Executive / Marketing Executive** at our / one of our client firms.

You are requested to confirm your acceptance on 31st July 2019. Conformity should be intimated by call to Infiniz IT Solutions. You can contact us on +914844855401 or +918891556266.

On your confirmation you will be directed to the concerned organization for further process. Your appointment and confirmation will be contingent upon the following conditions;

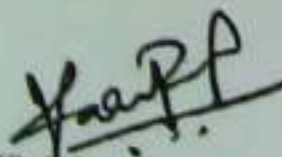
1. You will be on probation and training for a period of 6 months.
2. The take home salary during the probation/training period would not be less than Rs.10,000 per month.
3. After the probation period the salary hike will depend on your performance.
4. The company retains the right to extend the training period if deemed necessary.
5. The employment contract can be terminated with a notice period of one month.
6. The full and final settlement will be processed only after the proper handover of projects and other assets allotted to you by the company.

We welcome you to join Infiniz IT Solutions and look forward to a long and rewarding career with us.

You are requested to sign a copy of this letter as your acceptance and send it across to our corporate office after the telephonic acceptance on 31st July 2019.

Note: If we do not receive your call of acceptance on or before 31st July 2019, your offer will be cancelled / rejected.

For Infiniz IT Solutions,


HR Manager



Candidate Signature

26/03/2019

Training | Consulting | Camps | Quizzes | HR
Counselling | ELT | Teacher Empowerment

Dear Jithuna P.P.

Welcome to accenta education.

With reference to the interview conducted at Vimal Jyothi College, Kannur on 22/03/2019, we are pleased to offer you the post of 'Communicative English Trainer' on a salary of Rs.12000/- or Rs.13500/- per month. (Rs.12000/-: if you get placed at your own home town and Rs.13500/-: if you get placed away from your home town), which indicates cost to company (CTC). You will be appointed in one of our client schools in Kerala as a 'Communicative English Trainer' w.e.f 1st June, 2019. If you successfully complete our Training Programme as mentioned below. You are liable to be transferred to any of our client schools in Kerala.


If you agree with the terms and conditions of the company and wish to receive this offer of employment, you will have to undergo a training programme free of cost at our training venue in Kochi, Kerala for a period of 8 days in the month of April/May. If you don't attend the training programme or your performance and behavior during the training process is not satisfactory, your placement will not be confirmed.

In case the terms and conditions are acceptable to you please sign the duplicate of this letter as a token of your having understood and accepted the same and return the same to placements@accenta.in in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn by 10th April, 2019. The date of the training programme will be informed to you only on contacting us on the phone. When you come for the training programme, please do bring your original certificates as well as two passport size photos and a copy of any of your ID Proofs.

We look forward to your working with us.



For accenta education


Shaijan Xavier
Manager – HR

Mobile: 08547938985
placements@accenta.in

DECLARATION

I have read/understood the above terms and conditions and agree to abide by them.

Name

Signature

Date

www.accenta.in

Regional Office :
First Floor, Supreme Tower, South Chalakudy
Ph : 0480 3240489, Email : info@accenta.in

PROVISIONAL OFFER LETTER

Date: 23/10/2018.

Dear Mr / Ms ANAGHA RAJEEV,

Based on the recruitment process that you had with us, we are pleased to offer you the Position of **Business Development Executive / Marketing Executive** at our / one of our client firms.

You are requested to confirm your acceptance on 31st July 2019. Conformity should be intimated by call to Infiniz IT Solutions. You can contact us on +914844855401 or +918891556266.

On your confirmation you will be directed to the concerned organization for further process. Your appointment and confirmation will be contingent upon the following conditions;

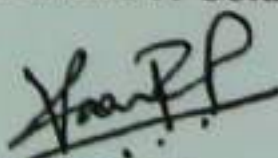
1. You will be on probation and training for a period of 6 months.
2. The take home salary during the probation/training period would not be less than Rs.10,000 per month.
3. After the probation period the salary hike will depend on your performance.
4. The company retains the right to extend the training period if deemed necessary.
5. The employment contract can be terminated with a notice period of one month.
6. The full and final settlement will be processed only after the proper handover of projects and other assets allotted to you by the company.

We welcome you to join Infiniz IT Solutions and look forward to a long and rewarding career with us.

You are requested to sign a copy of this letter as your acceptance and send it across to our corporate office after the telephonic acceptance on 31st July 2019.

Note: If we do not receive your call of acceptance on or before 31st July 2019, your offer will be cancelled / rejected.

For Infiniz IT Solutions,


HR Manager



Candidate Signature

Letter of appointment

Dear Mr. Yadhukrishnan S

Welcome to CMR Developers

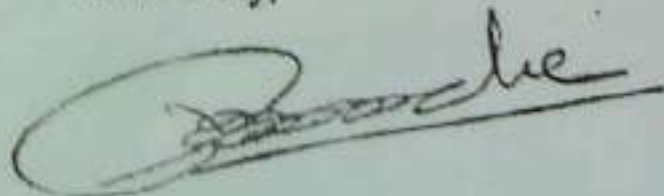
I am pleased to offer you employment in the position of Trainee Engineer with CMR Developers. I am glad to have you as part of our team. Your appointment as trainee Engineer will commence from 29th April 2019.

As Trainee Engineer, you will be entitled to a monthly starting remuneration of Rs. 7500/- (Seven Thousand Five Hundred only), which indicates cost of company. Your continued employment at CMR Developers is dependent on your successful completion of the Training Period of 6 Months. This contract of employment is terminable by either party by giving a notice period of 30 days.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining CMR Developers on the given date.

I am looking forward to working with you.

Sincerely,



Restin Joseph
Managing Director
CMR Developers
Date : 28th April 2019

CMR
DEVELOPERS
An ISO Certified Builder
KARUVANCHAL, KANNUR DIST. 670571

Letter of appointment

Dear Mr. Muhammed K.C.

Welcome to CMR Developers

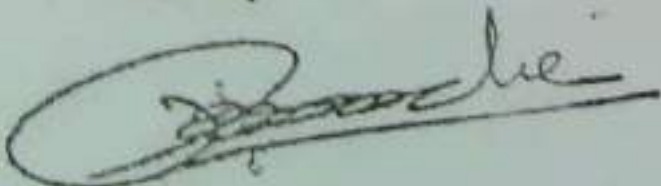
I am pleased to offer you employment in the position of Trainee Engineer with CMR Developers. I am glad to have you as part of our team. Your appointment as trainee Engineer will commence from 29th April 2019.

As Trainee Engineer, you will be entitled to a monthly starting remuneration of Rs. 7500/- (Seven Thousand Five Hundred only), which indicates cost of company. Your continued employment at CMR Developers is dependent on your successful completion of the Training Period of 6 Months. This contract of employment is terminable by either party by giving a notice period of 30 days.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining CMR Developers on the given date.

I am looking forward to working with you.

Sincerely,



Restlin Joseph
Managing Director
CMR Developres
Date : 28th April 2019

CMR
DEVELOPERS
An ISO Certified Builder
KARUVANCHAL, KANNUR DIST. 670571

Letter of appointment

Dear Mr. Aswanth K.P.

Welcome to CMR Developers

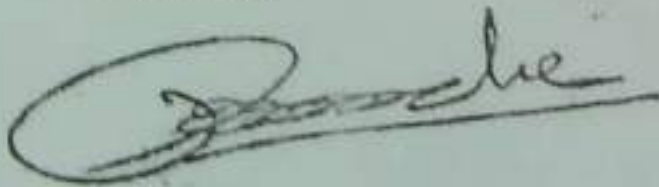
I am pleased to offer you employment in the position of Trainee Engineer with CMR Developers. I am glad to have you as part of our team. Your appointment as trainee Engineer will commence from 29th April 2019.

As Trainee Engineer, you will be entitled to a monthly starting remuneration of Rs. 7500/- (Seven Thousand Five Hundred only), which indicates cost of company. Your continued employment at CMR Developers is dependent on your successful completion of the Training Period of 6 Months. This contract of employment is terminable by either party by giving a notice period of 30 days.

Your signing this appointment letter confirms your acceptance of the terms and conditions and that you would be joining CMR Developers on the given date.

I am looking forward to working with you.

Sincerely,



Restlin Joseph
Managing Director
CMR Developers
Date : 28th April 2019

CMR
DEVELOPERS
An ISO Certified Builder
KARUYANCHAL, KANNUR DIST. 670571

KPC PRIVATE INDUSTRIAL TRAINING INSTITUTE

K.P.C. H.S.S. Campus, Pattannur
Pattannur (P.O.), Kannur (Dt.), Pin - 670595
Ph : +91490 2486150, Mob : +91 8281431243
E-mail : kpcitipattannur2011@gmail.com
website : www.kpciti.com

06-12-2019

To,

Miss. Smrithi Sudheer

D/o. Sudheer

Suryodayam

Koodali Po

Kannur - 670592

As per the interview held on 05-12-2019. This is hereby appointed Miss. Smrithi Sudheer as an instructor in Draughtsman civil engineering.



Principal

SABUNATHU. K.S

[Handwritten Signature]
S.M.S.

PRINCIPAL
KPC PRIVATE INDUSTRIAL
TRAINING INSTITUTE
PATTANNUR P.O., KANNUR-670595

Affiliated to NCVT, Govt. of India, Ministry of Labour
NCVT Affiliated Trade 1) DRAUGHTSMAN CIVIL
Affiliation Order No. DGET 1) DGE & T - 12/1/2011-TC

Date: 20-03-2019

Offer letter

Dear Lavanya N,

Congratulations from ELEATION...!!!

Based on your performance in Online Test and Technical Interview, we are pleased to offer you the position of CAE trainee in ELEATION.

Your appointment and joining date is subjected to following points:

1. You have to complete ELEATION's ANSYS Level – 1 and ELEATION's HyperWorks Level – 1 Training Course from ELEATION's Online Courses.
2. You have to submit the complete homework and assignment shared with you during the training.
3. You have to clear the online test, tool test and Technical Interview which we will conduct after the training.

Your joining date is subjected to your performance in the test and interview which will be conducted after the training. Under any circumstances if you fail to meet the required standards and/or fail to qualify the test and/or the interview, your joining will be terminated. Company is not liable in any case.

For completing the joining formalities you are required to submit some relevant documents, you can refer to **Annexure A** for the list of those documents.

We are pleased to inform you that your CTC will be INR 2.4 lakhs, and will be applicable from the date of joining.

Thank you,

Sincerely,

ELEATION.

PRINCIPAL's NAME & SIGNATURE

PLACEMENT OFFICER's NAME & SIGNATURE

HOD's NAME & SIGNATURE

307, 3rd Floor, Kamla Arcade, In Front of Bal Gandharv,
J.M. Road, Pune. Maharashtra – 411005
Mob: 7720040021 / 7387403493
Email : eleation@gmail.com
www.eleation.com

HRD/3T/19-20/13155429

Ms. Abhina Anilkumar
Candidate ID: 13155429
"Midhila"
Kodallure P.O.
Nanicherry
Kerala
India
Ph: (91) 9446830347

July 09, 2019

Dear Abhina,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.07.09 04:09:21 +05:30
Reason: Offer Letter
Location: Bangalore

ANNEXURE - I
(Compensation during the Training Period)

| NAME | COMPENSATION DETAILS (All figures in INR. per month) | |
|--|---|---------------|
| ROLE | Ms. Abhina Anilkumar | |
| ROLE DESIGNATION | Systems Engineer | |
| | Systems Engineer Trainee | |
| 1. MONTHLY COMPONENTS | | |
| BASIC SALARY | | 15,000 |
| BASKET OF ALLOWANCES | | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | | 2,850 |
| MONTHLY GROSS SALARY | | 22,328 |

| | | |
|---|--|-----|
| 2. ANNUAL COMPONENT | | |
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the amount (95%) paid out on a monthly basis) | | 150 |

| | | |
|--------------------------------------|--|---------------|
| 3. RETIRAL BENEFITS | | |
| PROVIDENT FUND - 12% of Basic Salary | | 1,800 |
| GRATUITY - 4.81% of Basic Salary | | 722 |
| FIXED GROSS SALARY (1+2+3) | | 25,000 |
| TOTAL GROSS SALARY | | 25,000 |

OTHER BENEFITS

| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
|---|------------------------------|----------|---------------------|---|
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act



HRD/3T/19-20/13155486

Ms. Annjulia A S
Candidate ID: 13155486
Alunkal(H.O)
Chemperi(P.O),Kannur,Pin:670632
Kannur - 670632
Kerala
India
Ph: (91) 94955 02002

September 6, 2019

Dear Annjulia,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.09.06 11:49:32 +05:30
Reason: Offer Letter
Location: Bangalore

ANNEXURE - I
(Compensation during the Training Period)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|--------------------------|
| NAME | Ms. Annjulia A S |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| 2. ANNUAL COMPONENT | |
|--|-----|
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| 3. RETIRAL BENEFITS | |
|--------------------------------------|---------------|
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (1+2+3) | 25,000 |
| TOTAL GROSS SALARY | 25,000 |

| OTHER BENEFITS | | | | |
|--|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |
| All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time. | | | | |
| * The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act | | | | |

05-Jul-2019

Dear Anusha Jiji,
B.Tech/B.E., Computer Science & Engineering
Vimal Jyothi Engineering College



Candidate ID – 13137187

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- 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.
- 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.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature :

Date:



Annexure A

Name: Anusha Jiji

Designation: Programmer Analyst Trainee

| Sl. No. | Description | Monthly | Yearly |
|---------|--|---------|----------------|
| 1 | Basic | 8675 | 104,100 |
| 2 | HRA @60% of basic* | 5205 | 62,460 |
| 3 | Conveyance Allowance* | 800 | 9,600 |
| 4 | Medical Allowance* | 1250 | 15,000 |
| 5 | Company's contribution of PF # | 1041 | 12,492 |
| 6 | Advance Statutory Bonus*** | 2000 | 24,000 |
| 7 | Special Allowance* | 5779 | 69,348 |
| | Annual Gross Compensation | | 297,000 |
| | Incentive Indication (per annum)** | | 20,000 |
| | Annual Total Compensation | | 317,000 |
| | Company's contribution towards benefits (Medical, Accident and Life Insurance) | | 16,000 |
| | Gratuity | | 5,005 |
| | Annual Total Remuneration | | 338,005 |

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deduction. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the language specified by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.



Offer: Computer Consultancy
Ref: TCSL/DT20184682103/Trivandrum
Date: 09/10/2018

Mr. Sairam Manoharan
Gokulam,
Kalliad,
Kannur-670593,
Kerala.
Tel# -

Dear Sairam Manoharan,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20184682103

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vishnaya Building 6th Floor, Infopark, Kuzhuparambath PO, Kochi-682 030 India
Tel: 0484 664 5000 Fax: [REDACTED] Website: www.tcs.com
Registered Office: Nivali Building, Nariman Point, Mumbai 400 021
TCS Careers Service-line: 1800 209 3111 Email: careers@tcs.com



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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

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



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|-----------------------------------|
| Name | Sairam Manoharan |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Vimal Jyothi Engineering College |

Table 1: Compensation Details (All Components in INR)

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

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

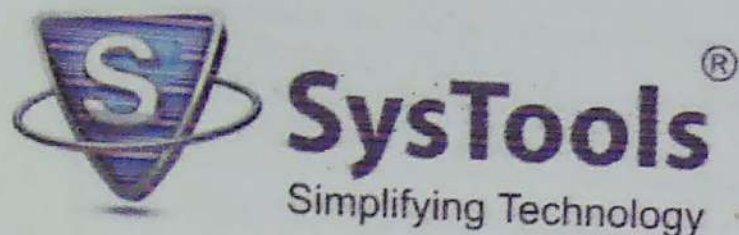
* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

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

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

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

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Leave Travel Assistance | 850 | 10,200 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 7,570 | 90,840 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Head Office: RZ-40/7A, Raj Nagar-I, Street No.-5, Palam Colony, New Delhi-110045

Registered Office: 202-P3, Pentagon, Magarpatta City, Hadapsar, Pune-411028

Email: hr@systools.in, Website: www.systoolsgroup.com

Contact No.: 011-25365173 +91-837 695 3238, +91-888 223 3133

BRANDS WE NURTURE: www.forensicsware.com, www.ccirc.in, www.cloudcodes.com, www.pcvita.com

June 10, 2019

Sairam Manoharan

Gokulam (H),
Kalliad P.O, Irikkur
Kannur, Kerala-
670593,
India

Contact No- +91-9895099252

Dear **Sairam**,

Greetings from team SysTools!

Congratulations!

With reference to your recent interactions and final round of interview conducted, we are very pleased to inform you that you have been selected for the position of **'Technical Trainee'** with SysTools Software Pvt Ltd.

Other Details:

Probation Period : **6 Months**

Monthly Salary : **CTC of Rs 16666 /Month** (Rupees Sixteen Thousand Six Hundred & Sixty Six Only)

Designation : **Technical Trainee**

Work Location : **New Delhi, India**

Work Timing : **9AM to 6 PM**

Contact Person : Mobile: **91- 9873842357**

Reporting Head : **Miss Nimisha Ramesh (General Manager)**

Mobile & Email : **9873842357** , nimisha@systoolsgroup.com

Office Contact : **HR Manager , Mob: 8376953238**

More details of you job joining & profile will be shared in the offer letter that will be provided to you on the day of joining. Detailed **appointment letter & employment agreement** will be provided to you within 1 week of job joining.



Offer: Computer Consultancy
Ref: TCSL/DT20173939666/Trivandrum
Date: 18/10/2019

Ms. Varada Vishnu
Sreekausthubam Mathil,
Village Office Mathil (P.O),
Payyanur-670307,
Kerala.
Tel# -

Dear Varada Vishnu,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein.

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

TCS Confidential
TCSL/DT20173939666

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, [redacted] magli PO., Kochi 682 030 India
Tel: 0484 664 5000 [redacted] Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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

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



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|-----------------------------------|
| Name | Varada Vishnu |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Vimal Jyothi Engineering College |

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Leave Travel Assistance | 850 | 10,200 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 7,570 | 90,840 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

ULTS/PF/APT/08-2019/078

Date: August 21, 2019

APPOINTMENT LETTER

Mr. Rahul Rajeevan,
Kottapadavil House
Kolihattu P.O.
Kannur - 670706

Dear Mr. Rahul Rajeevan,

Congratulations!

We are delighted to appoint you on the role of '**Associate Engineer**' at M/s UL Technology Solutions Private limited (hereinafter ULTS/The Company), a subsidiary of ULCCS LTD. The position will be based out of Kozhikode, Kerala.

At the ULTS, a plethora of opportunities are awaiting you to kickstart your career. We would like you to go through the below sections to familiarise yourself with the terms of your appointment.

1. Date of Joining

You shall be required to join our organisation on **August 26, 2019** by accepting this offer and your appointment shall be effective from then onward.

This offer is valid for 3 days from the date of this letter. You are requested to send an email to campusconnect@ults.in to confirm your joining. If we are not in receipt of your acceptance email on time, or if you haven't joined ULTS by the aforementioned date after accepting this offer, this offer will be deemed to have been declined by you, unless otherwise communicated to you by ULTS in writing.

2. Compensation and Benefits

Your monthly and annual compensation is detailed in Annexure 1.

You are eligible for a one-time relocation allowance at the time of joining. Your relocation allowances include one-week accommodation by the company. You can also claim reimbursement of three-tier air-conditioned train/bus ticket for the shortest route to Kozhikode from your permanent residing location by producing journey tickets.

3. Probation

Your employment is subject to satisfactory completion of **one-year probationary** period. The confirmation of your employment will be based on assessment of your conduct, demeanor, abilities and performance. In case you intend to leave our services during the probation period, you need to give one month's notice. Also, ULTS can end your services by giving one month's notice or salary thereof.



Promoted by ULCCS Ltd. [REDACTED]

Madappally College (po), Vatakara, Kozhikode (District), Kerala - 673102
Phone 0496 2514042, 0496 2514102, Fax 0496 2514103

4. Medical Insurance

You will be eligible to get ESI benefits. Details of the policy will be available to you on joining.

5. Travel & Transfer

You may be transferred anywhere in India or abroad, as per the business needs of the company. Also, you may need to travel within India or abroad. Such transfer or travel may not warrant any revision in your compensation. However, you will be eligible to claim travel allowances as per the company policies. Travel expenses should be settled within the timeframe as stated in the travel policies.

6. Business Conduct & Ethics

While you are in the service, you will devote your whole time and attention towards promoting the interest and brand equity of ULTS / parent organisation & its associates. You should not undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organisation / entity without the written consent of ULTS. The company reserves the right to grant consent. You should uphold the ethics and values of our company in all your actions.

7. Confidentiality

The protection of information and proprietary materials is very important for ULTS.

You should not divulge to any person or utilise any of the ULTS' / parent organisation and its associates' confidential information, intellectual property or any other related information (which you may possess by reason of your association with the ULTS) with any parties outside the ULTS either during or after your employment. Any act in breach of this term would invite appropriate action by the ULTS.

8. IT Security Practice and Procedures

While you are in the service of the ULTS, you will adhere to the IT security practices and procedures as prescribed by ULTS. Any instances of violation or any attempted violations on your part shall result in disciplinary action.

9. Holidays and Leave

You will be eligible for holidays and leave as per the policies of the ULTS.

10. Notice Period & Separation

You will be required to give three months' notice in case you decide to leave our services after your probationary period. Also, the ULTS can end your services by giving three months' notice or salary thereof. On termination of the employment and/ or your resignation, you shall handover all the company properties like tools, accessories, documents, specifications, books, etc. of whatsoever nature or media in your custody, care or charge to the person nominated by ULTS.





11. Non- Competition

Following the termination of employment for any reason, you should not hire or attempt to hire any current employees of the ULTS for a period of six months. Also, you should not solicit business from the clients of ULTS or its allied institutions/ organisations with whom you have done business as ULTS employee in one year immediately preceding your termination.

12. Required Documents

On the day of your joining, you are required to submit a signed copy of this letter along with the following documents:

- Photo ID proof – PAN & Aadhaar Card
- Four passport size photograph
- HSC Certificate & Secondary Certificate
- Graduation Certificate/ PG
- Experience certificate
- Relieving certificate
- Valid Passport Copy(if not available apply for new)

In the event of a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the ULTS shall provide such information to the government body/authority without any notification to you.

This offer and your employment with the ULTS are subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Assuring you all support, we look forward to you embarking on an exciting career with us.

For any clarifications, reach out to campusconnect@ulsts.in or at 8113982225

Yours Sincerely,

For UL Technology Solutions Private Limited

Authorized Signatory

I have read, and understood all the terms and conditions as set forth herein and I agree to be bound by them. I hereby accept my appointment with the ULTS.

Name.....

Signature..... Date of Joining.....



Annexure 1

| | | |
|----------------------------------|---------------------|-----------------------|
| Designation | Associate Engineer | |
| Career Level | 5 | |
| Fixed Salary (A) | | |
| | Per Month | Per Annum |
| Basic | Rs. 11,700/- | Rs. 1,40,400/- |
| HRA | Rs. 3,300/- | Rs. 39,600/- |
| Total (A) | Rs. 15,000/- | Rs. 1,80,000/- |
| Company Contributions (B) | | |
| ESI | Rs. 488/- | Rs. 5856/- |
| EPF | Rs. 1,404/- | Rs. 16,848/- |
| Welfare Fund | Rs. 20/- | Rs. 240/- |
| Total (B) | Rs. 1,912/- | Rs. 22,944/- |
| Cost to Company (A+B) | Rs. 16,912/- | Rs. 2,02,944/- |

* Gratuity shall be paid out based on the provisions of The Payment of Gratuity Act of 1972.



ULTS/PF/APT/08-2019/013

Date: August 21, 2019

APPOINTMENT LETTER

Mr. Vishnu Pradeep,
"Sreepadam"
Behind S.K.B.S, Choodikotta
Mahe - 673310

Dear Mr. Vishnu Pradeep,

Congratulations!

We are delighted to appoint you on the role of 'Associate Engineer' at M/s UL Technology Solutions Private limited (hereinafter ULTS/The Company), a subsidiary of ULCCS LTD. The position will be based out of Kozhikode, Kerala.

At the ULTS, a plethora of opportunities are awaiting you to kickstart your career. We would like you to go through the below sections to familiarise yourself with the terms of your appointment.

1. Date of Joining

You shall be required to join our organisation on **August 26, 2019** by accepting this offer and your appointment shall be effective from then onward.

This offer is valid for 3 days from the date of this letter. You are requested to send an email to campusconnect@ults.in to confirm your joining. If we are not in receipt of your acceptance email on time, or if you haven't joined ULTS by the aforementioned date after accepting this offer, this offer will be deemed to have been declined by you, unless otherwise communicated to you by ULTS in writing.

2. Compensation and Benefits

Your monthly and annual compensation is detailed in Annexure 1.

You are eligible for a one-time relocation allowance at the time of joining. Your relocation allowances include one-week accommodation by the company. You can also claim reimbursement of three-tier air-conditioned train/bus ticket for the shortest route to Kozhikode from your permanent residing location by producing journey tickets.

3. Probation

Your employment is subject to satisfactory completion of **one-year probationary** period. The confirmation of your employment will be based on assessment of your conduct, demeanor, abilities and performance. In case you intend to leave our services during the probation period, you need to give one month's notice. Also, ULTS can end your services by giving one month's notice or salary thereof.



Promoted by ULCCS Ltd. [REDACTED]

Madappally College (po), Vatakara, Kozhikode (District), Kerala - 673102
Phone 0496 2514042, 0496 2516402 Fax : 0496 2514042

4. Medical Insurance

You will be eligible to get ESI benefits. Details of the policy will be available to you on joining.

5. Travel & Transfer

You may be transferred anywhere in India or abroad, as per the business needs of the company. Also, you may need to travel within India or abroad. Such transfer or travel may not warrant any revision in your compensation. However, you will be eligible to claim travel allowances as per the company policies. Travel expenses should be settled within the timeframe as stated in the travel policies.

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While you are in the service, you will devote your whole time and attention towards promoting the interest and brand equity of ULTS / parent organisation & its associates. You should not undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organisation / entity without the written consent of ULTS. The company reserves the right to grant consent. You should uphold the ethics and values of our company in all your actions.

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The protection of information and proprietary materials is very important for ULTS.

You should not divulge to any person or utilise any of the ULTS' / parent organisation and its associates' confidential information, intellectual property or any other related information (which you may possess by reason of your association with the ULTS) with any parties outside the ULTS either during or after your employment. Any act in breach of this term would invite appropriate action by the ULTS.

8. IT Security Practice and Procedures

While you are in the service of the ULTS, you will adhere to the IT security practices and procedures as prescribed by ULTS. Any instances of violation or any attempted violations on your part shall result in disciplinary action.

9. Holidays and Leave

You will be eligible for holidays and leave as per the policies of the ULTS.

10. Notice Period & Separation

You will be required to give three months' notice in case you decide to leave our services after your probationary period. Also, the ULTS can end your services by giving three months' notice or salary thereof. On termination of the employment and/ or your resignation, you shall handover all the company properties like tools, accessories, documents, specifications, books, etc. of whatsoever nature or media in your custody, care or charge to the person nominated by ULTS.





11. Non- Competition

Following the termination of employment for any reason, you should not hire or attempt to hire any current employees of the ULTS for a period of six months. Also, you should not solicit business from the clients of ULTS or its allied institutions/ organisations with whom you have done business as ULTS employee in one year immediately preceding your termination.

12. Required Documents

On the day of your joining, you are required to submit a signed copy of this letter along with the following documents:

- Photo ID proof – PAN & Aadhaar Card
- Four passport size photograph
- HSC Certificate & Secondary Certificate
- Graduation Certificate/ PG
- Experience certificate
- Relieving certificate
- Valid Passport Copy(if not available apply for new)

In the event of a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the ULTS shall provide such information to the government body/authority without any notification to you.

This offer and your employment with the ULTS are subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Assuring you all support, we look forward to you embarking on an exciting career with us.

For any clarifications, reach out to campusconnect@ults.in or at 8113982225

Yours Sincerely,

For UL Technology Solutions Private Limited

Authorized Signatory

I have read, and understood all the terms and conditions as set forth herein and I agree to be bound by them. I hereby accept my appointment with the ULTS.

Name.....

Signature..... Date of Joining.....



Annexure 1

| | | |
|----------------------------------|---------------------|-----------------------|
| Designation | Associate Engineer | |
| Career Level | 5 | |
| Fixed Salary (A) | | |
| | Per Month | Per Annum |
| Basic | Rs. 11,700/- | Rs. 1,40,400/- |
| HRA | Rs. 3,300/- | Rs. 39,600/- |
| Total (A) | Rs. 15,000/- | Rs. 1,80,000/- |
| Company Contributions (B) | | |
| ESI | Rs. 488/- | Rs. 5856/- |
| EPF | Rs. 1,404/- | Rs. 16,848/- |
| Welfare Fund | Rs. 20/- | Rs. 240/- |
| Total (B) | Rs. 1,912/- | Rs. 22,944/- |
| Cost to Company (A+B) | Rs. 16,912/- | Rs. 2,02,944/- |

* Gratuity shall be paid out based on the provisions of The Payment of Gratuity Act of 1972.



Fwd: Poornam Info Vision - Welcome letter

Vishnu Pradeep <vishnupradeep.mahe@gmail.com>
To: tpc@vjec.ac.in

Wed, Mar 13, 2019 at 11:03 AM

----- Forwarded message -----

From: <hr@poornam.com>
Date: Tue, 12 Mar 2019 at 13:38
Subject: Poornam Info Vision - Welcome letter
To: <vishnupradeepmahe@gmail.com>

Dear Vishnu,

Good day to you.

Congratulations on your appointment and warm welcome to you as a new member of Poornam Info Vision. You were chosen to be part of our organization because we believe you can contribute to our success and share our commitment to achieving our goals. Your role is essential to fulfill our mission for the people who trust and respect us - we are committed to incredible value, quality and unparalleled client service in all aspects.

We recognize that the caliber and commitment of all our staff are the foundations in which our excellence is built, and as your employer we are committed to supporting your continuing development.

Consider this as the provisional offer of appointment as **Jr. Software Engineer (Trainee)**. The formal appointment letter with terms and conditions will be given at the time of joining.

Please get back to us by the date which your exams get over. So that we can give you joining date based on that.

Thanks for your time, and welcome once again. We look forward to a long and mutually beneficial relationship !

Detailed salary annexure and the terms and conditions of employment are attached herewith

Benefits included in CTC:

- Round the clock canteen facility.
- Company is giving accommodation with cleaning facilities at a subsidized cost.
- Free transportation to and from the office to the accommodation.
- Eligible for Rs. 3,00,000/ worth medical insurance per year (self +two dependents).
- You will be covered under our group life insurance scheme for an amount of Rs. 3,20,000/
- Eligible for leave / holiday as per Company rules.
- Eligible for statutory benefits like PF / ESI / Gratuity from day one.

Please ensure to bring the following documents when you come for joining:-

1. Two self attested copy of Pancard and Aadhar card (Provident fund opening purpose)
2. One self attested copy of Identity proof and Address proof (Bank Account opening purpose)
3. 10th mark sheet and Degree certificate or Consolidated mark sheet or Semester wise mark sheet (original)
4. Conduct certificate from the College Principal/Head of the Department specifying that the candidate is employable. The certificate should be in College Letter head with seal.
5. A Medical fitness certificate from a reputed [redacted] that you are fit to work in all the shifts (Morning, Afternoon and Night).

ANNEXURE

Jr. Software Engineer - Trainee

Your compensation has been fixed as follows:

| | |
|-----------------------------------|-------------------------------|
| 1. Basic + DA | : Rs. 1,00,212.00 (per annum) |
| 2. HRA | : Rs. 30,060.00 (per annum) |
| 3. Conveyance Allowance | : Rs. 8,016.00 (per annum) |
| 4. Special compensatory Allowance | : Rs. 47,100.00 (per annum) |

Adding to CTC :

| | |
|--|--------------------------------------|
| 5. Estimated Cost of Working Meal Allowance | : Rs. 38,280.00 (per annum) |
| 6. Provident Fund (Employer Contribution) | : Rs. 12,024 (per annum) |
| 7. ESI (Employer Contribution) | : Rs. 8,808 (per annum) |
| Cost to the Company (= 1+2+3+4+5+6+7) | : Rs. 2,44,500.00 (per annum) |

Deductions :

| | |
|---|-------------------------------|
| 1. Provident Fund (Employee contribution) | : Rs. 12,024.00 (per annum) |
| 2. ESI contribution | : Rs. 3,240.00 (per annum) |
| 3. Cost of accomodation | : Rs. 39,600.00 (per annum) |
| VIII Net Take Home Pay (=I-VI) | : Rs. 1,30,524.00 (per annum) |

- You are also eligible to receive Rs. 3,00,000/- worth medical insurance per year for self and two dependents.
- Statutory dues such as TDS, Profession Tax etc shall also be deducted as per rules.
- You will be covered under our group life insurance scheme for an amount of Rs. 3,20,000/

Date: - 17/12/18

Dear VISHNU PRADEEP

Sub:- Provisional selection letter.

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

Kindly note that your provisional selection for different IT based positions such Associate Technical Engineer, IT Technical Coordinator, IT HelpdeskEngineer, Desktop Engineer etc. will require you to fulfil the academic qualification and the complete attendance of the self-paid training provided by the authorized CMS Talent Development Center. Upon the successful completion of the training, there will be the final round of the interviews with CMS Talent Development Center clients, where you will be mapped to an appropriate job roles at the specific locations.

CMS Talent Development Center (TDC) is the Information Technology training division founded in 1993 and associated with Trinity Academy for Corporate Training Limited (TACT Ltd.). With 25 years of track record, we are ranked among the best hardware, networking, and software training institute in the country.

We are the alliance partner of Microsoft, Red Hat, Quint, Oracle and we offer globally accepted certifications from these alliances.

With a strong nationwide network of over 40+ training Centers, well-equipped to train students and professionals. In the last one and a half decades, over three million students and working professionals have benefitted from our training network. More than 80% of our students are placed with top IT recruiters of the country.

Our proficiency lies in identifying your talent, understanding your aptitude, analysing your needs and nurturing you to reach the zenith of technical excellence. Our alumni have been promoted from junior executives to team leaders, project heads and management professionals over the years.

Yours sincerely,

CMS Talent Development Center -



Unit No. 3086, DMCC Business Center, Level No 1, Jewellery & Gemplex 3, Dubai, UAE.

Contact: +9714 266 4749

info@agilebss.com

PROVISIONAL OFFER LETTER

Date: 02/05/2019

Dear Mr. / Ms. Keerthana . D

On behalf of Agile Business Consultancy, we are pleased to offer you the Position of **Business Development Executive / Mechanical Engineer / Civil Engineer** at our / our client firms.

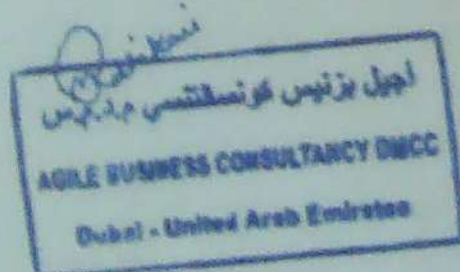
You are requested to confirm your acceptance to Infiniz IT Solutions our associate Company in Kerala, India on or before 1st November 2019. Conformity should be intimated by call to Infiniz IT Solutions. You can contact them on +919995854401 or +918891556266. Certificate verification and other process would be carried out by Infiniz IT Solutions.

Your appointment and confirmation will be contingent upon the following conditions;

1. You will be on probation and training for a period of 6 months.
2. Training would be in India.
3. The salary during the probation/training period would be INR 12000 per month.
4. After the probation period the salary hike will depend on your performance.
5. The company retains the right to extend the training period if deemed necessary.
6. The employment contract can be terminated with a notice period of one month.
7. You should make sure that the information given during the interview was true.

We welcome you to join Agile Business Consultancy and look forward to a long and rewarding career with us.

Note: If we do not receive your call of acceptance on or before 1st November 2019, your offer would be cancelled/rejected.





Unit No. 3086, DMCC Business Center, Level No 1, Jewellery & Gemplex 3, Dubai, UAE.

Contact: +9714 266 4749

info@agilebss.com

PROVISIONAL OFFER LETTER

Date: 02/05/2019

Dear Mr. / Ms. Varada Kishnu,

On behalf of Agile Business Consultancy, we are pleased to offer you the Position of **Business Development Executive / Mechanical Engineer / Civil Engineer** at our / our client firms.

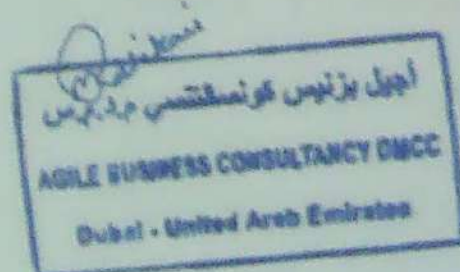
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Your appointment and confirmation will be contingent upon the following conditions;

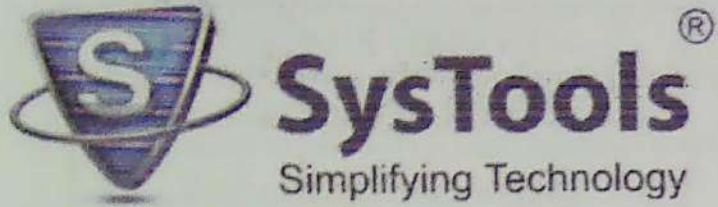
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2. Training would be in India.
3. The salary during the probation/training period would be INR 12000 per month.
4. After the probation period the salary hike will depend on your performance.
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6. The employment contract can be terminated with a notice period of one month.
7. You should make sure that the information given during the interview was true.

We welcome you to join Agile Business Consultancy and look forward to a long and rewarding career with us.

Note: If we do not receive your call of acceptance on or before 1st November 2019, your offer would be cancelled/rejected.



Kindly note that this is a provisional offer letter and does not constitute an official employment contract. An official employment contract will be shared at a later stage. Agile Business Consultancy reserves the right to cancel this offer letter prior to issuing an official employment contract.



Head Office: RZ-40/7A, Raj Nagar-I, Street No.-5, Palam Colony, New Delhi-110045

Registered Office: 202-P3, Pentagon, Magarpatta City, Hadapsar, Pune-411028

Email: hr@systools.in, Website: www.systoolsgroup.com

Contact No.: 011-25365173 +91-837 695 3238, +91-888 223 3133

BRANDS WE NURTURE: www.forensicsware.com, www.ccirc.in, www.cloudcodes.com, www.pcvita.com

June 10, 2019

Emmanuel Abraham

Vattakunnel (H),
Palavayal P.O,
Kasaragod,
Kerala- 670511,
India

Contact No- +91-9539573647

Dear **Emmanuel**,

Greetings from team SysTools!

Congratulations!

With reference to your recent interactions and final round of interview conducted, we are very pleased to inform you that you have been selected for the position of '**Technical Trainee**' with SysTools Software Pvt Ltd.

Other Details:

Probation Period : **6 Months**

Monthly Salary : **CTC of Rs 16666 /Month** (Rupees Sixteen Thousand Six Hundred & Sixty Six Only)

Designation : **Technical Trainee**

Work Location : **New Delhi, India**

Work Timing : **9AM to 6 PM**

Contact Person : Mobile: **91- 9873842357**

Reporting Head : **Miss Nimisha Ramesh (General Manager)**

Mobile & Email : **9873842357** , nimisha@systoolsgroup.com

Office Contact : **HR Manager , Mob: 8376953238**

More details of you job joining & profile will be shared in the offer letter that will be provided to you on the day of joining. Detailed **appointment letter & employment agreement** will be provided to you within 1 week of job joining.

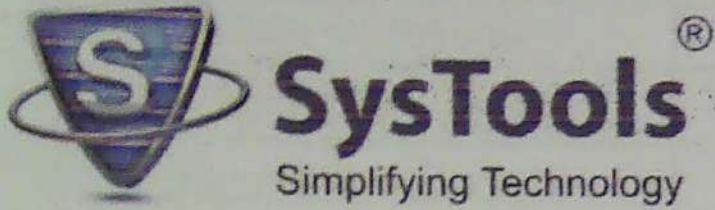
| | |
|-------------------|---|
| Date of Joining | 03 January 2020 |
| Reporting Time | 09:00 AM |
| Reporting Manager | Nimisha Ramesh |
| Contact Heads | Miss. Nimisha Ramesh or Miss. Aishanya Shukla |
| Reporting Address | 528, 5th Floor, City Centre, Dwarka Sector 12, New Delhi - 110075 |
| Contact Number | 91-8376953238, 91-9873842357, 011-28084986 |

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Thanking You,

For SysTools® Software Pvt. Ltd
Nimisha Ramesh
General Manager (Human Resource)



Head Office: RZ-40/7A, Raj Nagar-I, Street No.-5, Palam Colony, New Delhi-110045

Registered Office: 202-P3, Pentagon, Magarpatta City, Hadapsar, Pune-411028

Email: hr@systools.in, Website: www.systoolsgroup.com

Contact No.: 011-25365173 +91-837 695 3238, +91-888 223 3133

BRANDS WE NURTURE: www.forensicsware.com, www.ccirc.in, www.cloudcodes.com, www.pcvita.com

June 10, 2019

Karthika Rajan

TV Villa
Temple Gate P.O,
Gopalapetta,
Thalassery
Kannur, Kerala-
670102, India

Contact No- +91-9072231209

Dear **Karthika**,

Greetings from team SysTools!

Congratulations!

With reference to your recent interactions and final round of interview conducted, we are very pleased to inform you that you have been selected for the position of '**Technical Trainee**' with SysTools Software Pvt Ltd.

Other Details:

Probation Period : **6 Months**

Monthly Salary : **CTC of Rs 16666 /Month** (Rupees Sixteen Thousand Six Hundred & Sixty Six Only)

Designation : **Technical Trainee**

Work Location : **New Delhi, India**

Work Timing : **9AM to 6 PM**

Contact Person : Mobile: **91- 9873842357**

Reporting Head : **Miss Nimisha Ramesh (General Manager)**

Mobile & Email : **9873842357** , nimisha@systoolsgroup.com

Office Contact : **HR Manager , Mob: 8376953238**

More details of you job joining & profile will be shared in the offer letter that will be provided to you on the day of joining. Detailed **appointment letter & employment agreement** will be provided to you within 1 week of job joining.

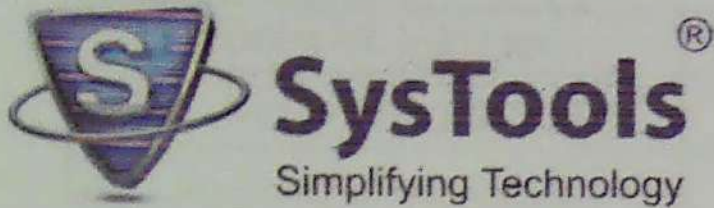
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| Date of Joining | 03 January 2020 |
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Thanking You,

For SysTools® Software Pvt. Ltd
Nimisha Ramesh
General Manager (Human Resource)



Head Office: RZ-40/7A, Raj Nagar-I, Street No.-5, Palam Colony, New Delhi-110045
Registered Office: 202-P3, Pentagon, Magarpatta City, Hadapsar, Pune-411028
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BRANDS WE NURTURE: www.forensicsware.com, www.ccirc.in, www.cloudcodes.com, www.pcvita.com

June 10, 2019

Agnus T.F.

Thekkedath (H),
Kalluvayal P.O,
Kannur, Kerala-
670703,
India

Contact No- +91-8547506058

Dear **Agnus**,

Greetings from team SysTools!

Congratulations!

With reference to your recent interactions and final round of interview conducted, we are very pleased to inform you that you have been selected for the position of **'Technical Trainee'** with SysTools Software Pvt Ltd.

Other Details:

| | |
|------------------|--|
| Probation Period | : 6 Months |
| Monthly Salary | : CTC of Rs 16666 /Month (Rupees Sixteen Thousand Six Hundred & Sixty Six Only) |
| Designation | : Technical Trainee |
| Work Location | : New Delhi, India |
| Work Timing | : 9AM to 6 PM |
| Contact Person | : Mobile: 91- 9873842357 |
| Reporting Head | : Miss Nimisha Ramesh (General Manager) |
| Mobile & Email | : 9873842357 , nimisha@systoolsgroup.com |
| Office Contact | : HR Manager , Mob: 8376953238 |

More details of you job joining & profile will be shared in the offer letter that will be provided to you on the day of joining. Detailed **appointment letter & employment agreement** will be provided to you within 1 week of job joining.

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Thanking You,

For SysTools® Software Pvt. Ltd
Nimisha Ramesh
General Manager (Human Resource)



SysTools[®]
Simplifying Technology

Head Office: RZ-40/7A, Raj Nagar-I, Street No.-5, Palam Colony, New Delhi-110045

Registered Office: 202-P3, Pentagon, Magarpatta City, Hadapsar, Pune-411028

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June 10, 2019

Neena A.J.

Anchukandathil(H)
Ranipuram P.O,
Rajapuram via
Kasaragod,
Kerala- 674532,
India

Contact No- +91-9072067234

Dear **Neena**,

Greetings from team SysTools!

Congratulations!

With reference to your recent interactions and final round of interview conducted, we are very pleased to inform you that you have been selected for the position of **'Technical Trainee'** with SysTools Software Pvt Ltd.

Other Details:

| | |
|------------------|--|
| Probation Period | : 6 Months |
| Monthly Salary | : CTC of Rs 16666 /Month (Rupees Sixteen Thousand Six Hundred & Sixty Six Only) |
| Designation | : Technical Trainee |
| Work Location | : New Delhi, India |
| Work Timing | : 9AM to 6 PM |
| Contact Person | : Mobile: 91- 9873842357 |
| Reporting Head | : Miss Nimisha Ramesh (General Manager) |
| Mobile & Email | : 9873842357 , nimisha@systoolsgroup.com |
| Office Contact | : HR Manager , Mob: 8376953238 |

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Thanking You,

For SysTools® Software Pvt. Ltd
Nimisha Ramesh
General Manager (Human Resource)

Dear Neena AJ

Congratulations!

We are happy to invite you to be a member of 'Diya' family.

You have been selected. Your date of joining would be: **TBD**

At the outset, we would like to congratulate you for having fared so well in the interview process and for having made a definite impression in the minds of those who have interacted with you during the interviews. We are sure that going forward, this impression will grow stronger.

Your cooperation is appreciated for further documentation process to be submitted on your date of joining.

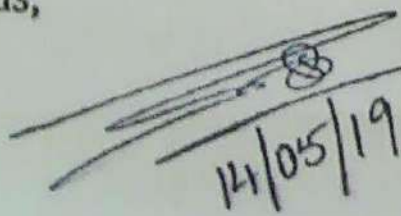
- Aadhar card- 3 Copies Signed (*Colored photocopies*)
- All educational qualification certificates (Originals for verification/ Photocopy 1 set)
- Pan Card- 3 Copies Signed
- Passport- 3 Copies Signed
- 2 Documents for Address Proof-(Driving License, Voters ID card etc- any 2)- 3 copies each
- Passport size photo-6

We expect you to set an example of diligence, dedication and commitment and contribute your best efforts in making 'Diya', a leading organization.

You have been requested to be in our office by 9:30AM on your joining date.

Please feel free to email us to samriddhi.n@glowtouch.com or laxmisha.b@glowtouch.com for any further information/clarifications you may need.

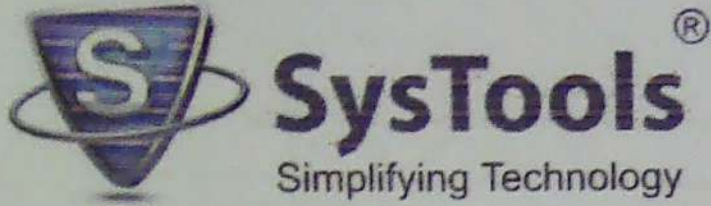
Thanks & Regards,


14/05/19

VIJAYALAKSHMI S SUDARNA
Assistant Manager - HR.

Shrinivas Bhat

Senior Manager-Human Resources



Head Office: RZ-40/7A, Raj Nagar-I, Street No.-5, Palam Colony, New Delhi-110045
Registered Office: 202-P3, Pentagon, Magarpatta City, Hadapsar, Pune-411028
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June 10, 2019

Meghna P

Santi Vihar
Near KK
Residency,
Payyannur PO
Kasaragod,
Kerala- 670307,
India

Contact No- +91-9061405583

Dear **Meghna,**

Greetings from team SysTools!

Congratulations!

With reference to your recent interactions and final round of interview conducted, we are very pleased to inform you that you have been selected for the position of **'Technical Trainee'** with SysTools Software Pvt Ltd.

Other Details:

| | |
|------------------|--|
| Probation Period | : 6 Months |
| Monthly Salary | : CTC of Rs 16666 /Month (Rupees Sixteen Thousand Six Hundred & Sixty Six Only) |
| Designation | : Technical Trainee |
| Work Location | : New Delhi, India |
| Work Timing | : 9AM to 6 PM |
| Contact Person | : Mobile: 91- 9873842357 |
| Reporting Head | : Miss Nimisha Ramesh (General Manager) |
| Mobile & Email | : 9873842357 , nimisha@systoolsgroup.com |
| Office Contact | : HR Manager , Mob: 8376953238 |

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| | |
|-------------------|---|
| Date of Joining | 03 January 2020 |
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| Reporting Manager | Nimisha Ramesh |
| Contact Heads | Miss. Nimisha Ramesh or Miss. Aishanya Shukla |
| Reporting Address | 528, 5th Floor, City Centre, Dwarka Sector 12, New Delhi - 110075 |
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Thanking You,

For SysTools® Software Pvt. Ltd
Nimisha Ramesh
General Manager (Human Resource)

Date: - 17/12/2018

Dear Hari Krishnan R

Sub:- Provisional selection letter.

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

Kindly note that your provisional selection for different IT based positions such Associate Technical Engineer, IT Technical Coordinator, IT HelpdeskEngineer, Desktop Engineer etc. will require you to fulfil the academic qualification and the complete attendance of the self-paid training provided by the authorized CMS Talent Development Center. Upon the successful completion of the training, there will be the final round of the interviews with CMS Talent Development Center clients, where you will be mapped to an appropriate job roles at the specific locations.

CMS Talent Development Center (TDC) is the Information Technology training division founded in 1993 and associated with Trinity Academy for Corporate Training Limited (TACT Ltd.). With 25 years of track record, we are ranked among the best hardware, networking, and software training institute in the country.

We are the alliance partner of Microsoft, Red Hat, Quint, Oracle and we offer globally accepted certifications from these alliances.

With a strong nationwide network of over 40+ training Centers, well-equipped to train students and professionals. In the last one and a half decades, over three million students and working professionals have benefitted from our training network. More than 80% of our students are placed with top IT recruiters of the country.

Our proficiency lies in identifying your talent, understanding your aptitude, analysing your needs and nurturing you to reach the zenith of technical excellence. Our alumni have been promoted from junior executives to team leaders, project heads and management professionals over the years.

Yours sincerely,

CMS Talent Development Center -

Terms & Conditions: -

1. The provisional letter of selection is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate marks etc., & a successful completion of the training from the authorized CMS Talent Development Center.
2. Date of Reporting & Location will be conveyed after attending the final rounds of the interview post successful completion of the training and will be intimated through email to you & your TPO.
3. You should be willing to relocate in Mumbai or Project location across India.
4. You will be charged a Non-Refundable Deposit of Rs. 25,000/- for training. The payment has to be done by Demand Draft favoring "Trinity Academy for Corporate Training Limited"
5. Company will not be responsible for Travel, Food & Accommodation.
6. Based on Training performance & Final Interview, Offer Letter & Salary will be finalized
7. Salary Range (CTC) will be between Rs. 1,08,000/- p.a. to Rs. 1,44,000/- p.a.
8. Project Name, location & remuneration will be decided on Project deployment
9. This is merely a provisional selection letter based on campus interview.

Acceptance of Selection Letter

Read & Accept all the above Terms & Conditions

Name : _____

Signature : _____

Date: _____

Date: - 17/12/18

Dear SARATH C

Sub:- Provisional selection letter.

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

Kindly note that your provisional selection for different IT based positions such Associate Technical Engineer, IT Technical Coordinator, IT HelpdeskEngineer, Desktop Engineer etc. will require you to fulfil the academic qualification and the complete attendance of the self-paid training provided by the authorized CMS Talent Development Center. Upon the successful completion of the training, there will be the final round of the interviews with CMS Talent Development Center clients, where you will be mapped to an appropriate job roles at the specific locations.

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Acceptance of Selection Letter

Read & Accept all the above Terms & Conditions

Name : _____

Signature : _____

Date: _____

Date: - 17/12/18

Dear ALAN JOSE TOM

Sub:- Provisional selection letter.

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

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Yours sincerely,

CMS Talent Development Center -

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9. This is merely a provisional selection letter based on campus interview.

Acceptance of Selection Letter

Read & Accept all the above Terms & Conditions

Name : _____

Signature : _____

Date: _____

Date: - 17/12/18

Dear Nameer C K,

Sub:- Provisional selection letter.

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

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Acceptance of Selection Letter

Read & Accept all the above Terms & Conditions

Name : _____

Signature : _____

Date: _____

Date: - 17/12/2018

Dear **AVINASH GHOSH**

Sub:- Provisional selection letter.

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

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CMS Talent Development Center -

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Acceptance of Selection Letter

Read & Accept all the above Terms & Conditions

Name : _____

Signature : _____

Date: _____

Date: - 17/12/2018

Dear **NIVEDH K P**

Sub:- Provisional selection letter.

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

Kindly note that your provisional selection for different IT based positions such Associate Technical Engineer, IT Technical Coordinator, IT HelpdeskEngineer, Desktop Engineer etc. will require you to fulfil the academic qualification and the complete attendance of the self-paid training provided by the authorized CMS Talent Development Center. Upon the successful completion of the training, there will be the final round of the interviews with CMS Talent Development Center clients, where you will be mapped to an appropriate job roles at the specific locations.

CMS Talent Development Center (TDC) is the Information Technology training division founded in 1993 and associated with Trinity Academy for Corporate Training Limited (TACT Ltd.). With 25 years of track record, we are ranked among the best hardware, networking, and software training institute in the country.

We are the alliance partner of Microsoft, Red Hat, Quint, Oracle and we offer globally accepted certifications from these alliances.

With a strong nationwide network of over 40+ training Centers, well-equipped to train students and professionals. In the last one and a half decades, over three million students and working professionals have benefitted from our training network. More than 80% of our students are placed with top IT recruiters of the country.

Our proficiency lies in identifying your talent, understanding your aptitude, analysing your needs and nurturing you to reach the zenith of technical excellence. Our alumni have been promoted from junior executives to team leaders, project heads and management professionals over the years.

Yours sincerely,

CMS Talent Development Center -

Terms & Conditions: -

1. The provisional letter of selection is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate marks etc., & a successful completion of the training from the authorized CMS Talent Development Center.
2. Date of Reporting & Location will be conveyed after attending the final rounds of the interview post successful completion of the training and will be intimated through email to you & your TPO.
3. You should be willing to relocate in Mumbai or Project location across India.
4. You will be charged a Non-Refundable Deposit of Rs. 25,000/- for training. The payment has to be done by Demand Draft favoring "Trinity Academy for Corporate Training Limited"
5. Company will not be responsible for Travel, Food & Accommodation.
6. Based on Training performance & Final Interview, Offer Letter & Salary will be finalized
7. Salary Range (CTC) will be between Rs. 1,08,000/- p.a. to Rs. 1,44,000/- p.a.
8. Project Name, location & remuneration will be decided on Project deployment
9. This is merely a provisional selection letter based on campus interview.

Acceptance of Selection Letter

Read & Accept all the above Terms & Conditions

Name : _____

Signature : _____

Date: _____

cst

Fwd: Poornam Info Vision - Welcome letter

1 message

Akhil paul <akhilpaulpaul465@gmail.com>
 To: tpc@vjec.ac.in

Wed, Mar 13, 2019 at 12:35 PM

----- Forwarded message -----

From: <hr@poornam.com>
 Date: Tue, Mar 12, 2019, 1:38 PM
 Subject: Poornam Info Vision - Welcome letter
 To: <akhilpaulpaul465@gmail.com>

Dear Akhil,

Good day to you.

Congratulations on your appointment and warm welcome to you as a new member of Poornam Info Vision. You were chosen to be part of our organization because we believe you can contribute to our success and share our commitment to achieving our goals. Your role is essential to fulfill our mission for the people who trust and respect us - we are committed to incredible value, quality and unparalleled client service in all aspects.

We recognize that the caliber and commitment of all our staff are the foundations in which our excellence is built, and as your employer we are committed to supporting your continuing development.

Consider this as the provisional offer of appointment as **Jr. Software Engineer (Trainee)**. The formal appointment letter with terms and conditions will be given at the time of joining.

Please get back to us by the date which your exams get over. So that we can give you joining date based on that.

Thanks for your time, and welcome once again. We look forward to a long and mutually beneficial relationship !

Detailed salary annexure and the terms and conditions of employment are attached herewith

Benefits included in CTC:

- Round the clock canteen facility.
- Company is giving accommodation with cleaning facilities at a subsidized cost.
- Free transportation to and from the office to the accommodation.
- Eligible for Rs. 3,00,000/ worth medical insurance per year (self +two dependents).
- You will be covered under our group life insurance scheme for an amount of Rs. 3,20,000/
- Eligible for leave / holiday as per Company rules.
- Eligible for statutory benefits like PF / ESI / Gratuity from day one.

Please ensure to bring the following documents when you come for joining:-

1. Two self attested copy of Pancard and Aadhar card (Provident fund opening purpose)
2. One self attested copy of Identity proof and Address proof (Bank Account opening purpose)
3. 10th mark sheet and Degree certificate or Consolidated mark sheet or Semester wise mark sheet (original)
4. Conduct certificate from the College Principal/Head of the Department specifying that the candidate is employable. The certificate should be in College Letter head with seal.
5. A Medical fitness certificate from a registered doctor that you are fit to work in all the shifts (Morning, Afternoon and Night).

6. Passport size photographs - 3


If you have any clarifications please contact us in the below numbers: 0484 - 2427971, 2428918.


Regards,
HR Team
www.poornam.com
www.bobcares.in
www.bobcares.com

-- Disclaimer: This email and any files transmitted with it are property of Poornam Info Vision Pvt. Ltd. This email contains confidential information intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error please notify the sender immediately and delete this e-mail from your system. If you are not the intended recipient you are notified that disclosing, copying, distributing or taking any action in reliance on the contents of this information is strictly prohibited. Warning: Although the company has taken reasonable precautions to ensure no viruses are present in this email, the company cannot accept responsibility for any loss or damage arising from the use of this email or attachments.

-- Disclaimer: This email and any files transmitted with it are property of Poornam Info Vision Pvt. Ltd. This email contains confidential information intended solely for the use of the individual or entity to whom they are addressed. If you have received this email in error please notify the sender immediately and delete this e-mail from your system. If you are not the intended recipient you are notified that disclosing, copying, distributing or taking any action in reliance on the contents of this information is strictly prohibited. Warning: Although the company has taken reasonable precautions to ensure no viruses are present in this email, the company cannot accept responsibility for any loss or damage arising from the use of this email or attachments.

2 attachments

 **Salary Annexure Jr. Engg Trainee.pdf**
41K

 **Terms & conditions.pdf**
226K

ANNEXURE

Jr. Software Engineer - Trainee

Your compensation has been fixed as follows:

| | |
|-----------------------------------|-------------------------------|
| 1. Basic + DA | : Rs. 1,00,212.00 (per annum) |
| 2. HRA | : Rs. 30,060.00 (per annum) |
| 3. Conveyance Allowance | : Rs. 8,016.00 (per annum) |
| 4. Special compensatory Allowance | : Rs. 47,100.00 (per annum) |

Adding to CTC :

| | |
|--|--------------------------------------|
| 5. Estimated Cost of Working Meal Allowance | : Rs. 38,280.00 (per annum) |
| 6. Provident Fund (Employer Contribution) | : Rs. 12,024 (per annum) |
| 7. ESI (Employer Contribution) | : Rs. 8,808 (per annum) |
| Cost to the Company (= 1+2+3+4+5+6+7) | : Rs. 2,44,500.00 (per annum) |

Deductions :

| | |
|---|-------------------------------|
| 1. Provident Fund (Employee contribution) | : Rs. 12,024.00 (per annum) |
| 2. ESI contribution | : Rs. 3,240.00 (per annum) |
| 3. Cost of accomodation | : Rs. 39,600.00 (per annum) |
| VIII Net Take Home Pay (=I-VI) | : Rs. 1,30,524.00 (per annum) |

- You are also eligible to receive Rs. 3,00,000/- worth medical insurance per year for self and two dependents.
- Statutory dues such as TDS, Profession Tax etc shall also be deducted as per rules.
- You will be covered under our group life insurance scheme for an amount of Rs. 3,20,000/

Date: - 17/12/18

Dear AKHIL PAUL

Sub:- Provisional selection letter.

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

Kindly note that your provisional selection for different IT based positions such Associate Technical Engineer, IT Technical Coordinator, IT HelpdeskEngineer, Desktop Engineer etc. will require you to fulfil the academic qualification and the complete attendance of the self-paid training provided by the authorized CMS Talent Development Center. Upon the successful completion of the training, there will be the final round of the interviews with CMS Talent Development Center clients, where you will be mapped to an appropriate job roles at the specific locations.

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We are the alliance partner of Microsoft, Red Hat, Quint, Oracle and we offer globally accepted certifications from these alliances.

With a strong nationwide network of over 40+ training Centers, well-equipped to train students and professionals. In the last one and a half decades, over three million students and working professionals have benefitted from our training network. More than 80% of our students are placed with top IT recruiters of the country.

Our proficiency lies in identifying your talent, understanding your aptitude, analysing your needs and nurturing you to reach the zenith of technical excellence. Our alumni have been promoted from junior executives to team leaders, project heads and management professionals over the years.

Yours sincerely,

CMS Talent Development Center -

Terms & Conditions: -

1. The provisional letter of selection is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate marks etc., & a successful completion of the training from the authorized CMS Talent Development Center.
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3. You should be willing to relocate in Mumbai or Project location across India.
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7. Salary Range (CTC) will be between Rs. 1,08,000/- p.a. to Rs. 1,44,000/- p.a.
8. Project Name, location & remuneration will be decided on Project deployment
9. This is merely a provisional selection letter based on campus interview.

Acceptance of Selection Letter

Read & Accept all the above Terms & Conditions

Name : _____

Signature : _____

Date: _____



LETTER OF INTENT

Date: 5-April-2019

Name: SHUFAID T

Dear SHUFAID

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Customer Service Associate on a Fixed Term Employment** for term less than 12 months at **Coimbatore** facility of Amazon Development Center India Pvt. Ltd. (the "company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an **Offer Letter** duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the **company**) before issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to a Base Pay of **Rs. 158950/- per annum**. The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.

You are hereby notified that you are not employed in the absence of a signed Offer Letter. This LOI relates only to your potential employment with the Company and does not constitute an offer of employment with respect to the Company or any affiliate or related entity. Further, this LOI does not create or vest any rights in you to be issued an Offer Letter whether within the 365 day period referred to herein or thereafter or with respect to the base pay as mentioned herein.

Tower B- 3rd Floor, India Land Tech Park Private Limited , Chill SEZ Area,
Keeranatham Village , Saravanampatti, Coimbatore, Tamil Nadu 641035, Tamil Nadu

Tel: +91-422-666 5000

www.amazon.com

CIN :U72200KA2004FTC034233

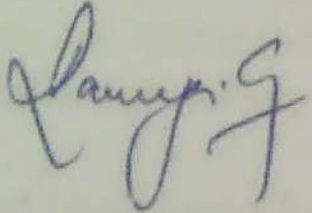
amazon | **Development Centre
India**

In the event that you receive an offer of employment from any other employer (apart from the Company), you are requested to immediately intimate the Company in writing of such offer.

You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from any contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with the Company and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.

For any queries, please feel free to write to us on csrecruiting-coimbatore@amazon.com Yours sincerely,

For **AMAZON DEVELOPMENT CENTRE (INDIA) PVT LTD**



Ramya Galla
Recruitment Manager, CS HR

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company:

Signature

Date

Tower B- 3rd Floor, India Land Tech Park Private Limited , Chill SEZ Area,
Keeranatham Village , Saravanampatti, Coimbatore, Tamil Nadu 641035, Tamil Nadu
Tel: +91-422-666 5000
www.amazon.com
CIN : U72200KA2004FTC034233



February 24, 2019

Ms Fathima sherin

sherinsheraf01@gmail.com

Dear Fathima sherin,

Further to our interactions with you, we are pleased to offer you the position of Associate (Training) at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement). Your joining letter, which will be issued closer to the date of joining, will have details regarding the location of induction training, location of posting, and supervisory arrangements. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require.

You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability. You will initially be on probation for 3 months. During this period you will be paid a stipend of Rs 10,000/- out of which Rs.8000 will be fixed and Rs 2000 will be performance based pay plus an accommodation allowance of Rs.2,500 to Rs.5,000 depending on location of posting. The probation period above may be cut short based on your performance. The same can also be extended to 6 months, if your performance is not deemed satisfactory.

Upon successful completion of probation, you will be inducted as an Associate (Training) with an Annual CTC of Rs.2,88,000/-. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of 2 years starting from the date of start of probation. You will be required to submit your along with the signed copy of this letter as an acknowledgement of acceptance, at the start of probation. Upon commencing the commitment of service of 2 years, any requests to be relieved of duties cannot be submitted before the end of the service period.



This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 4 days from the date of offer.

You will also be contacted by one of our current associates / senior associates in the next few months to facilitate your pre-joining learning. These associates will mentor you in the learning of specific topic areas and to ensure a smooth transition from college to workplace. Satisfactory completion of pre-joining learning modules will contribute to better performance during probation. This is a mandatory requirement as part of the induction.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd

Arumugam N Vadivelu

Manager – (HR Ops & Strategy)



Annexure I: Compensation Structure

| Name | Fathima sherin | Position & Department | Associate - Training |
|------|---|-----------------------|----------------------|
| # | Components of Total Fixed Pay | | Per Annum (in INR) |
| 1 | Basic Pay | | 96,000/- |
| 2 | House Rent Allowance | | 38,400/- |
| 3 | Medical Allowance | | 15000/- |
| 4 | Conveyance Allowance | | 19200/- |
| 5 | Special Allowance | | 71400/- |
| | Total Fixed Pay per annum | | 2,40,000/- |
| | Annual Performance Linked Pay (Maximum) | | 48,000/- |
| | Total Cost to Company | | 2,88,000/- |

Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000) and Medical Cover (Rs.1,00,000 per annum). The premium for the same will be borne by the company.

*If the employee opts for availing the Provident Fund facility, the Contribution to the same shall be appropriately adjusted from the Total Cost to Company

Thank you

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd

Arumugam N Vadivelu

Manager – (HR Ops & Strategy)

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



26/03/2019

Training | Consulting | Camps | Quizzes | HR
Counselling | ELT | Teacher Empowerment

Dear Sincy Joseph

Welcome to accenta education.

With reference to the interview conducted at Vimal Jyothi College, Kannur on 22/03/2019, we are pleased to offer you the post of 'Communicative English Trainer' on a salary of Rs.12000/- or Rs.13500/- per month. (Rs.12000/-: if you get placed at your own home town and Rs.13500/-: if you get placed away from your home town), which indicates cost to company (CTC). You will be appointed in one of our client schools in Kerala as a 'Communicative English Trainer' w.e.f 1st June, 2019, If you successfully complete our Training Programme as mentioned below. You are liable to be transferred to any of our client schools in Kerala.

If you agree with the terms and conditions of the company and wish to receive this offer of employment, you will have to undergo a training programme free of cost at our training venue in Kochi, Kerala for a period of 8 days in the month of April/May. If you don't attend the training programme or your performance and behavior during the training process is not satisfactory, your placement will not be confirmed.

In case the terms and conditions are acceptable to you please sign the duplicate of this letter as a token of your having understood and accepted the same and return the same to placements@accenta.in in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn by 10th April, 2019. The date of the training programme will be informed to you only on contacting us on the phone. When you come for the training programme, please do bring your original certificates as well as two passport size photos and a copy of any of your ID Proofs.

We look forward to your working with us.



For accenta education

Shaijan Xavier
Manager - HR

Mobile: 08547938985
placements@accenta.in

DECLARATION

I have read/understood the above terms and conditions and agree to abide by them.

Name

Signature

Date

Dear **Jeswin Jaison,**

Congratulations!

We are happy to invite you to be a member of 'Diya' family.

You have been selected. Your date of joining would be: **TBD**

At the onset, we would like to congratulate you for having fared so well in the interview process and for having made a definite impression in the minds of those who have interacted with you during the interviews. We are sure that going forward, this impression will grow stronger.

Your cooperation is appreciated for further documentation process to be submitted on your date of joining.

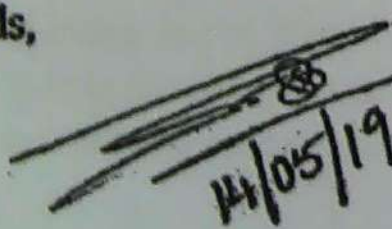
- Andhar card- 3 Copies Signed (**Colored photocopies**)
- All educational qualification certificates (Originals for verification/ Photocopy 1 set)
- Pan Card- 3 Copies Signed
- Passport- 3 Copies Signed
- 2 Documents for Address Proof-(Driving License, Voters ID card etc- any 2)- 3 copies each
- Passport size photo-6

We expect you to set an example of diligence, dedication and commitment and contribute your best efforts in making 'Diya', a leading organization.

You have been requested to be in our office by 9:30AM on your joining date.

Please feel free to email us to samriddhi.n@glowtouch.com or laxmisha.b@glowtouch.com for any further information/clarifications you may need.

Thanks & Regards,


14/05/19
VIJAYALAKSHMI S SURANA
Assistant Manager - HR.

Shrinivas Bhat

Senior Manager-Human Resources

Date: - 17/12/18

Dear JESWIN JAISON

Sub:- Provisional selection letter.

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

Kindly note that your provisional selection for different IT based positions such Associate Technical Engineer, IT Technical Coordinator, IT HelpdeskEngineer, Desktop Engineer etc. will require you to fulfil the academic qualification and the complete attendance of the self-paid training provided by the authorized CMS Talent Development Center. Upon the successful completion of the training, there will be the final round of the interviews with CMS Talent Development Center clients, where you will be mapped to an appropriate job roles at the specific locations.

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We are the alliance partner of Microsoft, Red Hat, Quint, Oracle and we offer globally accepted certifications from these alliances.

With a strong nationwide network of over 40+ training Centers, well-equipped to train students and professionals. In the last one and a half decades, over three million students and working professionals have benefitted from our training network. More than 80% of our students are placed with top IT recruiters of the country.

Our proficiency lies in identifying your talent, understanding your aptitude, analysing your needs and nurturing you to reach the zenith of technical excellence. Our alumni have been promoted from junior executives to team leaders, project heads and management professionals over the years.

Yours sincerely,

CMS Talent Development Center -

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1. The provisional letter of selection is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate marks etc., & a successful completion of the training from the authorized CMS Talent Development Center.
2. Date of Reporting & Location will be conveyed after attending the final rounds of the interview post successful completion of the training and will be intimated through email to you & your TPO.
3. You should be willing to relocate in Mumbai or Project location across India.
4. You will be charged a Non-Refundable Deposit of Rs. 25,000/- for training. The payment has to be done by Demand Draft favoring "Trinity Academy for Corporate Training Limited"
5. Company will not be responsible for Travel, Food & Accommodation.
6. Based on Training performance & Final Interview, Offer Letter & Salary will be finalized
7. Salary Range (CTC) will be between Rs. 1,08,000/- p.a. to Rs. 1,44,000/- p.a.
8. Project Name, location & remuneration will be decided on Project deployment
9. This is merely a provisional selection letter based on campus interview.

Acceptance of Selection Letter

Read & Accept all the above Terms & Conditions

Name : _____

Signature : _____

Date: _____

Dear **Akshay Sajith**

Congratulations!

We are happy to invite you to be a member of 'Diya' family.

You have been selected. Your date of joining would be: **TBD**

At the outset, we would like to congratulate you for having fared so well in the interview process and for having made a definite impression in the minds of those who have interacted with you during the interviews. We are sure that going forward, this impression will grow stronger.

Your cooperation is appreciated for further documentation process to be submitted on your date of joining.

- Aadhar card- 3 Copies Signed (*Colored photocopies*)
- All educational qualification certificates (Originals for verification/ Photocopy 1 set)
- Pan Card- 3 Copies Signed
- Passport- 3 Copies Signed
- 2 Documents for Address Proof-(Driving License, Voters ID card etc- any 2)- 3 copies each
- Passport size photo-6

We expect you to set an example of diligence, dedication and commitment and contribute your best efforts in making 'Diya', a leading organization.

You have been requested to be in our office by 9:30AM on your joining date.

Please feel free to email us to samriddhi.n@glowtouch.com or laxmisha.b@glowtouch.com for any further information/clarifications you may need.

Thanks & Regards,


14/05/19

V. JAYALAKSHMI S. SURANA
Assistant Manager -HR.

Shrinivas Bhat

Senior Manager-Human Resources



902, Amritha Business Cent
6th Floor, Amritha Towe
Opp. Maharajas College Grou
M.G. Road, Ernakulam, Cochin-682 0
Ph: 0484 4855401, 9995854401, hr@infinizindia.co

PROVISIONAL OFFER LETTER

Date: 23/10/2018.

Dear Mr/ Ms SWETHA RK,

Based on the recruitment process that you had with us, we are pleased to offer you the Position of **Business Development Executive / Marketing Executive** at our / one of our client firms.

You are requested to confirm your acceptance on 31st July 2019. Conformity should be intimated by call to Infiniz IT Solutions. You can contact us on +914844855401 or +918891556266.

On your confirmation you will be directed to the concerned organization for further process. Your appointment and confirmation will be contingent upon the following conditions;

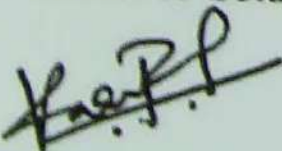
1. You will be on probation and training for a period of 6 months.
2. The take home salary during the probation/training period would not be less than Rs.10,000 per month.
3. After the probation period the salary hike will depend on your performance.
4. The company retains the right to extend the training period if deemed necessary.
5. The employment contract can be terminated with a notice period of one month.
6. The full and final settlement will be processed only after the proper handover of projects and other assets allotted to you by the company.

We welcome you to join Infiniz IT Solutions and look forward to a long and rewarding career with us.

You are requested to sign a copy of this letter as your acceptance and send it across to our corporate office after the telephonic acceptance on 31st July 2019.

Note: If we do not receive your call of acceptance on or before 31st July 2019, your offer will be cancelled / rejected.

For Infiniz IT Solutions,


HR Manager

Candidate Signature



902, Amritha Business Centre
6th Floor, Amritha Tower
Opp. Maharajas College Ground
M.G. Road, Ernakulam, Cochin-682 01
Ph: 0484 4855401, 9995854401, hr@infinizindia.com

PROVISIONAL OFFER LETTER

Date: 23/10/2018

Dear ~~Mr~~ / Ms GOPIKA RAJEEV,

Based on the recruitment process that you had with us, we are pleased to offer you the Position of **Business Development Executive / Marketing Executive** at our / one of our client firms.

You are requested to confirm your acceptance on 31st July 2019. Conformity should be intimated by call to Infiniz IT Solutions. You can contact us on +914844855401 or +918891556266.

On your confirmation you will be directed to the concerned organization for further process. Your appointment and confirmation will be contingent upon the following conditions;

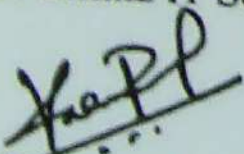
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6. The full and final settlement will be processed only after the proper handover of projects and other assets allotted to you by the company.

We welcome you to join Infiniz IT Solutions and look forward to a long and rewarding career with us.

You are requested to sign a copy of this letter as your acceptance and send it across to our corporate office after the telephonic acceptance on 31st July 2019.

Note: If we do not receive your call of acceptance on or before 31st July 2019, your offer will be cancelled / rejected.

For Infiniz IT Solutions,


HR Manager

Candidate Signature



Offer: Computer Consultancy
Ref: TCSL/DT20184593506/Trivandrum
Date: 25/06/2019

Ms. Aneesa Mohammed Ashraf
Al Falah, Kadamberi, P.O. Kanul, (Via) Kallyasserri, Taliparamba, Kannur,
Kadamberi,
Taliparamba-670562,
Kerala.
Tel# -

Dear Aneesa Mohammed Ashraf,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹3,36,875/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20184593506

TATA CONSULTANCY SERVICES
TATA CONSULTANCY SERVICES LIMITED

1



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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

GROSS SALARY SHEET

Annexure 1

| | |
|----------------|-----------------------------------|
| Name | Aneesa Mohammed Ashraf |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Vimal Jyothi Engineering College |

Table 1: Compensation Details (All Components in INR)

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

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

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

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

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

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Leave Travel Assistance | 850 | 10,200 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 7,570 | 90,840 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |

HRD/3T/19-20/13155478

July 09, 2019

Ms. Aneesa Mohammed Ashraf
Candidate ID: 13155478
Al Falah Kadamberi, PO Kanul
VIA Kallyasseri, Taliparamba,
Kannur
Kerala
India
Ph: (91) 82812 15489

Dear Aneesa,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 06, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

* For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

28th February 2019

Ms. Arundathi Das
B Tech (EEE)
Vimal Jyothi Engineering College
Chemberi

Dear Sir/ Madam,

Hearty Congratulations...!

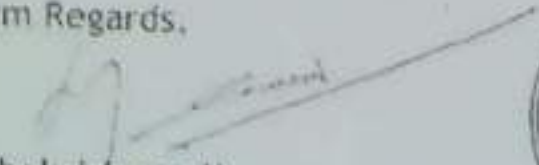
We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Kozhikode on 28.02.2019 for the post of Clerks in Non-Officer Role. Accordingly, you are provisionally empanelled for absorption in Bank's service subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for a minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,


Radhakrishnan K
Vice President & Zonal Head
Kozhikode



Date: - 19/04/19

Dear RETHIN RATHEENDRAN. K. P

Sub:- Provisional selection letter.

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

Kindly note that your provisional selection for different IT based positions such Associate Technical Engineer, IT Technical Coordinator, IT Helpdesk Engineer, Desktop Engineer etc. will require you to fulfil the academic qualification and the complete attendance of the self-paid training provided by the authorized CMS Talent Development Center. Upon the successful completion of the training, there will be the final round of the interviews with CMS Talent Development Center clients, where you will be mapped to an appropriate job roles at the specific locations.

CMS Talent Development Center (TDC) is the Information Technology training division founded in 1993 and associated with TACT Ltd. With 25 years of track record, we are ranked among the best hardware, networking talent development center.

We are the alliance partner of Microsoft, Red Hat, Quint, Oracle and we offer globally accepted certifications from these alliances.

With a strong nationwide network of over 40+ training Centers, well-equipped to train students and professionals. In the last one and a half decades, over three million students and working professionals have benefitted from our training network.

Our proficiency lies in identifying your talent, understanding your aptitude, analyzing your needs and nurturing you to reach the zenith of technical excellence. Our alumni have been promoted from junior executives to team leaders, project heads and management professionals over the years.

Yours sincerely,

CMS Talent Development Center -

Terms & Conditions: -

- The provisional letter of selection is subject to your successful completion of all curricular requirements as laid down by the University / Institution for award of the degree /diploma and the requirements, including aggregate marks etc., & a successful completion of the training from the authorized CMS Talent Development Center.
- Date of Reporting & Location will be conveyed after attending the final rounds of the interview post successful completion of the training and will be intimated through email to you & your TPO.
- You should be willing to relocate in Bangalore or Project location across India.
- You will be charged a Non-Refundable Deposit of Rs.25,000/- for training. The payment has to be done by Demand Draft favoring "Trinity Academy for Corporate Training Limited"
- Company will not be responsible for Travel, Food & Accommodation.
- Based on Training performance & Final Interview , Offer Letter & Salary will be finalized
- Salary Range (CTC) will be between Rs. 1,20,000/- p.a. to Rs. 1,84,000/- p.a.
- Designation will be Associate Trainee Engineer or Desktop support engineer or Help desk engineer.
- Project Name, location & remuneration will be decided on Project deployment
- This is merely a provisional selection letter based on campus interview.

Acceptance of Selection Letter

Read & Accept all the above Terms & Conditions

Name: _____

Signature: _____

Date: _____



Date: - 19/04/19

Dear AJAY EMMANUEL

Sub:- Provisional selection letter.

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

Kindly note that your provisional selection for different IT based positions such Associate Technical Engineer, IT Technical Coordinator, IT Helpdesk Engineer, Desktop Engineer etc. will require you to fulfil the academic qualification and the complete attendance of the self-paid training provided by the authorized CMS Talent Development Center. Upon the successful completion of the training, there will be the final round of the interviews with CMS Talent Development Center clients, where you will be mapped to an appropriate job roles at the specific locations.

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Yours sincerely,

CMS Talent Development Center -



Terms & Conditions: -

- The provisional letter of selection is subject to your successful completion of all curricular requirements as laid down by the University / Institution for award of the degree /diploma and the requirements, including aggregate marks etc., & a successful completion of the training from the authorized CMS Talent Development Center.
- Date of Reporting & Location will be conveyed after attending the final rounds of the interview post successful completion of the training and will be intimated through email to you & your TPO.
- You should be willing to relocate in Bangalore or Project location across India.
- You will be charged a Non-Refundable Deposit of Rs.25,000/- for training. The payment has to be done by Demand Draft favoring "Trinity Academy for Corporate Training Limited"
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- Salary Range (CTC) will be between Rs. 1,20,000/- p.a. to Rs. 1,84,000/- p.a.
- Designation will be Associate Trainee Engineer or Desktop support engineer or Help desk engineer.
- Project Name, location & remuneration will be decided on Project deployment
- This is merely a provisional selection letter based on campus interview.

Acceptance of Selection Letter

Read & Accept all the above Terms & Conditions

Name: _____

Signature: _____

Date: _____

Date: - 19/04/19

Dear K. V. ANANDKRISHNAN

Sub:- Provisional selection letter.

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

Kindly note that your provisional selection for different IT based positions such Associate Technical Engineer, IT Technical Coordinator, IT Helpdesk Engineer, Desktop Engineer etc. will require you to fulfil the academic qualification and the complete attendance of the self-paid training provided by the authorized CMS Talent Development Center. Upon the successful completion of the training, there will be the final round of the interviews with CMS Talent Development Center clients, where you will be mapped to an appropriate job roles at the specific locations.

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Our proficiency lies in identifying your talent, understanding your aptitude, analyzing your needs and nurturing you to reach the zenith of technical excellence. Our alumni have been promoted from junior executives to team leaders, project heads and management professionals over the years.

Yours sincerely,

CMS Talent Development Center -

Terms & Conditions: -

- The provisional letter of selection is subject to your successful completion of all curricular requirements as laid down by the University / Institution for award of the degree /diploma and the requirements, including aggregate marks etc., & a successful completion of the training from the authorized CMS Talent Development Center.
- Date of Reporting & Location will be conveyed after attending the final rounds of the interview post successful completion of the training and will be intimated through email to you & your TPO.
- You should be willing to relocate in Bangalore or Project location across India.
- You will be charged a Non-Refundable Deposit of Rs.25,000/- for training. The payment has to be done by Demand Draft favoring "Trinity Academy for Corporate Training Limited"
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- Based on Training performance & Final Interview , Offer Letter & Salary will be finalized
- Salary Range (CTC) will be between Rs. 1,20,000/- p.a. to Rs. 1,84,000/- p.a.
- Designation will be Associate Trainee Engineer or Desktop support engineer or Help desk engineer.
- Project Name, location & remuneration will be decided on Project deployment
- This is merely a provisional selection letter based on campus interview.

Acceptance of Selection Letter

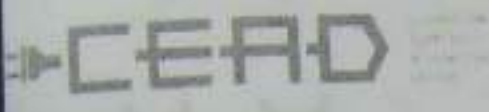
Read & Accept all the above Terms & Conditions

Name: _____

Signature: _____

Date: _____

EEE



OFFER LETTER

Mr. Illyas K P
Ifana Manzil,
Naniyoor Nambram,
Mullakodi (PO),
Mayyil,
Kannur- 670602

Dear Illyas,

With reference with your application and subsequent interactions, we are happy to offer you the position of Drive Train Engineer at C-Electric Automotive Drives Pvt. Ltd.

Salary structure can be bifurcated as under:

| SI No. | Description | Monthly |
|--------|-----------------------|---------|
| 1 | Basic + DA | 10461 |
| 2 | HRA | 1961 |
| 3 | Conveyance | 654 |
| 4 | Net Salary | 13076 |
| 5 | Cost to Company (CTC) | 13116 |

We would like you to join with us on 20th July 2019. We look forward to welcoming you as a new employee at C-Electric Automotive Drives Pvt. Ltd.

For C-Electric Automotive Drives Pvt. Ltd.

Yours Sincerely,

Bavil Varghese
Chief Executive Officer



Strictly Private & Confidential

23 January 2020

Mangalore

Dear Rosna K Saji,

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer of appointment to join Diya Systems (hereafter referred to as 'Company') in **EIG CCOas** per the below terms and conditions:

Role – Technical Trainee

Date of Joining – 24 January 2020

Your annual total earning potential will be **INR 2,22,205.00 /-** and will be structured as per the attached **Annexure 1- Compensation plan**. This will continue to be applicable until further communication on the same. The compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, ESIC, as applicable.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

Your employment with Diya Systems will be governed by the attached **Annexure 3 - Terms of Employment**. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with Diya Systems is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

To indicate your acceptance of this offer and employment with Diya Systems, we request you to send an email to hrteam@glowtouch.com to confirm your date of joining. At the time of joining, please submit a copy of this letter, **Annexure 1 - Compensation, Annexure 2 - Declaration, Annexure 3 - Terms of Employment with your signature on each page. In addition, please provide all the documentation identified in Annexure 4.**

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer is valid for four (4) days from the date of this letter. After receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if we are unable to set an alternative date or if we do not receive a mail confirmation from you before the expiration of this period, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time. These documents include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

Rosna K Saji, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call the **RECRUITER** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you at Diya Systems and look forward to your joining us.

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Shyamprasad Hebbar

Full Name: Rosna K Saji

Senior Vice President – Corporate Services

Date : 23 January 2020

Candidate's signature _____

Strictly Private & Confidential

ANNEXURE 1

COMPENSATION

| Salary Component | |
|--------------------------|--|
| | Annual (INR) |
| Annual Earning Potential | INR 2,22,205.00 /- (please mention the total cash component amount as provided below) |

SALARY ANNEXURE

| Fixed Salary - A | | | |
|---|----------------|----------------------|---------------------|
| Component | Component Type | Monthly Entitlements | Yearly Entitlements |
| Basic | Fixed | 6200.00 | 74400.00 |
| DA | Fixed | 3100.00 | 37200.00 |
| HRA | Fixed | 3720.00 | 44640.00 |
| Advance Bonus | Fixed | 700.00 | 8400.00 |
| Special Allowance | Fixed | 1780.00 | 21360.00 |
| Total Fixed Salary - A | | 15500.00 | 186000.00 |
| Other Benefit - B | | | |
| Component | Component Type | Monthly Entitlements | Yearly Entitlements |
| Gratuity. | Variable | 447.00 | 5368.00 |
| Provident Fund | Variable | 1116.00 | 13392.00 |
| Employee State Insurance | Variable | 504.00 | 6045.00 |
| Total Other Benefit - B | | 2067.00 | 24805.00 |
| Additional Benefit - C | | | |
| Component | Component Type | Monthly Entitlements | Yearly Entitlements |
| Meal Coupons | Variable | 700.00 | 8400.00 |
| Medi Insurance | Variable | 250.00 | 3000.00 |
| Total Additional Benefit - C | | 950.00 | 11400.00 |
| Total Gross Yearly CTC (A + B) | | 17567.00 | 210805.00 |
| Total Gross Yearly CTC [(A + B) + C] | | 18517.00 | 222205.00 |

Candidate's signature _____

Strictly Private & Confidential

1. Employer contribution to the PF & ESIC : is the contribution made by the company to Provident fund office & ESI corporation on employee account which is mandatory
2. Gratuity : Applicable as per Gratuity Act of 1972 . Eligibility starts after completion of 5 years of continuous service
3. Mediclaim insurance premium paid by employer on account of employee as per company policy

(Note 1: For International Worker Only* As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities. *As defined by applicable law from time to time)

(Note 2: Employee state insurance deduction of 0.75% of your gross salary will happen in your monthly pay and 3.75% of your gross will be contributed by company to Employee State Insurance Corporation. You will be getting identification card from ESIC office where you can avail different medical facilities)

ANNEXURE 2

DECLARATION

I hereby represent and warrant that as of my effective start date of employment with Diya Systems, I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-a-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict or be inconsistent with my acceptance of the offer made by Diya Systems or employment with Diya Systems, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into Diya Systems premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to Diya Systems, including any such documents or materials from my previous employer. To the extent I feel that my employment at Diya Systems would require me to bring any third party documents or materials to Diya Systems I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from Diya Systems. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle Diya Systems to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

Full Name: Rosna K Saji

Date : 23 January 2020

3

Candidate's signature _____



Date: 5 July 2019

SCTPL/HR/A-LTR/2019

TO,

Mr. Jithin Shaji
S/o Shaji P Joseph,
Puravanthuruthiyil, Padappengad,
Kooveri, Padappangad,
Kannur, Kerala-670581.

APPOINTMENT LETTER

With reference to your application dated 29th June 2019 for employment and the subsequent interview's had with us, you are offered Temporary Employment in our Company as a "Graduate Trainee Engineer-Design & Estimation" on the following terms and conditions:

Your appointment with us is on a purely temporary basis for a period of not more than **ONE YEAR** with effect from 5th July 2019.

Though the period stipulated above is **ONE YEAR** there is no guarantee that you will be employed for the whole of the period. Your services may be terminated at any time during your period of Temporary employment without notice or compensation whatsoever, and without assigning any reason. Likewise, you will be free to give up your employment at any time with 15 Days notice.

On the completion of your temporary period of employment as stipulated above or any extended period thereof, your services shall stand terminated within the meaning of sub-clause (bb) of clause (oo) of section 2 of the Industrial Disputes Act, 1947 and such termination shall not amount to retrenchment.

During the period of your temporary appointment, you will be paid a consolidated gross salary of ₹ 15,600/- (Rupees Fifteen Thousand Six Hundred Only) per month.

You will not be eligible for any other benefits or allowances.

During the period of your appointment you shall accept transfer to any section or department or to the Company's sister concern / Factory or branch and you are liable to be posted in any shift.

During the period of service with the Company, you shall not carry on any business of your own.

During the period of service with the company, you shall carry out your duties diligently, loyally and to the best of your capacity.

This appointment is made on the understanding that the information given by you in your application dated 29th June 2019 is correct, true and complete. If it is found at any time that the information given by you in the application is not correct, true or incomplete, this appointment may be withdrawn before you join duty with us of your services may be terminated at any time after you have taken up employment with us.

You shall not, at any time, disclose to anyone any information, know-how knowledge, secrets, methods, plans etc. of the company.

Your appointment is subject to you being found medically fit by the competent medical authority and to you submitting to us 2 passport size photographs of yourself before you join duty. The photograph will not be returned when your services are terminated.

CIN No. U40109KA2004PTC033356
Plot No. 152, Bommasandra Industrial Area,
Hosur Road, Anekal Taluk,
Bengaluru-560 099, India.
Tel : +91-080-28023700 (30 Lines)
Fax : +91-80-28023800
E-mail: info@switchgear.in
Website:www.switchgear.in

Switchgear and Control Technics Private Limited



SIGMOS

The Elegance in Multi-Core Engineering

Near CSEZ Administrative Office,
Seaport - Airport Road,
Kakkanad, Cochin.
Pin - 682037.

Nf placement

SI/CRP/1920/41

30th June, 2019

To,

The Head of Department
Department of Electrical & Electronics Engineering,
Vimal Jyothi Engineering College,
Chemperi, Kannur.

Sir,

Greetings from SIGMOS INDIA..!

We are happy to share the proud moments with VIMAL JYOTHI ENGINEERING COLLEGE in placing the below students with core Electrical companies.....

Mr. AJITH JAYADEVAN

Designation: Electrical Sales Engineer

Team Sustain PVT LTD.

Kakkanad. Cochin.

Salary Package: 15000+TA+DA+PF.

Ms. AJIN JOSE

Designation: Electrical Design Engineer

Cosmo Engineering company (BPCL)

Ambalamugal, Kakkanad. Cochin.

Salary Package: 8500+P.F

Ms. MUHAMMED AJMAL .P

Designation: Electrical Design Engineer

Cosmo Engineering company (BPCL)

Ambalamugal, Kakkanad. Cochin.

Salary Package: 8500+P.F

Mr. AKASH GOPINATH

Designation: Asst. Electrical Engineer

JK Electricals PVT LTD.

Edappally, Ernakulam.

Salary Package: 9000+TA





Mr.JEFFIN VINOD.K
Designation:Asst.Electrical Engineer
JK Electricals PVT LTD.
Edappally ,Ernakulam.
Salary Package: 9000+TA

Mr.AKSHAY KUMAR.K
Designation :Electrical Sales Engineer
Team Sustain PVT LTD.
Kakkanad.Cochin.
Salary Package :15000+TA+DA+PF.

Mr.HEMAND.S.NAIR
Designation:Asst.Electrical Engineer
JK Electricals PVT LTD.
Edappally ,Ernakulam.
Salary Package: 9000+TA

Mr.THEJUS .P
Designation:Electrical Site Engineer
Malabar Electricals . Kannur.
Salary Package: 6000+TA

Mr.ILLYAS K.P
Designation:Asst.Electrical Engineer JK
Electricals PVT LTD.
Edappally ,Ernakulam.
Salary Package: 9000+TA

Mr.ARJUN M.V
Designation:Asst.Electrical Engineer JK
Electricals PVT LTD.
Edappally ,Ernakulam.
Salary Package: 9000+TA





SIGMOS

The Elegance in Multi-Core Engineering

3rd Floor, K. L. Tower,
Near CSEZ Administrative Office,
Seaport - Airport Road,
Kakkanad, Cochin.
Pin - 682037.

Mr.AMAL K.K
Designation:Electrical Site Engineer
Ideal Datacom PVT LTD.
Thrippunithura.Cochin.
Salary Package :5000+TA+DA+PF.

Mr.SAURABH ERAYIL
Designation:Electrical Sales Engineer
Team Sustain PVT LTD.
Kakkanad,Cochin.
Salary Package :15000+TA+DA+PF.

Ms.UNNIMAYA BALAKRISHNAN
Designation:Electrical Design Engineer
Cosmo Engineering company (BPCL)
Ambalamugal, Kakkanad.Cochin.
Salary Package: 8500+P.F

Mr.FEBIN THOMAS
Designation:Electrical Design Engineer
Illumine Energy PVT LTD.
Edappally,Ernakulam.
Salary Package: 5000+TA

Hearty congratulations to all the successful candidates..



www.sigmos.in
E-mail: info@sigmos.in

Scanned by CamScanner



Date: - 19/04/19

Dear ARJUN. M. V

Sub:- Provisional selection letter.

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

Kindly note that your provisional selection for different IT based positions such Associate Technical Engineer, IT Technical Coordinator, IT Helpdesk Engineer, Desktop Engineer etc. will require you to fulfil the academic qualification and the complete attendance of the self-paid training provided by the authorized CMS Talent Development Center. Upon the successful completion of the training, there will be the final round of the interviews with CMS Talent Development Center clients, where you will be mapped to an appropriate job roles at the specific locations.

CMS Talent Development Center (TDC) is the Information Technology training division founded in 1993 and associated with TACT Ltd. With 25 years of track record, we are ranked among the best hardware, networking talent development center.

We are the alliance partner of Microsoft, Red Hat, Quint, Oracle and we offer globally accepted certifications from these alliances.

With a strong nationwide network of over 40+ training Centers, well-equipped to train students and professionals. In the last one and a half decades, over three million students and working professionals have benefitted from our training network.

Our proficiency lies in identifying your talent, understanding your aptitude, analyzing your needs and nurturing you to reach the zenith of technical excellence. Our alumni have been promoted from junior executives to team leaders, project heads and management professionals over the years.

Yours sincerely,

CMS Talent Development Center -



Terms & Conditions: -

- The provisional letter of selection is subject to your successful completion of all curricular requirements as laid down by the University / Institution for award of the degree /diploma and the requirements, including aggregate marks etc., & a successful completion of the training from the authorized CMS Talent Development Center.
- Date of Reporting & Location will be conveyed after attending the final rounds of the interview post successful completion of the training and will be intimated through email to you & your TPO.
- You should be willing to relocate in Bangalore or Project location across India.
- You will be charged a Non-Refundable Deposit of Rs.25,000/- for training. The payment has to be done by Demand Draft favoring "Trinity Academy for Corporate Training Limited"
- Company will not be responsible for Travel, Food & Accommodation.
- Based on Training performance & Final Interview , Offer Letter & Salary will be finalized
- Salary Range (CTC) will be between Rs. 1,20,000/- p.a. to Rs. 1,84,000/- p.a.
- Designation will be Associate Trainee Engineer or Desktop support engineer or Help desk engineer.
- Project Name, location & remuneration will be decided on Project deployment
- This is merely a provisional selection letter based on campus interview.

Acceptance of Selection Letter

Read & Accept all the above Terms & Conditions

Name: _____

Signature: _____

Date: _____

Date: - 19/04/19

Dear AKASH GOPINATH

Sub:- Provisional selection letter.

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

Kindly note that your provisional selection for different IT based positions such Associate Technical Engineer, IT Technical Coordinator, IT Helpdesk Engineer, Desktop Engineer etc. will require you to fulfil the academic qualification and the complete attendance of the self-paid training provided by the authorized CMS Talent Development Center. Upon the successful completion of the training, there will be the final round of the interviews with CMS Talent Development Center clients, where you will be mapped to an appropriate job roles at the specific locations.

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With a strong nationwide network of over 40+ training Centers, well-equipped to train students and professionals. In the last one and a half decades, over three million students and working professionals have benefitted from our training network.

Our proficiency lies in identifying your talent, understanding your aptitude, analyzing your needs and nurturing you to reach the zenith of technical excellence. Our alumni have been promoted from junior executives to team leaders, project heads and management professionals over the years.

Yours sincerely,

CMS Talent Development Center -

Terms & Conditions: -

- The provisional letter of selection is subject to your successful completion of all curricular requirements as laid down by the University / Institution for award of the degree /diploma and the requirements, including aggregate marks etc., & a successful completion of the training from the authorized CMS Talent Development Center.
- Date of Reporting & Location will be conveyed after attending the final rounds of the interview post successful completion of the training and will be intimated through email to you & your TPO.
- You should be willing to relocate in Bangalore or Project location across India.
- You will be charged a Non-Refundable Deposit of Rs.25,000/- for training. The payment has to be done by Demand Draft favoring "Trinity Academy for Corporate Training Limited"
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- Based on Training performance & Final Interview , Offer Letter & Salary will be finalized
- Salary Range (CTC) will be between Rs. 1,20,000/- p.a. to Rs. 1,84,000/- p.a.
- Designation will be Associate Trainee Engineer or Desktop support engineer or Help desk engineer.
- Project Name, location & remuneration will be decided on Project deployment
- This is merely a provisional selection letter based on campus interview.

Acceptance of Selection Letter

Read & Accept all the above Terms & Conditions

Name: _____

Signature: _____

Date: _____



Date: - 19/04/19

Dear AKSHAY KUMAR KOOTHUR

Sub:- Provisional selection letter.

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

Kindly note that your provisional selection for different IT based positions such Associate Technical Engineer, IT Technical Coordinator, IT Helpdesk Engineer, Desktop Engineer etc. will require you to fulfil the academic qualification and the complete attendance of the self-paid training provided by the authorized CMS Talent Development Center. Upon the successful completion of the training, there will be the final round of the interviews with CMS Talent Development Center clients, where you will be mapped to an appropriate job roles at the specific locations.

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With a strong nationwide network of over 40+ training Centers, well-equipped to train students and professionals. In the last one and a half decades, over three million students and working professionals have benefitted from our training network.

Our proficiency lies in identifying your talent, understanding your aptitude, analyzing your needs and nurturing you to reach the zenith of technical excellence. Our alumni have been promoted from junior executives to team leaders, project heads and management professionals over the years.

Yours sincerely,

CMS Talent Development Center -



Terms & Conditions: -

- The provisional letter of selection is subject to your successful completion of all curricular requirements as laid down by the University / Institution for award of the degree /diploma and the requirements, including aggregate marks etc., & a successful completion of the training from the authorized CMS Talent Development Center.
- Date of Reporting & Location will be conveyed after attending the final rounds of the interview post successful completion of the training and will be intimated through email to you & your TPO.
- You should be willing to relocate in Bangalore or Project location across India.
- You will be charged a Non-Refundable Deposit of Rs.25,000/- for training. The payment has to be done by Demand Draft favoring "Trinity Academy for Corporate Training Limited"
- Company will not be responsible for Travel, Food & Accommodation.
- Based on Training performance & Final Interview , Offer Letter & Salary will be finalized
- Salary Range (CTC) will be between Rs. 1,20,000/- p.a. to Rs. 1,84,000/- p.a.
- Designation will be Associate Trainee Engineer or Desktop support engineer or Help desk engineer.
- Project Name, location & remuneration will be decided on Project deployment
- This is merely a provisional selection letter based on campus interview.

Acceptance of Selection Letter

Read & Accept all the above Terms & Conditions

Name: _____

Signature: _____

Date: _____

Date: - 19/04/19

Dear ILLYAS K. P

Sub:- Provisional selection letter.

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

Kindly note that your provisional selection for different IT based positions such Associate Technical Engineer, IT Technical Coordinator, IT Helpdesk Engineer, Desktop Engineer etc. will require you to fulfil the academic qualification and the complete attendance of the self-paid training provided by the authorized CMS Talent Development Center. Upon the successful completion of the training, there will be the final round of the interviews with CMS Talent Development Center clients, where you will be mapped to an appropriate job roles at the specific locations.

CMS Talent Development Center (TDC) is the Information Technology training division founded in 1993 and associated with TACT Ltd. With 25 years of track record, we are ranked among the best hardware, networking talent development center.

We are the alliance partner of Microsoft, Red Hat, Quint, Oracle and we offer globally accepted certifications from these alliances.

With a strong nationwide network of over 40+ training Centers, well-equipped to train students and professionals. In the last one and a half decades, over three million students and working professionals have benefitted from our training network.

Our proficiency lies in identifying your talent, understanding your aptitude, analyzing your needs and nurturing you to reach the zenith of technical excellence. Our alumni have been promoted from junior executives to team leaders, project heads and management professionals over the years.

Yours sincerely,

CMS Talent Development Center -

Terms & Conditions: -

- The provisional letter of selection is subject to your successful completion of all curricular requirements as laid down by the University / Institution for award of the degree /diploma and the requirements, including aggregate marks etc., & a successful completion of the training from the authorized CMS Talent Development Center.
- Date of Reporting & Location will be conveyed after attending the final rounds of the interview post successful completion of the training and will be intimated through email to you & your TPO.
- You should be willing to relocate in Bangalore or Project location across India.
- You will be charged a Non-Refundable Deposit of Rs.25,000/- for training. The payment has to be done by Demand Draft favoring "Trinity Academy for Corporate Training Limited"
- Company will not be responsible for Travel, Food & Accommodation.
- Based on Training performance & Final Interview , Offer Letter & Salary will be finalized
- Salary Range (CTC) will be between Rs. 1,20,000/- p.a. to Rs. 1,84,000/- p.a.
- Designation will be Associate Trainee Engineer or Desktop support engineer or Help desk engineer.
- Project Name, location & remuneration will be decided on Project deployment
- This is merely a provisional selection letter based on campus interview.

Acceptance of Selection Letter

Read & Accept all the above Terms & Conditions

Name: _____

Signature: _____

Date: _____

February 24, 2019

Ms Arundathi Das
arundathi996@gmail.com

Dear Arundathi Das,

Further to our interactions with you, we are pleased to offer you an Internship position in Training Department at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

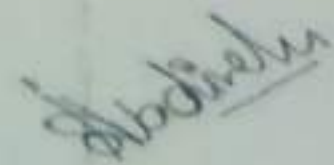
In addition to the duties that were outlined during your interview, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability. You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration during your internship. You are required to be in formals (formal sari for women/business formals for men) for the period of the induction training and subsequently when you travel as a trainer. Your base location and date of joining will be announced shortly.

This internship is strictly full-time. During your internship, you will be paid stipend of Rs.10,000/- out of which Rs.8000 Fixed and Rs.2000 will be performance based plus an accommodation allowance (In the range of Rs.2500 - Rs. 5000, depending upon your base location). A full time offer of employment with CTC of Rs.2.88 lacs per annum may be made based on your performance during the period of internship. It is possible that you may be posted to other base locations (different from your base location during internship) when being made a full-time offer.

Thank you.

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd



Arumugam N Vadivelu

Manager- (HR Ops & Strategy)

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance

etc



HRD/3T/19-20/13155463

Ms. Anjana Varadan
Candidate ID: 13155463
Varadam
Near S S Temple Payyanur
Kannur
Kerala
India
Ph: (91) 82818 24581

July 09, 2019

Dear Anjana,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.07.09 04:09:27 +05:30
Reason: Offer Letter
Location: Bangalore



ANNEXURE - I
(Compensation during the Training Period)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|--------------------------|
| NAME | Ms. Anjana Varadan |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| | |
|--|-----|
| 2. ANNUAL COMPONENT | |
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| | |
|--------------------------------------|---------------|
| 3. RETIRAL BENEFITS | |
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (1+2+3) | 25,000 |
| TOTAL GROSS SALARY | 25,000 |

OTHER BENEFITS

| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
|--|------------------------------|----------|---------------------|---|
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Fct

HRD/3T/19-20/13155380

July 08, 2019

Mr. Fabian Alex
Candidate ID: 13155380
Myladoor
Eruvatty P.O,Chapparapadavu
Kannur
Kerala
India
Ph: (91) 94001 07587

Dear Fabian,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 18, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Navigate your next

ANNEXURE - I
(Compensation during the Training Period)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|--------------------------|
| NAME | Mr. Fabian Alex |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| 2. ANNUAL COMPONENT | |
|--|-----|
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| 3. RETIRAL BENEFITS | |
|--------------------------------------|---------------|
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (1+2+3) | 25,000 |
| TOTAL GROSS SALARY | 25,000 |

| OTHER BENEFITS | | | | |
|--|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |

The above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

HRD/3T/1003973721/21-22

Ms. Jincy K K

Jeevana

Kottur, Sreekandapuram P O

Kannur-670631

India

Ph: +91-8281016204

Dear Jincy,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO

EV and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2022.03.23 10:02:34 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED

CIN: L85110KA1981PLC013115

44, Infosys Avenue

Electronics City, Hosur Road

Bangalore 560 100, India

T 91 80 2852 0261

F 91 80 2852 0362

askus@infosys.com

www.infosys.com

ANNEXURE - II
(Compensation post successful completion of six months)

COMPENSATION DETAILS
(All figures in INR per month)

| | | | |
|---|--------------------------------------|------------------------------------|---|
| NAME | Ms. Jincy K K | | |
| ROLE | Systems Engineer | | |
| ROLE DESIGNATION | Systems Engineer Trainee | | |
| 1. MONTHLY COMPONENTS | | | |
| BASIC SALARY | | | 15,000 |
| BASKET OF ALLOWANCES | | | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | | | 2,850 |
| MONTHLY GROSS SALARY | | | 22,328 |
| 2. ANNUAL COMPONENT | | | |
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | | | 150 |
| 3. RETIRAL BENEFITS | | | |
| PROVIDENT FUND - 12% of Basic Salary | | | 1,800 |
| GRATUITY - 4.81% of Basic Salary* | | | 722 |
| FIXED GROSS SALARY (1+2+3) | | | 25,000 |
| 4. INCENTIVE COMPONENTS | | | |
| | At an indicative Payout of 5% | At indicative Payout of 10% | At indicative Payout of 20% |
| TRAINING PERFORMANCE LINKED INCENTIVE (TPI) | 1,250 | 2,500 | 5,000 |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS) | | | 26,250 |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS) | | | 27,500 |
| TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS) | | | 30,000 |
| OTHER BENEFITS | | | |
| Scheme | Eligible Amount In INR | Interest | Monthly Instalments |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12000 (without security) | Nil | 12 |
| | | | Margin Money (To be borne by the employee) |
| | | | Nil |
| All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time | | | |
| *The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Act | | | |

February 9, 2022

HRD/1001582424/21-22

Ms. Muneera Ansari
No. 01,
1st Cross,
Bangalore-560001
India

Ph: +91-7356534843

Dear Muneera,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **17-Feb-2022**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS
(All figures in INR per month)

| | |
|-------------------------|---------------------------------|
| NAME | Ms. Muneera Ansari |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |

| | |
|---|---------------|
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| | |
|---|-----|
| 2. ANNUAL COMPONENT | |
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| | |
|---|---------------|
| 3. RETIRAL BENEFITS | |
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary* | 722 |
| FIXED GROSS SALARY (1+2+3) | 25,000 |
| TOTAL GROSS SALARY | 25,000 |

| OTHER BENEFITS | | | | |
|--|-------------------------------|-----------------|----------------------------|---|
| Scheme | Eligible Amount In INR | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12000 (without security) | Nil | 12 | Nil |

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Date: 18-Jun-19

Similiya T K
Vimal Jyothi Engineering College, Chemperi, Kannur

Appointment Offer: Software Engineer

Dear Similiya T K,

Following your interview with us, we are pleased to appoint you as **Software Engineer** in IBS Software Pvt. Ltd. (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and continuance of your employment will be subject to your being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the company. A consent form is attached along with this offer letter. You are required to return a signed consent form for initiating the background verification on the date of joining.
- b) You will have to bring 5 copies of your latest passport size colour photographs, and the originals and one set of copies of all certificates specified in Annexure 1 on the joining date. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.

2. Posting

Your initial posting would be at the office of the Company situated at Unit No's 401 & 402, SCK-01, Smartcity Campus, Thengode PO, 682030, Kakkanad, Kerala. Your services are, however, liable to be transferred to any of our other offices or offices of our existing or future affiliates, clients or associates, in India or abroad, at the sole discretion of the Company.

3. Reporting Date

Your date of joining will be intimated by July 2019.

- m) This Appointment Offer shall be governed and construed in accordance with the laws of India.
- n) In the event of any dispute between the parties hereto regarding or arising out of this Appointment Offer, the Courts in Trivandrum, Kerala, shall have the sole jurisdiction, to the exclusion of all other courts that may otherwise have had jurisdiction.
- o) This employment offer is made based on complete reliance to the representations you have provided to us, during our discussions prior to the release of the offer and other documents submitted by you. Any misrepresentation either oral or written or any fraud or forgery related to your representations or any documentation submitted revealed through your background verification may result in revocation of this offer. The Company reserves to terminate your employment, if such fraud, forgery or misrepresentation is cited, post acceptance of this offer or during employment with the Company.
- p) The offer is extended relying on your representation that you suffer no incapacities, either legal or contractual, from accepting this offer of employment or fulfilling any of the potential employment responsibilities, which may include but is not limited to, your non -compete obligations with your previous employer/s.

For any additional information or clarification on any of the above terms and conditions, please do not hesitate to contact us.

Yours Sincerely,

For IBS Software (P) Ltd.

Jayan P
(Sr.Vice President & Head of Global Human Resources)

I have read and understood the terms and conditions of the above Appointment Offer and I hereby voluntarily and unconditionally accept the same.

Signed by :
Name :
Date :

05-Jul-2019

Dear Sharanya Bhuvanadas,
B.Tech/B.E., Electronics and Communication Engineering
Vimal Jyothi Engineering College



Candidate ID – 13137194

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

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 **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.


Please note

- 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.
- 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.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,


Suresh Bethavandu
Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: Sharanya Bhuvanadas

Designation: Programmer Analyst Trainee

| Sl. No. | Description | Monthly | Yearly |
|--|--------------------------------|---------|----------------|
| 1 | Basic | 8675 | 104,100 |
| 2 | HRA @60% of basic* | 5205 | 62,460 |
| 3 | Conveyance Allowance* | 800 | 9,600 |
| 4 | Medical Allowance* | 1250 | 15,000 |
| 5 | Company's contribution of PF # | 1041 | 12,492 |
| 6 | Advance Statutory Bonus*** | 2000 | 24,000 |
| 7 | Special Allowance* | 5779 | 69,348 |
| Annual Gross Compensation | | | 297,000 |
| Incentive Indication (per annum)** | | | 20,000 |
| Annual Total Compensation | | | 317,000 |
| Company's contribution towards benefits (Medical, Accident and Life Insurance) | | | 16,000 |
| Gratuity | | | 5,005 |
| Annual Total Remuneration | | | 338,005 |

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary. Gross Compensation will remain the same.



Offer: Computer Consultancy
Ref: TCSL/DT20195364287/Trivandrum
Date: 26/07/2019

Ms. Amala Thomas
Padinjaremuriyil(H)Manakdavu (P.O) Cheekadu,
Alakode,
Kannur-670571,
Kerala.
Tel# -

Dear Amala Thomas,

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 assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20195364287

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

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

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



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|-----------------------------------|
| Name | Amala Thomas |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Vimal Jyothi Engineering College |

Table 1: Compensation Details (All Components in INR)

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

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

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

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

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

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Leave Travel Assistance | 850 | 10,200 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 7,570 | 90,840 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Offer: Computer Consultancy
Ref: TCSL/DT20184747845/Trivandrum
Date: 25/06/2019

Mr. Don John Sebastian
MundackatharappelKaruvanchal,
Vellad,
Kannur-670571,
Kerala.

el# -

Dear Don John Sebastian,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.



Withdrawal of Offer

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

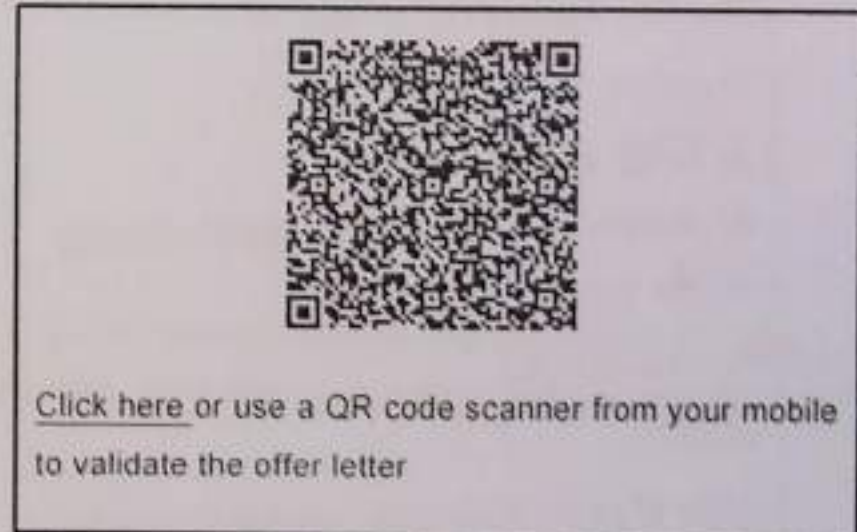
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|-----------------------------------|
| Name | Don John Sebastian |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Vimal Jyothi Engineering College |

Table 1: Compensation Details (All Components in INR)

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

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

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

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

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

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Leave Travel Assistance | 850 | 10,200 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 7,570 | 90,840 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



Offer: Computer Consultancy
Ref: TCSL/DT20184497646/Mumbai
Date: 25/03/2021

Ms. Ranjitha C R
Chenichery House, Kalluvayal P.O. Iritty,
Kalluvayal,
Kannur-670703,
Kerala.
Tel# -

Dear Ranjitha C R,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹3,36,877/- 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, 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/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20184497646

TATA CONSULTANCY SERVICES

Tata Con [redacted] ed

Yantra Park, Opp. Voltas HRD Trg. Center, Suburban Nagar, Pokhran Road No 2, Thane (West) 400 601 India
Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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

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



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|--|
| Name | Ranjitha C R |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Vimal Jyothi Engineering College |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|----------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 14,784 | 1,77,408 |
| Bouquet Of Benefits # | 7,646 | 91,752 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,774 | 21,289 |
| Gratuity | 711 | 8,533 |
| Total of Annual Components & Retirals | 2,485 | 37,722 |
| TOTAL GROSS | 27,415 | 3,36,877 |

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

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

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

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

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

| Component Category | Monthly | Annual |
|----------------------------------|----------------|---------------|
| House Rent Allowance | 5,914 | 70,968 |
| Leave Travel Assistance | 1,232 | 14,784 |
| Food Card | 500 | 6,000 |
| GROSS BOUQUET OF BENEFITS | 7,646 | 91,752 |



Offer: Computer Consultancy
Ref: TCSL/DT20184548327/Bangalore
Date: 24/03/2021

Mr. Akshay M P
Kizhakke Purayil Onaparamba,
Narath,
Kannur-670601,
Kerala.
Tel# -

Dear Akshay M P,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** 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, 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/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20184548327

TATA CONSULTANCY SERVICES

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|--|
| Name | Akshay M P |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Vimal Jyothi Engineering College |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 14,784 | 1,77,408 |
| Bouquet Of Benefits # | 7,646 | 91,752 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,774 | 21,289 |
| Gratuity | 711 | 8,533 |
| Total of Annual Components & Retirals | 2,485 | 37,722 |
| TOTAL GROSS | 27,415 | 3,36,877 |

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

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

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

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

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

| Component Category | Monthly | Annual |
|----------------------------------|--------------|---------------|
| House Rent Allowance | 5,914 | 70,968 |
| Leave Travel Assistance | 1,232 | 14,784 |
| Food Card | 500 | 6,000 |
| GROSS BOUQUET OF BENEFITS | 7,646 | 91,752 |



Offer: Computer Consultancy
Ref: TCSL/DT20220910736/Chennai
Date: 24/02/2022

Mr. Arshidh Suresh
Soupamika Choodikotta,
Pk Raman Memorial School,
Mahe-673310,
Puducherry.
Tel# -

Dear Arshidh Suresh,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹3,36,877/- 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, 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/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20220910736

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited
415/21 24, Kumaran Nagar, Sholinganallur, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 200 3111



Withdrawal of Offer

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

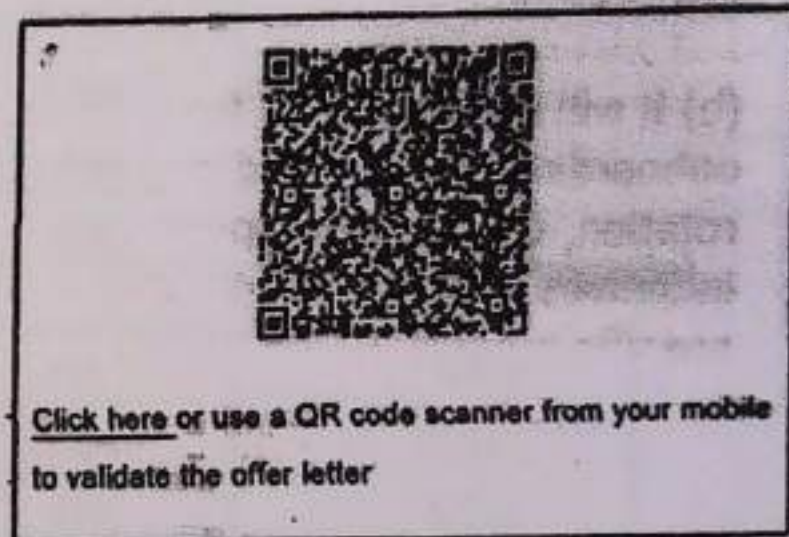
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

TCS Confidential
TCSL/DT20229910736

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram Road, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 | Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|-----------------------------------|
| Name | Arshidh Suresh |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Vimal Jyothi Engineering College |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 14,784 | 1,77,408 |
| Bouquet Of Benefits # | 7,648 | 91,752 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,774 | 21,289 |
| Gratuity | 711 | 8,533 |
| Total of Annual Components & Retirals | 2,485 | 37,722 |
| TOTAL GROSS | 27,415 | 3,36,877 |

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

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

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

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

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

| Component Category | Monthly | Annual |
|----------------------------------|--------------|---------------|
| House Rent Allowance | 5,914 | 70,968 |
| Leave Travel Assistance | 1,232 | 14,784 |
| Food Card | 500 | 6,000 |
| GROSS BOUQUET OF BENEFITS | 7,646 | 91,752 |



Offer: Computer Consultancy
Ref: TCSL/DT20217643829/Bangalore
Date: 02/04/2021

Ms. Subhimol M O
SurabiElayavoor Colony,
Peringalayi,
Kannur-670006,
Kerala.

Tel# -

Dear Subhimol M O,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be ₹3,36,877/- 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, 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/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20217643829

1

TATA CONSULTANCY SERVICES

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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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



GROSS SALARY SHEET

Annexure 1

| | |
|-----------------------|-----------------------------------|
| Name | Subhimol M O |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Vimal Jyothi Engineering College |

Table 1: Compensation Details (All Components in INR)

| Component Category | Monthly | Annual |
|---------------------------------------|---------------|-----------------|
| 1) Fixed Compensation | | |
| Basic Salary | 14,784 | 1,77,408 |
| Bouquet Of Benefits # | 7,646 | 91,752 |
| 2) Performance Pay** | | |
| Monthly Performance Pay | 1,700 | 20,400 |
| Quarterly Variable Allowance* | 600 | 7,200 |
| 3) City Allowance | 200 | 2,400 |
| 4) Annual Components/Retirals | | |
| Health Insurance*** | NA | 7,900 |
| Provident Fund | 1,774 | 21,289 |
| Gratuity | 711 | 8,533 |
| Total of Annual Components & Retirals | 2,485 | 37,722 |
| TOTAL GROSS | 27,415 | 3,35,377 |

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

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

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

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

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

| Component Category | Monthly | Annual |
|----------------------------------|--------------|---------------|
| House Rent Allowance | 5,914 | 70,968 |
| Leave Travel Assistance | 1,232 | 14,784 |
| Food Card | 500 | 6,000 |
| GROSS BOUQUET OF BENEFITS | 7,646 | 91,752 |

Deloitte.

Deloitte Consulting India Private Limited

Opposite to Meenakshi Tech park,
4th Floor, Survey No 41, Gachibowli
village,
Ranga Reddy, Hyderabad,
Telangana - 500032

Tel: +91 040 67621000
www.deloitte.com

02/01/2021

Ms. Aleena Syriac
Thykunnumpuram House,
Vayattuparamba P.O,
Kannur - 670582

Subject: Offer of Employment

Dear Aleena Syriac:

On behalf of Deloitte Consulting India Private Limited (the "Employer" or "Company"), I am pleased to confirm our offer of employment to you as **Analyst** based in **Hyderabad**. 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 15, 2021**.

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.4,00,008/-** 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.40,000/-** subject to your reporting for full-time employment on **February 15, 2021**. 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 one year 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") require 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 15, 2021**, or an alternative mutually agreed upon date. At the time of joining, it is mandatory for you to submit the documents mentioned below.

This offer letter, together with the Annexures described herein, and the Non-Disclosure, Non Solicit and Intellectual Property Rights Assignment Agreement, the Information Security Policy (which you are required to sign upon joining), constitute the entire agreement between the parties with respect to the subject matter of this offer, and supersedes all other previous or contemporaneous oral or written representations, understandings or agreements relating to the subject matter of this offer between you and the Employer or its affiliates.

In compliance with applicable laws, Deloitte U.S. India provides its professionals with home pick-up and drop transport services if their shift timings are between 8:30 pm - 6:00 am in Hyderabad; 9:30 pm - 6:00 am in Mumbai; and 8:00 pm - 6:00 am in Delhi and Bengaluru. Additionally, in Mumbai and Delhi, the firm also provides day-transportation services from central locations to the office and back, at time periods other than those stated above and the associated costs for this conveyance allowance is INR 2,000, deducted on a monthly basis from the payroll, for professionals choosing to opt for the service.

This letter and **Deloitte Consulting India Private Limited** employment application are intended to be final. To accept the offer and the terms of this letter, please sign below in the space provided within three business days.

Aleena Syriac, everyone you have interviewed with joins me in extending to you congratulations and warm regards. We look forward to you joining our team,

Sincerely,

For Deloitte Consulting India Private Limited

Best regards,

DocuSigned by:
Jeniffer Miriam Cythia
81EFA088A484426...

Authorized Signatory

ULTS/TX/LOI/06-2019/015

Date: 14th June 2019

Letter of Intent for Employment

To
Arya Anilkumar
aryameeraanil@gmail.com
Vimal Jyothi Engineering College, Chemperi

Congratulations!!

We welcome you to UL Technology Solutions, Pvt. Ltd. We are confident that you will build a long and mutually rewarding career with us. We believe it is individuals like you who can make the difference and along with all of us build a world class company. ULTS is focused on delivering high value solutions to its customers with cutting edge technologies including Blockchain, AI & IoT along with other areas like IMS, GIS and Application Development.

At ULTS, we strive to be the partner of choice of all our clients to make them become exemplary achievers in their respective industry. We are committed to providing an exciting work environment to our employees where their skills are fostered, innovations thrive and potentials culminate.

We are glad to consider your candidature for an offer of Employment as a **Graduate Engineer Trainee**.

As a Graduate Engineer trainee, you will be on probation for a period of 1 year, during which your compensation will be Rs.2.05 Lakhs per annum (CTC). Upon successful completion of probation period, you will be promoted to **Associate Engineer** role with a salary of Rs.3.3 Lakhs per annum.

Your date of joining will be **communicated to you in subsequent mails** and joining location will be **Calicut (Kozhikode), Kerala**. However, after completion of training, you might be posted to any of our delivery centres in **Calicut, Bangalore or Trivandrum**, depending on the project to which you will be assigned. You will be trained on technology areas based on the business needs.

ULTS provides long term career opportunities for every ULTS employee. We sincerely hope that you will grow with us and build an outstanding institution.

Thanking you,



Achin Kumar Das
Chief Talent Officer



Promoted by ULCCS Ltd.

Madappally College (po), Vatakara, Kozhikode (District), Kerala - 673102
Phone: 0496 2514042, 0496 2516402, Fax : 0496 2516402 | www.ulccsltd.com

Sales office : Technopark, Trivandrum, Kerala, India - 695581 | T : 0471 2700135



UST/SO00059309-1-1-1/704278
January 20, 2020

Ashna George
Kannur

Sub: Letter of Offer

Dear Ashna,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with **US Technology International Pvt Ltd.** ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "**Assoc. Software Developer**", **A1**.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-competition Agreement when you join the employment of the Company.

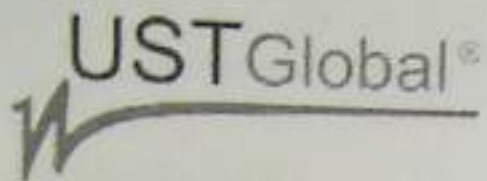
The Overall compensation offered to you is **Rs.350,000.00/-** (Rupees **Three Lakh Fifty Thousand**) per annum. Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: –

- (i) Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- (ii) On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- (iii) You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts/prohibits or debars you from accepting the offer made by US Technology.
- (iv) That no amounts will be due and payable by you to your previous employer/s.
- (v) On joining our employment, that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproductions of any aforementioned items belonging to your previous employer/s.

This offer will be valid till **January 30, 2020**. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before **January 30, 2020**. If [redacted] our offer letter, please send us your



If you accept this offer of employment, you are required to join your employment on or before **January 30, 2020**. If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining. This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,
for **US Technology International Pvt Ltd**

Accepted

A handwritten signature in black ink, appearing to read "Vinesh George", written over a horizontal line.

Vinesh George
Group Manager HR

Ashna George

End : Annexure 1
Annexure 2

**U .
S T**

UST/74865017/6871961
18/06/2021

Neeraja Molachan
Trivandrum

Sub: Letter of Offer

Dear Neeraja,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Assoc. Software Developer", A1.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.350,000.00/- (~~Rupees Three Lakh Fifty Thousand~~) per annum, which will include an Annual Variable Pay of upto a maximum of Rs.17,500.00/- (Rupees Seventeen Thousand Five Hundred) per annum subject to the policy of US technology in this regard. Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debar you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 24/06/2021. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 24/06/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours.

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If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.

If you accept this offer of employment, you are required to join your employment on or before 24/06/2021. If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining. This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,
for US Technology International Private Limited

Accepted



Vinesh George
Group Manager HR

Neeraja, Molachan

Execution by the Employee:

I, Neeraja Molachan, agree and accept this conditional offer on the terms and conditions outlined and/or referred to in this Agreement.

Signed By Candidate

IP Address

Date

Encl : Annexure 1
Annexure 2

U - S T

Annexure 1 (A)

Name: Neeraja Molachan,
Designated as: "Assoc. Software Developer"

| Components | Monthly Salary | Annual |
|--------------------------------|----------------|------------|
| Basic Salary | 8,312.50 | 99,750.00 |
| House Rent Allowance | 3,325.00 | 39,900.00 |
| Education Allowance | 200.00 | 2400.00 |
| Bonus Ex-Gratia | 1,662.50 | 19,950.00 |
| Other Allowance | 11,992.71 | 143,912.50 |
| Employer Contribution to PF*** | 1,800.00 | 21,600.00 |
| Gratuity | 415.62 | 4,987.50 |
| Variable Pay | | 17,500.00 |
| Cost to the Company (CTC) | | 350,000.00 |

*** Eligibility for earning the Employer's contribution to Provident Fund is governed strictly as per the rules under The Employees' Provident Fund & Miscellaneous Provisions Act, 1952.

**U .
S T**

UST/74865017/6613734
25/05/2021

Nikhitha O K
Trivandrum

Sub: Letter of Offer

Dear Nikhitha,

Thank you for the keen interest you have shown in our organization. Consequent to your application, interviews and the personal discussions with us, we are pleased to offer you a career with US Technology International Private Limited ('US Technology'). Please accept our heartiest congratulations.

If you accept this offer and join our services, you will be designated as "Assoc. Software Developer", A1.

Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, rules and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. Please note that you will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-Competition Agreement when you join the employment of the Company.

The Overall compensation offered to you is Rs.350,000.00/- (Rupees Three Lakh Fifty Thousand) per annum, which will include an Annual Variable Pay of upto a maximum of Rs.17,500.00/- (Rupees Seventeen Thousand Five Hundred) per annum subject to the policy of US technology in this regard. Please find details of the compensation and benefits you are being offered in Annexure 1.

This offer of employment with US Technology is subject to the successful completion of your Background Verification conducted by US Technology or any other agency appointed by US Technology and confirmation of your medical and physical fitness by a qualified Registered Medical Practitioner (RMP) nominated by US Technology.

By accepting this offer of employment, you will be deemed to confirm that: -

- i. Prior to joining our employment, you have terminated your employment with your current/previous employer in accordance with the terms and conditions of the said employment.
- ii. On joining our employment, there are no continuing obligations or restrictions which apply to you vis-à-vis any of your previous employments.
- iii. You are not restricted, prohibited or constrained from accepting this offer of employment from US Technology and that you have not, during the course of your previous employment/s entered into any agreement/arrangement which in any way restricts prohibits or debars you from accepting the offer made by US Technology.
- iv. That no amounts will be due and payable by you to your previous employer/s.
- v. On joining our employment that you do not have in your possession, nor have you failed to return, any property including but not limited to any devices, records, data, notes, reports, proposals, lists, correspondence, specifications, drawings, blueprints, sketches, materials, equipment, other documents or property, or reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 31/05/2021. If this offer of employment is acceptable to you, please intimate your acceptance of the same by signing the duplicate copy of this letter and returning it to us on or before 31/05/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours.

U .
S T

If no such intimation of acceptance is received on or before the said date, this offer shall stand automatically withdrawn.

If you accept this offer of employment, you are required to join your employment on or before 31/05/2021. If you are unable to report on the above date you are required to inform us in writing.

Please see Annexure 2 for details of the documents you are required to produce at the time of joining. This offer of employment is subject to production of the said documents. The determination of the adequacy or authenticity of all or any of the said documents will be at US Technology's sole discretion.

We hope you will find this offer acceptable. We are confident that you will contribute to the values of the organization and wait to welcome you to the US Technology family.

Sincerely,
for US Technology International Private Limited

Accepted



Vinesh George
Group Manager HR

Nikhitha, O K

Encl : Annexure 1
Annexure 2

U . S T

Annexure 1 (A)

Name: Nikhitha O K,
Designated as: "Assoc. Software Developer"

| Components | Monthly Salary | Annual |
|--------------------------------|----------------|------------|
| Basic Salary | 8,312.50 | 99,750.00 |
| House Rent Allowance | 3,325.00 | 39,900.00 |
| Education Allowance | 200.00 | 2400.00 |
| Bonus Ex-Gratia | 1,662.50 | 19,950.00 |
| Other Allowance | 11,992.71 | 143,912.50 |
| Employer Contribution to PF*** | 1,800.00 | 21,600.00 |
| Gratuity | 415.62 | 4,987.50 |
| Variable Pay | | 17,500.00 |
| Cost to the Company (CTC) | | 350,000.00 |

*** Eligibility for earning the Employer's contribution to Provident Fund is governed strictly as per the rules under The Employees' Provident Fund & Miscellaneous Provisions Act, 1952.



Date: - 19/04/19

Dear RAHUL JOSHY

Sub:- Provisional selection letter.

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

Kindly note that your provisional selection for different IT based positions such Associate Technical Engineer, IT Technical Coordinator, IT Helpdesk Engineer, Desktop Engineer etc. will require you to fulfil the academic qualification and the complete attendance of the self-paid training provided by the authorized CMS Talent Development Center. Upon the successful completion of the training, there will be the final round of the interviews with CMS Talent Development Center clients, where you will be mapped to an appropriate job roles at the specific locations.

CMS Talent Development Center (TDC) is the Information Technology training division founded in 1993 and associated with TACT Ltd. With 25 years of track record, we are ranked among the best hardware, networking talent development center.

We are the alliance partner of Microsoft, Red Hat, Quint, Oracle and we offer globally accepted certifications from these alliances.

With a strong nationwide network of over 40+ training Centers, well-equipped to train students and professionals. In the last one and a half decades, over three million students and working professionals have benefitted from our training network.

Our proficiency lies in identifying your talent, understanding your aptitude, analyzing your needs and nurturing you to reach the zenith of technical excellence. Our alumni have been promoted from junior executives to team leaders, project heads and management professionals over the years.

Yours sincerely,

CMS Talent Development Center -

Terms & Conditions: -

- The provisional letter of selection is subject to your successful completion of all curricular requirements as laid down by the University / Institution for award of the degree /diploma and the requirements, including aggregate marks etc., & a successful completion of the training from the authorized CMS Talent Development Center.
- Date of Reporting & Location will be conveyed after attending the final rounds of the interview post successful completion of the training and will be intimated through email to you & your TPO.
- You should be willing to relocate in Bangalore or Project location across India.
- You will be charged a Non-Refundable Deposit of Rs.25,000/- for training. The payment has to be done by Demand Draft favoring "Trinity Academy for Corporate Training Limited"
- Company will not be responsible for Travel, Food & Accommodation.
- Based on Training performance & Final Interview , Offer Letter & Salary will be finalized
- Salary Range (CTC) will be between Rs. 1,20,000/- p.a. to Rs. 1,84,000/- p.a.
- Designation will be Associate Trainee Engineer or Desktop support engineer or Help desk engineer.
- Project Name, location & remuneration will be decided on Project deployment
- This is merely a provisional selection letter based on campus interview.

Acceptance of Selection Letter

Read & Accept all the above Terms & Conditions

Name: _____

Signature: _____

Date: _____



Date: - 19/04/19

Dear VAISHNAN. P. M

Sub:- Provisional selection letter.

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

Kindly note that your provisional selection for different IT based positions such Associate Technical Engineer, IT Technical Coordinator, IT Helpdesk Engineer, Desktop Engineer etc. will require you to fulfil the academic qualification and the complete attendance of the self-paid training provided by the authorized CMS Talent Development Center. Upon the successful completion of the training, there will be the final round of the interviews with CMS Talent Development Center clients, where you will be mapped to an appropriate job roles at the specific locations.

CMS Talent Development Center (TDC) is the Information Technology training division founded in 1993 and associated with TACT Ltd. With 25 years of track record, we are ranked among the best hardware, networking talent development center.

We are the alliance partner of Microsoft, Red Hat, Quint, Oracle and we offer globally accepted certifications from these alliances.

With a strong nationwide network of over 40+ training Centers, well-equipped to train students and professionals. In the last one and a half decades, over three million students and working professionals have benefitted from our training network.

Our proficiency lies in identifying your talent, understanding your aptitude, analyzing your needs and nurturing you to reach the zenith of technical excellence. Our alumni have been promoted from junior executives to team leaders, project heads and management professionals over the years.

Yours sincerely,

CMS Talent Development Center -





Terms & Conditions: -

- The provisional letter of selection is subject to your successful completion of all curricular requirements as laid down by the University / Institution for award of the degree /diploma and the requirements, including aggregate marks etc., & a successful completion of the training from the authorized CMS Talent Development Center.
- Date of Reporting & Location will be conveyed after attending the final rounds of the interview post successful completion of the training and will be intimated through email to you & your TPO.
- You should be willing to relocate in Bangalore or Project location across India.
- You will be charged a Non-Refundable Deposit of Rs.25,000/- for training. The payment has to be done by Demand Draft favoring "Trinity Academy for Corporate Training Limited"
- Company will not be responsible for Travel, Food & Accommodation.
- Based on Training performance & Final Interview , Offer Letter & Salary will be finalized
- Salary Range (CTC) will be between Rs. 1,20,000/- p.a. to Rs. 1,84,000/- p.a.
- Designation will be Associate Trainee Engineer or Desktop support engineer or Help desk engineer.
- Project Name, location & remuneration will be decided on Project deployment
- This is merely a provisional selection letter based on campus interview.

Acceptance of Selection Letter

Read & Accept all the above Terms & Conditions

Name: _____

Signature: _____

Date: _____

ECE



Date: - 19/04/19

Dear AJIL K JOHN

Sub:- Provisional selection letter.

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

Kindly note that your provisional selection for different IT based positions such as Associate Technical Engineer, IT Technical Coordinator, IT Helpdesk Engineer, Desktop Engineer etc. will require you to fulfill the academic qualification and the complete attendance of the self-paid training provided by the authorized CMS Talent Development Center. Upon the successful completion of the training, there will be the final round of the interviews with CMS Talent Development Center clients, where you will be mapped to an appropriate job roles at the specific locations.

CMS Talent Development Center (TDC) is the Information Technology training division founded in 1993 and associated with TACT Ltd. With 25 years of track record, we are ranked among the best hardware, networking talent development center.

We are the alliance partner of Microsoft, Red Hat, Quint, Oracle and we offer globally accepted certifications from these alliances.

With a strong nationwide network of over 40+ training Centers, well-equipped to train students and professionals. In the last one and a half decades, over three million students and working professionals have benefitted from our training network.

Our proficiency lies in identifying your talent, understanding your aptitude, analyzing your needs and nurturing you to reach the zenith of technical excellence. Our alumni have been promoted from junior executives to team leaders, project heads and management professionals over the years.

Yours sincerely,

CMS Talent Development Center -



Terms & Conditions: -

- The provisional letter of selection is subject to your successful completion of all curricular requirements as laid down by the University / Institution for award of the degree /diploma and the requirements, including aggregate marks etc., & a successful completion of the training from the authorized CMS Talent Development Center.
- Date of Reporting & Location will be conveyed after attending the final rounds of the interview post successful completion of the training and will be intimated through email to you & your TPO.
- You should be willing to relocate in Bangalore or Project location across India.
- You will be charged a Non-Refundable Deposit of Rs.25,000/- for training. The payment has to be done by Demand Draft favoring "Trinity Academy for Corporate Training Limited"
- Company will not be responsible for Travel, Food & Accommodation.
- Based on Training performance & Final Interview , Offer Letter & Salary will be finalized
- Salary Range (CTC) will be between Rs. 1,20,000/- p.a. to Rs. 1,84,000/- p.a.
- Designation will be Associate Trainee Engineer or Desktop support engineer or Help desk engineer.
- Project Name, location & remuneration will be decided on Project deployment
- This is merely a provisional selection letter based on campus interview.

Acceptance of Selection Letter

Read & Accept all the above Terms & Conditions

Name: _____

Signature: _____

Date: _____



Date: - 19/04/19

Dear ANJUNATH D

Sub:- Provisional selection letter.

Congratulations! We are pleased to inform you that you have successfully cleared the initial selection process.

The confirmation letter which will be provided to you at the time of joining will contain the complete terms of your employment and benefits of the position for which you have been provisionally selected.

Kindly note that your provisional selection for different IT based positions such Associate Technical Engineer, IT Technical Coordinator, IT Helpdesk Engineer, Desktop Engineer etc. will require you to fulfil the academic qualification and the complete attendance of the self-paid training provided by the authorized CMS Talent Development Center. Upon the successful completion of the training, there will be the final round of the interviews with CMS Talent Development Center clients, where you will be mapped to an appropriate job roles at the specific locations.

CMS Talent Development Center (TDC) is the Information Technology training division founded in 1993 and associated with TACT Ltd. With 25 years of track record, we are ranked among the best hardware, networking talent development center.

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Our proficiency lies in identifying your talent, understanding your aptitude, analyzing your needs and nurturing you to reach the zenith of technical excellence. Our alumni have been promoted from junior executives to team leaders, project heads and management professionals over the years.

Yours sincerely,

CMS Talent Development Center -



Terms & Conditions: -

- The provisional letter of selection is subject to your successful completion of all curricular requirements as laid down by the University / Institution for award of the degree /diploma and the requirements, including aggregate marks etc., & a successful completion of the training from the authorized CMS Talent Development Center.
- Date of Reporting & Location will be conveyed after attending the final rounds of the interview post successful completion of the training and will be intimated through email to you & your TPO.
- You should be willing to relocate in Bangalore or Project location across India.
- You will be charged a Non-Refundable Deposit of Rs.25,000/- for training. The payment has to be done by Demand Draft favoring "Trinity Academy for Corporate Training Limited"
- Company will not be responsible for Travel, Food & Accommodation.
- Based on Training performance & Final Interview , Offer Letter & Salary will be finalized
- Salary Range (CTC) will be between Rs. 1,20,000/- p.a. to Rs. 1,84,000/- p.a.
- Designation will be Associate Trainee Engineer or Desktop support engineer or Help desk engineer.
- Project Name, location & remuneration will be decided on Project deployment
- This is merely a provisional selection letter based on campus interview.

Acceptance of Selection Letter

Read & Accept all the above Terms & Conditions

Name: _____

Signature: _____

Date: _____



26/03/2019

Training | Consulting | Camps | Quizzes | HR
Counselling | ELT | Teacher Empowerment

Dear Arya R.

Welcome to accenta education.

With reference to the interview conducted at Vimal Jyothi College, Kannur on 22/03/2019, we are pleased to offer you the post of 'Communicative English Trainer' on a salary of Rs.12000/- or Rs.13500/- per month. (Rs.12000/-: if you get placed at your own home town and Rs.13500/-: if you get placed away from your home town), which indicates cost to company (CTC). You will be appointed in one of our client schools in Kerala as a 'Communicative English Trainer' w.e.f 1st June, 2019, If you successfully complete our Training Programme as mentioned below. You are liable to be transferred to any of our client schools in Kerala.

If you agree with the terms and conditions of the company and wish to receive this offer of employment, you will have to undergo a training programme free of cost at our training venue in Kochi, Kerala for a period of 8 days in the month of April/May. If you don't attend the training programme or your performance and behavior during the training process is not satisfactory, your placement will not be confirmed.

In case the terms and conditions are acceptable to you please sign the duplicate of this letter as a token of your having understood and accepted the same and return the same to placements@accenta.in in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn by 10th April, 2019. The date of the training programme will be informed to you only on contacting us on the phone. When you come for the training programme, please do bring your original certificates as well as two passport size photos and a copy of any of your ID Proofs.

We look forward to your working with us.



For accenta education

Shaijan Xavier
Manager - HR

Mobile: 08547938985
placements@accenta.in

DECLARATION

I have read/understood the above terms and conditions and agree to abide by them.

Name

Signature

Date

26/03/2019

Training | Consulting | Camps | Quizzes | HR
Counselling | ELT | Teacher Empowerment

Dear Gayathri M.M.

Welcome to accenta education.

With reference to the interview conducted at Vimal Jyothi College, Kannur on 22/03/2019, we are pleased to offer you the post of 'Communicative English Trainer' on a salary of Rs.12000/- or Rs.13500/- per month. (Rs.12000/-: if you get placed at your own home town and Rs.13500/-: if you get placed away from your home town), which indicates cost to company (CTC). You will be appointed in one of our client schools in Kerala as a 'Communicative English Trainer' w.e.f 1st June, 2019, If you successfully complete our Training Programme as mentioned below. You are liable to be transferred to any of our client schools in Kerala.

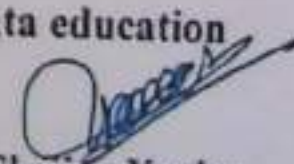
If you agree with the terms and conditions of the company and wish to receive this offer of employment, you will have to undergo a training programme free of cost at our training venue in Kochi, Kerala for a period of 8 days in the month of April/May. If you don't attend the training programme or your performance and behavior during the training process is not satisfactory, your placement will not be confirmed.

In case the terms and conditions are acceptable to you please sign the duplicate of this letter as a token of your having understood and accepted the same and return the same to placements@accenta.in in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn by 10th April, 2019. The date of the training programme will be informed to you only on contacting us on the phone. When you come for the training programme, please do bring your original certificates as well as two passport size photos and a copy of any of your ID Proofs.

We look forward to your working with us.



For accenta education


Shaijan Xavier
Manager - HR

Mobile: 08547938985
placements@accenta.in

DECLARATION

I have read/understood the above terms and conditions and agree to abide by them.

Name

Signature

Date



26/03/2019

Training | Consulting | Camps | Quizzes | HR
Counselling | ELT | Teacher Empowerment

Dear Shelly Venugopal

Welcome to accenta education.

With reference to the interview conducted at Vimal Jyothi College, Kannur on 22/03/2019, we are pleased to offer you the post of 'Communicative English Trainer' on a salary of Rs.12000/- or Rs.13500/- per month. (Rs.12000/-: if you get placed at your own home town and Rs.13500/-: if you get placed away from your home town), which indicates cost to company (CTC). You will be appointed in one of our client schools in Kerala as a 'Communicative English Trainer' w.e.f 1st June, 2019, If you successfully complete our Training Programme as mentioned below. You are liable to be transferred to any of our client schools in Kerala.

If you agree with the terms and conditions of the company and wish to receive this offer of employment, you will have to undergo a training programme free of cost at our training venue in Kochi, Kerala for a period of 8 days in the month of April/May. If you don't attend the training programme or your performance and behavior during the training process is not satisfactory, your placement will not be confirmed.

In case the terms and conditions are acceptable to you please sign the duplicate of this letter as a token of your having understood and accepted the same and return the same to placements@accenta.in in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn by 10th April, 2019. The date of the training programme will be informed to you only on contacting us on the phone. When you come for the training programme, please do bring your original certificates as well as two passport size photos and a copy of any of your ID Proofs.

We look forward to your working with us.



For accenta education

Shaijan Xavier
Manager - HR

Mobile: 08547938985
placements@accenta.in

DECLARATION

I have read/understood the above terms and conditions and agree to abide by them.

_____ Name

_____ Signature

_____ Date

26/03/2019

Training | Consulting | Camps | Quizzes | HR
Counselling | ELT | Teacher Empowerment

Dear Abiya Benny

Welcome to accenta education.


With reference to the interview conducted at Vimal Jyothi College, Kannur on 22/03/2019, we are pleased to offer you the post of 'Communicative English Trainer' on a salary of Rs.12000/- or Rs.13500/- per month. (Rs.12000/-: if you get placed at your own home town and Rs.13500/-: if you get placed away from your home town), which indicates cost to company (CTC). You will be appointed in one of our client schools in Kerala as a 'Communicative English Trainer' w.e.f 1st June, 2019. If you successfully complete our Training Programme as mentioned below. You are liable to be transferred to any of our client schools in Kerala.

If you agree with the terms and conditions of the company and wish to receive this offer of employment, you will have to undergo a training programme free of cost at our training venue in Kochi, Kerala for a period of 3 days in the month of April/May. If you don't attend the training programme or your performance and behavior during the training process is not satisfactory, your placement will not be confirmed.

In case the terms and conditions are acceptable to you please sign the duplicate of this letter as a token of your having understood and accepted the same and return the same to placements@accenta.in in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn by 10th April, 2019. The date of the training programme will be informed to you only on contacting us on the phone. When you come for the training programme, please do bring your original certificates as well as two passport size photos and a copy of any of your ID Proofs.

We look forward to your working with us.

For accenta education


Shaljan Xavier
Manager - HR

Mobile: 08547938985
placements@accenta.in

DECLARATION

I have read/understood the above terms and conditions and agree to abide by them.

Name

Signature

Date



04/04/2019

Training | Consulting | Camps | Quizzes | HR
Counselling | ELT | Teacher Empowerment

Dear Renita Silvia Nicholas,

Welcome to accenta education.

With reference to the interview conducted at Vimal Jyothi College, Kannur on 22/03/2019, we are pleased to offer you the post of 'Communicative English Trainer' on a salary of Rs.12000/- or Rs.13500/- per month. (Rs.12000/-: if you get placed at your own home town and Rs.13500/-: if you get placed away from your home town), which indicates cost to company (CTC). You will be appointed in one of our client schools in Kerala as a 'Communicative English Trainer' w.e.f 1st June, 2019, If you successfully complete our Training Programme as mentioned below. You are liable to be transferred to any of our client schools in Kerala.

If you agree with the terms and conditions of the company and wish to receive this offer of employment, you will have to undergo a training programme free of cost at our training venue in Kochi, Kerala for a period of 8 days in the month of April/May. If you don't attend the training programme or your performance and behavior during the training process is not satisfactory, your placement will not be confirmed as mentioned above.

In case the terms and conditions are acceptable to you please sign the duplicate of this letter as a token of your having understood and accepted the same and return the same to placements@accenta.in in consultation with your placement officer. In the event you have not done the same, this offer will be automatically turn out to be null and void by 10th April, 2019. The date of the training programme will be informed to you only on contacting us on the phone. When you come for the training programme, please do bring your original certificates as well as two passport size photos and a copy of any of your ID Proofs.

We look forward to your working with us.



For accenta education

Shaijan Xavier
Manager - HR

Mobile: 08547938985
placements@accenta.in

DECLARATION

I have read/understood the above terms and conditions and agree to abide by them.

Name

Signature

Date

www.accenta.in

Regional Office :
First Floor, Supreme Tower, South Chalakudy
Ph : 0480 3240489, Email : info@accenta.in

>
accenture



MEERA T

11850204

EMPLOYMENT OFFER LETTER

Cappgemini Ref: 3828506 /440945,

03/04/2020,

Bhavana Rajeev
Uthradam, Puzhathi, P.O Chirakkal, Kannur,
Kannur,
India

Confidential

Dear Bhavana Rajeev,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Cappgemini Technology Services India Limited ('Cappgemini' or 'Company') starting from 03/06/2020 (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation will be Analyst/A4
- B) You will be required to work at the Company's offices in location Hyderabad
- C) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 300,003.00-(Rupees Three Lakh and Three only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

Bhavana Rajeev,

Analyst

Total Cost to Company (CTC).

Rs.300,003.00

| Monthly Components | Per Month | Annualized |
|--|--------------|----------------|
| Basic | Rs 10,000.00 | Rs 120,000.00 |
| House Rent Allowance | Rs. 4,138.00 | Rs 49,656.00 |
| Other Reimbursements & Allowances# | Rs. 0.00 | Rs.0.00 |
| Personal Allowance | Rs. 5,000.00 | Rs. 60,000.00 |
| Advance Statutory Bonus | Rs. 2,980.00 | Rs. 35,760.00 |
| Gross monthly salary | Rs.22,118.00 | Rs. 265,416.00 |
| Statutory payments ++ | | |
| Capgemini's contribution to PF ++ | Rs.1,800.00 | Rs.21,600.00 |
| Gratuity (accrual only) | | Rs.5,772.00 |
| Total Fixed Compensation | | Rs.292,788.00 |
| Total Cash Compensation | | Rs.292,788.00 |
| Benefits | | |
| Medical, Accident & Life Insurance Premium | | Rs. 7,215.00 |
| Capgemini contribution to ESI | | Rs.0.00 |
| Total Cost to Company | | Rs. 300,003.00 |

EMPLOYMENT OFFER LETTER

Cappgemini Ref: 5503753/1176263.

02/07/2022,
Anannya K.

Kannur
Kannur, Kerala
India.

Confidential

Dear Anannya K,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Cappgemini Technology Services India Limited** ('Cappgemini' or 'Company') starting from **02/08/2022** (or such other date as may be communicated to you by the Company), as per details given below.

- A) Your current designation will be **Analyst/AA**.
- B) You will be required to work at the Company's offices in **Bangalore**.
- C) You have to report by **8:30 am** at **Bangalore** office, for joining formalities and contact security at the main gate for your entry pass at:

Address
164-165, EPIP Phase II,
EPIP Industrial Area, Whitefield, Bengaluru 560068

Please note that your name mentioned in the offer letter will be used to create your employee records in Cappgemini & the same will be continued for all the communication & Company documentation purpose. In case you need a change in the name; please contact your recruiter before your DOJ. Please note that post joining, no changes can be made. The name provided by you should match with the documents submitted to the Company at time of joining, such as Education certificate, Experience letters, Relieving letters, PAN card, Passport, etc.

D) Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh And Two Only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives/skill based allowance as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source and any other applicable taxes at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

APPOINTMENT LETTER

Date: 18/05/2021

To,
Ms. ANJITHA M V
MOOLAKKIL VEETIL, MUYIPRA,
ERUVASSY, KANNUR-670632

Dear Anjitha,

We are pleased to inform you that you have been appointed as an employee of Aabasoft Technologies India Private Limited, subject to the following terms and conditions. For all purposes, your date of appointment is 18th May 2021.

- 1 Designation:** Your designation shall be Technical Support Engineer.
- 2 Place of Work:** Your place of work will be at Aabasoft Technologies, Chakolas Heights, Kakkanad, Kochi at the time of appointment, however the company reserves the right to assign your services to any other branch or sister concern of the company as the requirements of the business may necessitate.
- 3 Emoluments:** Your Annual CTC shall be **INR One Lakh Two Hundred and Seventy Two only (Rs.1,00,272/-)**. Standard/statutory deductions as per the government norms and policies of Aabasoft shall apply. A Detailed breakup of your salary shall be provided to you by the HR Department.
- 4 Probation:** You shall be placed on probation for a period of 6 [Six] months immediately from the date of appointment. Aabasoft may extend the period of Probation depending on your performance and you shall be confirmed in writing on the successful completion of the probationary period.
- 5 Reporting:** You shall report to Mr.Jinu Thomas Joseph, Head- Business Services on the date of your appointment or any person specifically authorized by the company.
- 6 Employment Agreement and Terms of Employment:** You shall be required to execute a separate Employment Agreement with Aabasoft on the date of your appointment, which shall govern the terms and conditions of your Employment.

We welcome you on board and hope you have an interesting and rewarding career with us.
Regards,

TINU ELIZABETH SHAJI
HUMAN RESOURCE DEPARTMENT

I, ANJITHA M V have read and understood the terms and conditions set out in this Appointment Letter in entirety and hereby represent and undertake that I shall comply with the terms and conditions set out hereinabove.

Signature: *Anjitha*

Date: 18/05/2021

Place: Infopark



Maple Tech Space

Conceptualize, Collaborate & Elevate

Dear Arjun,

Following our recent discussions, we are delighted to offer you the position of *Laravel Developer* with our Organization. After you join Our Organization, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice.

As a member of Our Organization team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Our Organization. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

We are confident you will find this new opportunity both challenging and rewarding. The following points outline the terms and conditions we are proposing.

Salary: Amount per Month Rs.28,000/-

Date of Joining: *6th September 2021*

Group benefits: *As per the company policy.*

Office Hours: *9.00 AM to 6.00 PM*

Reporting relationship: *HR Head, Team lead.*

This arrangement may be terminated by either party upon notice in writing to either party with a notice period of one month.

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Wish you all the best.

Regards,

Arathy Anilkumar

HR Executive

Maple Tech Space

www.mapletechspace.com



DATE: 30 Jan 2022

Amal Anand K V
Kozhuthala Veedu, PO Anchampeedika
near Vayalile Kottam, Keecheri , Kannur,
Kerala Pin 670331
Mobile Number: +91 80894 32163

Dear Amal,

Congratulations! You have successfully made it through Chipspirit's selection process and Chipspirit is pleased to extend an offer of Employment to you on the following terms and conditions.

1. Employer:

Your Employer is the company i.e., Chipspirit Technologies Private Limited.

2. Job Role:

Position

You're welcome as "RTL Design Engineer" to be based out of Bengaluru. You shall perform such duties as may from time to time be assigned to you and shall comply with all reasonable directions by the company.

Job Level

Full-time, Exempt, Technical, Non-Commission

Probation

You will be on probation period for 6 months and this period can be reduced/extended in written by the company based on your individual performance, during this probation period all below mentioned benefits will be applicable, the notice period under probation will be 1-month from each side.

3. Commencement Date:

15th Feb 2022 (or as agreed in written email communication).


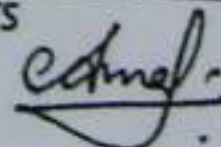
4. Working Hours:

Monday to Fridays: 9:00 am to 6:00 pm. (Lunch: 1hr: 1:00 pm to 2:00pm)

5. Pay and Benefits:

Remuneration:

Your annual package would be Rs. 4,50,000
The salary structure is provided in Annexure-A.

| CHIPSPIRIT TECHNOLOGIES PRIVATE LIMITED | | |
|---|-----------------|----------------|
| ANNEXURE - A | | |
| COMPENSATION STRUCTURE | | |
| Employee name | : | Amal Anand K V |
| CTC (Annual) | : | 4,50,000 |
| Salary components | | |
| Particulars | Disbursement | |
| | Annual | Monthly |
| Basic | 1,80,000 | 15,000 |
| House rent allowance (HRA) | 72,000 | 6,000 |
| Telephone & Internet reimbursement | 30,000 | 2,500 |
| Leave travel concession | 15,000 | 1,250 |
| Special allowance | 67,242 | 5,604 |
| SALARY [A] | 3,64,242 | 30,354 |
| Employer share of EPF | 21,600 | 1,800 |
| Bonus* | 40,500 | - |
| GROSS SALARY [B] | 4,26,342 | 32,154 |
| Group Medical Insurance ^ | 15,000 | - |
| Gratuity (4.81% of basic salary) # | 8,658 | - |
| COST TO THE COMPANY [CTC] [C] | 4,50,000 | 32,154 |
| Foot Notes: | | |
| *Bonus would be paid on pro-rata basis at 2 half yearly rests of September 30 and March 31; it will be based on Company and Employee performance. | | |
| # Gratuity would be accumulated over 5 years and paid at the end of 5 years of continuous employment | | |
| ^ Estimated average amount per person spent towards employee insurance coverage (Group Mediclaim insurance). | | |
| Other Notes: | | |
| 1) This salary shall be subject to Tax/PF deductions as per the laws prevalent | | |





28 Jan 2021

REF: FS/HR /20-21/27

Mr. Nidhin KK

Kannavilkunnummel(H), Manneri

Kosavanvayal(Po)

Kannur, Kerala - 670593

Dear Nidhin KK,

Sub: Letter of Offer

With reference to your application and subsequent interview with us, we are pleased to offer you the position of Software Engineer Trainee at Feathersoft Info Solutions Private Limited, effective 01 Feb 2021. Your offer is subject to a positive background check.

You will be on probation for a period of 6 months, from your date of joining us. It may get extended by further period of 6 months if your performance is not found satisfactory. If no confirmation is made in writing at the end of the probationary period, it will be deemed to have been extended until the company confirms you in writing.

Your CTC including all benefits will be 2,22,052/- per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.

You are to sign an employment contract and must adhere to all rules and regulations of the Employee manual. The employment contract contains clauses for Confidentiality, Non-Disclosure, Ownership of Business, covenant not to compete and not to disclose and Intellectual property rights, apart from other clauses. The same will be explained to you at the time of joining.

The Employee Manual will be your guide to the Feathersoft's rules, regulations by-law, procedures and policies and all changes made to the employee manual from time to time will be binding on you.

Kindly confirm your acceptance of this offer through Email. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn. We look forward to an enduring relationship with you.

For

Feathersoft Info Solutions Private Limited

Seema T.K

Manager - Human Resources



04/08/2020

Mr. Shibu Wilson,
Bangalore

Offer Letter

Private and confidential

Dear Shibu Wilson,

We are pleased to offer you a position as a **Software Engineer - at Level 1** with Onebill Software India Private Limited. We believe that Onebill will provide you with a satisfying and challenging work environment along with a successful growth path.

Your annual CTC will be Rs.4,00,000/- per annum (Four Lakhs Rupees only). A detailed salary structure is enclosed in Exhibit A.

We would like you to join us on 17th August 2020. Please inform us of your decision by 07th August 2020.

We look forward to a mutually rewarding association with you at Onebill.

Yours sincerely,

For Onebill Software India Private Limited

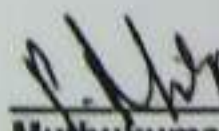

Muthukumar
Director - Operations



Exhibit A

SALARY BREAKUP

| | | |
|------------------------------|-----------------------|-----------------------|
| Employee Name | Shibu Wilson | |
| Designation | Software Engineer | |
| | | |
| | Salary Breakup | |
| Pay Particulars | | Amount (in INR)/month |
| Basic | | 11,667 |
| PF (Employer's contribution) | 0 | 1,800 |
| Gratuity | | 560 |
| Group Medical | | 1,018 |
| Special Allowance | | 18,289 |
| Monthly CTC | | 33,333 |
| Annual CTC | | 4,00,000 |


 Muthukumar
 Director - Operations



Ref: APP/FI1526/2021

Date: 29th November 2021

Mr. Sreeraj Nambiar,
7902293691

Subject: Letter of Employment

Dear Sreeraj,

With great pleasure, we invite you to be an integral part of FIGmd (India) Private Limited ("Company") as an employee.

With reference to your recent application and the subsequent interview/s you had with us, the Company is pleased to confirm your appointment as **Associate Software Developer at L3 Level**.

This Letter sets out the terms and conditions of your employment with the Company and supersedes all previous agreements and arrangements, whether verbal or in writing, between you and the Company.

The terms & conditions of the employment are as follows:

Date of Commencement:

Your employment with the Company shall commence from **1st December 2021** ("Date of Employment").

Compensation:

Your cost to company (CTC) will be **INR 325,008/- per annum (Rupees Three Lacs Twenty Five Thousands & Eight only)**. A detailed breakup of the CTC is set out in the Compensation sheet in Annexure A. You understand and agree that the employee benefits will accrue with effect from your Date of Employment.

Your compensation consists of Basic Salary, House Rent Allowance, other allowances and Benefits as per Company's prevailing policies. Employee and Employer's PF contribution, Gratuity and any other deductions as per statutory compliance and will be debited from your CTC. Your compensation is confidential and shall not be discussed or disclosed to anyone within or outside the Company without the prior written permission from the Company.

Probation & Confirmation:

All new Associate shall be on probation for a period of six month(s) from the date of joining and may be confirmed as a permanent employee upon successful completion of the probation. The employee would be confirmed on the 1st day of the month succeeding the month of completion of probation of six months from the date of joining the Company or after the period of probation, whichever is later.

Your probation period can be extended at the Company's discretion if your performance is not found satisfactory by the management. Such extensions shall be communicated in writing by the management. Till such time as the confirmation letter is issued to you by the Company, you shall continue to be on Probation.

FIGMD (INDIA) PRIVATE LIMITED

Bldg B1, 6th Floor, Symphony IT Park, Nanded City, Sinhagad Road, Pune 411041, Maharashtra, India

Off: 020-66879009 website: www.figmd.com CIN: U72900PN2016FTC165476

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SYNAPSE

Date: 14-June-2021

Dear Arathy M S,

I am pleased to extend an offer to you to join Synapse Design as Trainee Engineer.

Commencement of Training:

Your appointment would be effective from **14th June 2021**. Your employment is contingent on the results of a background check which includes a criminal record check and reference checks and can include verification of Degree/Diploma certificates conferred on you including the educational background thereon. If the results of your background check reveal information that is inconsistent with our standards, this offer may be rescinded or your employment with Synapse Design may be subject to immediate termination, without quoting reasons whatsoever.

Stipend:

Our offer to you includes a monthly stipend of **INR 15,000/- (Rupees Fifteen Thousand Only)**

As Synapse, will be incurring the cost and time on your training, you are required to sign an agreement with us for an amount of Rs.10,00,000 (Rupees Ten Lakhs) for a period of 4 Years (Four Years) starting from your date of joining. In case you have decided to leave Synapse during the above-mentioned period, you are liable to pay the above-mentioned amount. This agreement needs to be signed on the day of Joining.

Upon successfully completing the 6 months probation period from your date of joining, your performance will be reviewed and your employment status may be changed from Trainee to Regular, based on your satisfactory performance feedback and also after onboarding in the customer project as billable resource.

All stipend, allowances and reimbursements will be paid after deducting any applicable taxes.

Code of Conduct:

Synapse Design has a code of conduct, confidentiality and non-compete agreements, primarily to address working standards and business interests. You will be requested to sign your acceptance and adhere to these norms once you join the company. NDA and Code of Ethics to be signed on the day of joining during induction. All policies, NDA and Code of Ethics if revised at any point of time after joining, they are applicable to all.

Confidentiality:

You must always maintain the highest degree of secrecy and keep as confidential the records, data and documents and such other information and details relating to the business of Synapse Design which may be known to you or confided in you by any means in the course of your employment with Synapse Design. You will be required to sign the Inventions Disclosure, Confidentiality and Proprietary Rights Agreement with Synapse Design at the time of joining Synapse Design.

Synapse Techno Design Innovations Pvt. Ltd.

Prestige Shantiniketan Commercial Complex, 8th Floor, Tower C,
Gate No 2, ITPL Road, Whitefield Bangalore - 560066

Ph: 080- 67539100. www.synapse.com

CIN No.: U72200

Oct 2010

SYNAPSE

We are hopeful you will accept this offer. If you wish to, please return a copy of this letter duly signed along with the date of receipt in the relevant place marked in the appointment/offer letter. You should handover signed copies of this documents to Mr. Viswanath R (viswanath@synapse-da.com). You will receive copies of this document in return. If you have any questions, please do not hesitate to contact him on 9035346475.

Congratulations and welcome to the Synapse Design team! We wish you a long-lasting and rewarding association with us.

For Synapse Techno Design Innovations Pvt. Ltd.



Preeti Narayankar
Associate Director – Human Resources

Acceptance

I, Arathy M S, agree to accept the employment on the terms and conditions mentioned in this employment letter and would be joining on 14-June-2021

Name

Signature

Date: 14-June- 2021

Place:



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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

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

TCS Confidential
TCSL/DT20184649394

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumapatti PO., Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office: Nirmal Building, 1st Floor, Marine Drive, Marine Point, Marvada 400 021
TCS Careers Service Line: [Redacted] Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

| | |
|----------------|-----------------------------------|
| Name | Asish Mathew |
| Designation | Assistant System Engineer-Trainee |
| Institute Name | Vimal Jyothi Engineering College |

Table 1: Compensation Details (All Components in INR)

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

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the Initial Learning Programme.

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

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

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

| Component Category | Monthly | Annual |
|----------------------------------|---------------|-----------------|
| House Rent Allowance | 4,080 | 48,960 |
| Leave Travel Assistance | 850 | 10,200 |
| Food Card | 500 | 6,000 |
| Personal Allowance | 7,570 | 90,840 |
| GROSS BOUQUET OF BENEFITS | 13,000 | 1,56,000 |



HRD/3T/19-20/13155481

Mr. Sreenadh G V
Candidate ID: 13155481
Sreevalsam
P.O Cheleri, Kannur
Kannur - 670604
Kerala
India
Ph: (91) 86067 10435

September 6, 2019

Dear Sreenadh,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.09.06 11:49:30 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/13155481

September 6, 2019

Mr. Sreenadh G V
Candidate ID: 13155481
Sreevalsam
P.O Cheleri, Kannur
Kannur - 670604
Kerala
India
Ph: (91) 86067 10435

Dear Sreenadh,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **January 6, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|--------------------------|
| NAME | Mr. Sreenadh G V |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| | |
|--|-----|
| 2. ANNUAL COMPONENT | |
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| | |
|--------------------------------------|---------------|
| 3. RETIRAL BENEFITS | |
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (1+2+3) | 25,000 |
| TOTAL GROSS SALARY | 25,000 |

| OTHER BENEFITS | | | | |
|--|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act



HRD/3T/19-20/13155460

Mr. Ashish Prakash
Candidate ID: 13155460
Kailasam
(P.O) Pinarayi, Pandyalamukku, Kannur
Thalassery
Kerala
India
Ph: (91) 70250 67385

September 5, 2019

Dear Ashish,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.09.05 22:56:48 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/13155460

September 5, 2019

Mr. Ashish Prakash
Candidate ID: 13155460
Kailasam
(P.O) Pinarayi, Pandyalamukku, Kannur
Thalassery
Kerala
India
Ph: (91) 70250 67385

Dear Ashish,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **September 30, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|--------------------------|
| NAME | Mr. Ashish Prakash |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| | |
|--|-----|
| 2. ANNUAL COMPONENT | |
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| | |
|--------------------------------------|---------------|
| 3. RETIRAL BENEFITS | |
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (1+2+3) | 25,000 |
| TOTAL GROSS SALARY | 25,000 |

| OTHER BENEFITS | | | | |
|--|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act



HRD/3T/19-20/13155413

Mr. Ashish Sunny
Candidate ID: 13155413
Street No. 26/Flat No.6
Tughlaq Appt., Tughlakabad Extn., New Delhi-110019
New Delhi - 110019
Delhi
India
Ph: (91) 94973 92009

July 30, 2019

Dear Ashish,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.07.30 16:05:03 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/13155413

July 30, 2019

Mr. Ashish Sunny
Candidate ID: 13155413
Street No. 26/Flat No.6
Tughlaq Appt., Tughlakabad Extn., New Delhi-110019
New Delhi - 110019
Delhi
India
Ph: (91) 94973 92009

Dear Ashish,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 17, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|--------------------------|
| NAME | Mr. Ashish Sunny |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| | |
|--|-----|
| 2. ANNUAL COMPONENT | |
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| | |
|--------------------------------------|---------------|
| 3. RETIRAL BENEFITS | |
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (1+2+3) | 25,000 |
| TOTAL GROSS SALARY | 25,000 |

| OTHER BENEFITS | | | | |
|---|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act



HRD/3T/19-20/13155377

Mr. Anand Subhag Madhavan
Candidate ID: 13155377
Kv Nilayam
Podikkundu, Po Pallikkunnu Kannur 670004
Kannur - 670004
Kerala
India
Ph: (91) 96053 12232

July 30, 2019

Dear Anand,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

HRD/3T/19-20/13155377

July 30, 2019

Mr. Anand Subhag Madhavan
Candidate ID: 13155377
Kv Nilayam
Podikkundu, Po Pallikkunnu Kannur 670004
Kannur - 670004
Kerala
India
Ph: (91) 96053 12232

Dear Anand,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 17, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance-linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year **2019 - 20** will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

ANNEXURE - I
(Compensation during the Training Period)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|---------------------------|
| NAME | Mr. Anand Subhag Madhavan |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | 15,000 |
| BASKET OF ALLOWANCES | 4,478 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 2,850 |
| MONTHLY GROSS SALARY | 22,328 |

| | |
|--|-----|
| 2. ANNUAL COMPONENT | |
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| | |
|--------------------------------------|---------------|
| 3. RETIRAL BENEFITS | |
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (1+2+3) | 25,000 |
| TOTAL GROSS SALARY | 25,000 |

| OTHER BENEFITS | | | | |
|---|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act.



HRD/3T/19-20/13155537

Mr. Vaishakh P
Candidate ID: 13155537
Paicheel House
Panapuzha (P.O), M M Bazar , Payyannur
Payyannur
Kerala
India
Ph: (91) 75618 75607

July 08, 2019

Dear Vaishakh,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.07.08 19:54:48 +05:30
Reason: Offer Letter
Location: Bangalore

HRD/3T/19-20/13155537

July 08, 2019

Mr. Vaishakh P
Candidate ID: 13155537
Paicheel House
Panapuzha (P.O), M M Bazar , Payyannur
Payyannur
Kerala
India
Ph: (91) 75618 75607

Dear Vaishakh,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **November 11, 2019**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

ANNEXURE - I
(Compensation during the Training Period)

| COMPENSATION DETAILS (All figures in INR. per month) | |
|--|--------------------------|
| NAME | Mr. Vaishakh P |
| ROLE | Systems Engineer |
| ROLE DESIGNATION | Systems Engineer Trainee |
| 1. MONTHLY COMPONENTS | |
| BASIC SALARY | |
| BASKET OF ALLOWANCES | 15,000 |
| BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis) | 4,478 |
| MONTHLY GROSS SALARY | 2,850 |
| | 22,328 |

| 2. ANNUAL COMPONENT | |
|--|-----|
| BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis) | 150 |

| 3. RETIRAL BENEFITS | |
|--------------------------------------|--------|
| PROVIDENT FUND - 12% of Basic Salary | 1,800 |
| GRATUITY - 4.81% of Basic Salary | 722 |
| FIXED GROSS SALARY (1+2+3) | 25,000 |
| TOTAL GROSS SALARY | 25,000 |

| OTHER BENEFITS | | | | |
|--|------------------------------|----------|---------------------|---|
| Scheme | Eligible Amount in INR. | Interest | Monthly Instalments | Margin Money (To be borne by the employee) |
| SALARY LOAN (subject to submission of Trainee Agreement) | 12,000 (Without Security) | Nil | 12 | Nil |

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

LETTER OF INTENT

Date: 21/02/19.

Name: VEDHA Hemarith

Dear

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of CS Associate on a Fixed Term Employment for term less than 12 months at Coimbatore facility of Amazon Development Center India Pvt. Ltd. (the "Company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period and the same is accepted by you. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stands automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to a Base Pay of Rs. 1,44,500/- per annum. The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per the Company's policies.

Tower B – 3rd Floor, India Land Tech Park Private Limited
CHIL SEZ Area, Keeranatham Village, Saravanampatti, Coimbatore – 641 035, Tamil Nadu
Tel. : +91 – 422 – 666 5000

www.amazon.com
CIN: U [REDACTED] C034233

You are hereby notified that you are not employed in the absence of a signed Offer Letter. This LOI relates only to your potential employment with the Company and does not constitute an offer of employment with respect to the Company or any affiliate or related entity. Further, this LOI does not create or vest any rights in you to be issued an Offer Letter whether within the 365 day period referred to herein or thereafter or with respect to the base pay as mentioned herein.

In the event that you receive an offer of employment from any other employer (apart from the Company), you are requested to immediately intimate the Company in writing of such offer.

You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from any contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with the Company and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.

For any queries, please feel free to write to us on csrecruiting-coimbatore@amazon.com

Yours sincerely,

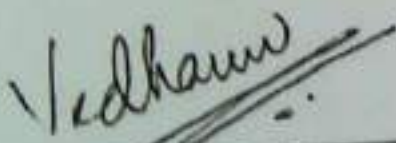
For AMAZON DEVELOPMENT CENTRE (INDIA) PVT LTD



Preeti Tiwari
SR. Manager HR

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company:



Signature

21-02-19

Date



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

28th February 2019

Mr. K Anuraj
B Tech (Mechanical)
Vimal Jyothi Engineering College
Chemberi

Dear Sir/ Madam,

Hearty Congratulations...!

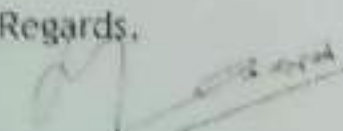
We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Kozhikode on 28.02.2019 for the post of Clerks in Non-Officer Role. Accordingly, you are provisionally empanelled for absorption in Bank's service subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per administrative requirements. You will be on a probation period of six months from the date of joining and is expected to execute a Service Level Agreement for a minimum period of two years.

We take this opportunity to welcome you to join our innovative and dynamic team to begin an excellent career. We are sure you will find the career at Federal Bank both enriching and challenging. The offer letter for appointment will be sent to you separately.

Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,


Radhakrishnan K
Vice President & Zonal Head
Kozhikode



The Federal Bank Ltd. HR- Talent Acquisition & Deployment, Head Office, Federal Towers, P O Box No. 103, Aluva, Kerala - 683 101
E-mail: careers@federalbank.co.in, Phone: 0484-263 4032 - 2621720



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

28th February 2019

Mr. Asish Mathew
B Tech (Mechanical)
Vimal Jyothi Engineering College
Chemberi

Dear Sir/ Madam,

Hearty Congratulations...!


We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Kozhikode on 28.02.2019 for the post of Clerks in Non-Officer Role. Accordingly, you are provisionally empanelled for absorption in Bank's service subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

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Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,


Radhakrishnan K
Vice President & Zonal Head
Kozhikode



ME



HR - TALENT ACQUISITION & DEPLOYMENT

HR-TAD/Rec/Campus/2018-19

28th February 2019

Mr. Ashish Prakash
B Tech (Mechanical)
Vimal Jyothi Engineering College
Chemberi

Dear Sir/ Madam,

Hearty Congratulations...!


We are happy to inform you that you have come out successful in the recruitment process conducted at Zonal Office, Kozhikode on 28.02.2019 for the post of Clerks in Non-Officer Role. Accordingly, you are provisionally empanelled for absorption in Bank's service subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately.

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Once again hearty congratulations on your achievement. Wishing you all success and a wonderful life ahead....!

Warm Regards,


Radhakrishnan K
Vice President & Zonal Head
Kozhikode





Unit No. 3086, DMCC Business Center, Level No 1, Jewellery & Gemplex 3, Dubai, UAE.
Contact: +9714 266 4749 info@agilebss.com

PROVISIONAL OFFER LETTER

Date: 02/05/2019

Dear Mr. / Ms. Ameen Biji,

On behalf of Agile Business Consultancy, we are pleased to offer you the Position of **Business Development Executive / Mechanical Engineer / Civil Engineer** at our / our client firms.

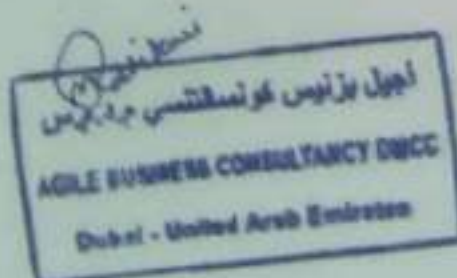
You are requested to confirm your acceptance to Infiniz IT Solutions our associate Company in Kerala, India on or before 1st November 2019. Conformity should be intimated by call to Infiniz IT Solutions. You can contact them on +919995854401 or +918891556266. Certificate verification and other process would be carried out by Infiniz IT Solutions.

Your appointment and confirmation will be contingent upon the following conditions;

1. You will be on probation and training for a period of 6 months.
2. Training would be in India.
3. The salary during the probation/training period would be INR 12000 per month.
4. After the probation period the salary hike will depend on your performance.
5. The company retains the right to extend the training period if deemed necessary.
6. The employment contract can be terminated with a notice period of one month.
7. You should make sure that the information given during the interview was true.

We welcome you to join Agile Business Consultancy and look forward to a long and rewarding career with us.

Note: If we do not receive your call of acceptance on or before 1st November 2019, your offer would be cancelled/rejected.



Kindly note that this is a provisional offer letter and does not constitute an official employment contract. The details of the offer letter, Agile Business Consultancy, shall be subject to the offer letter, which shall prevail over any and all other employment contracts.



Unit No. 3086, DMCC Business Center, Level No 1, Jewellery & Gemplex 3, Dubai, UAE.
Contact: +9714 266 4749 info@agilebss.com

PROVISIONAL OFFER LETTER

Date: 02/05/2019

Dear Mr. / Ms. Rohit PU

On behalf of Agile Business Consultancy, we are pleased to offer you the Position of **Business Development Executive / Mechanical Engineer / Civil Engineer** at our / our client firms.

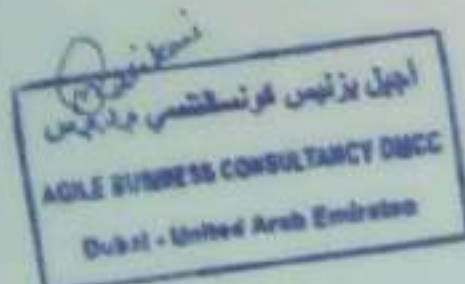
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We welcome you to join Agile Business Consultancy and look forward to a long and rewarding career with us.

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Unit No. 3086, DMCC Business Center, Level No 1, Jewellery & Gemplex 3, Dubai, UAE
 Contact: +9714 266 4749 info@agilebss.com

PROVISIONAL OFFER LETTER

Date: 02/05/2019

Dear Mr. / Ms. Vaishakh. P

On behalf of Agile Business Consultancy, we are pleased to offer you the Position of **Business Development Executive / Mechanical Engineer / Civil Engineer** at our / our client firms.

You are requested to confirm your acceptance to Infiniz IT Solutions our associate Company in Kerala, India on or before 1st November 2019. Conformity should be intimated by call to Infiniz IT Solutions. You can contact them on +919995854401 or +918891556266. Certificate verification and other process would be carried out by Infiniz IT Solutions.

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We welcome you to join Agile Business Consultancy and look forward to a long and rewarding career with us.

Note: If we do not receive your call of acceptance on or before 1st November 2019, your offer would be cancelled/rejected.



2019,

From: **Aravind Manoharan** <aravindmanohar11@gmail.com>
Date: Sun, 29 Dec 2019, 6:47 p.m.
Subject: Fwd: Interview Result at BYJU's
To: Lince Thomas Me <lincethomas@vjec.ac.in

Dear Aravind Manohar,

Congratulations!! We are thrilled to inform that you have been selected for the position of **Business Development Trainee** at **BYJU'S – The Learning App**.

Please reply to this mail to acknowledge and confirm your offer.

Joining Details:

Date of Joining: 01/23/2020

Joining Location: Kochi: 7th floor ,SL Plaza, Sonia nagar, Palarivattom, Kochi-682025

Role Location: Kannur

Fixed CTC during training (not inclusive of incentives): INR 300000

CTC post successful completion of Training: INR 10,00,000 (7 LPA fixed + 3 LPA variable)

Details of Business Development Trainee Program: You will be under going Byju's Sales Training for a duration of 3 months. The first 4 weeks of this training will be held at your joining location. Thereafter, the remaining 8 weeks will be On-the-Job training at your role location. You will rigorously be monitored on your input and output parameters during your training program. Your incentives will be applicable from the start of your training.

Only on successful completion of training based upon clearing company's expected parameters will you be converted to the position of Business Development Associate (BDA) with Byjus Learning App at a 10 LPA (7+3) package.

Further details:

Few information regarding your training and onboarding are given below:

1. All your original academic documents are required for verification. You can find the list of documents to upload and submit within the offer letter itself.
2. Please note without completing the above registration and receiving the offer letter, you are not supposed to report on the date of joining.
3. Company will provide accommodation while you are working or training outside of your work/role location.
4. Your training performance will be thoroughly evaluated during your first 12 weeks with us as that will be an incubation period for your new role.
5. Business formals or business casual attire is mandatory.

About Byju's:

BYJU'S is world's most valuable ed-tech company and the creator of India's most personalised K12 learning app which offers highly adaptive, engaging and effective learning programs for students in classes 4-12 (K-12) and competitive exams like JEE, NEET, CAT, IAS, GRE and GMAT. Launched in 2015, BYJU'S has become the most loved and preferred learning app for students across age groups.

Started by teacher and visionary, Byju Raveendran and his top set of students, BYJU'S aim is to make quality learning accessible, effective, and personalised for everyone. The BYJU'S way of learning provides students a learning platform where they can learn, engage and be excited about charting their own path to discover the world. The learning app brings together the best teachers, technology, content, media for creating a seamless, world-class learning experience for each and every type of learner. Today, BYJU'S has over 33 million registered students and 2.2 million annual paid subscriptions. With an average time of 64 minutes being spent by a student on the app every day from 1700+ cities, the BYJU'S app is making learning enjoyable and effective.

Delivering world class learning experiences, BYJU'S is making learning contextual and visual, and not just theoretical. The app has been designed to adapt itself to the unique learning style of every student, as per the pace, size and style of learning. The learning app is paving the way for new-age, geography-agnostic learning tools that sit at the cross section of mobile, interactive content and personalised learning methodologies.

Till date BYJU'S has raised over USD 700 million from a strong and diverse investor set like - Chan-Zuckerberg Initiative, Naspers, CPPIB, General Atlantic, Tencent, Sequoia Capital, Sofina, Verlinvest, IFC, Aarin Capital, TimesInternet and Lightspeed ventures.

At BYJU'S, we are driven by the motto to encourage students to learn on their own and keep their child-like curiosity alive. So get ready to be a part of the growing family at BYJU'S and be a **BYJUite** officially. We hope your journey with us takes you to greater heights creating the best of memories and milestones along the way.

Please visit <https://youtu.be/2XeGI5RHypQ> for a better insight into the job.

Registration Details: As an initial step of on-boarding formalities, you are required to fill the registration form using the link below. Please follow the below steps to complete registration and to view the offer letter (post offer release).

Step1: Register using the below-mentioned link

Step2: Complete your details in 'Application Page'

Step3: Complete the 'My Candidate Profile' page with education details with documents and previous employment information.

Step4: After filling please 'SAVE' the page and Click 'I am Done' and you will be receiving your Offer Letter.

Registration Link: [Please click here to register.](#)

Regards,

Team BYJU'S



26/03/2019

Training | Consulting | Camps | Quizzes | HR
Counselling | ELT | Teacher Empowerment

Dear Aravind Manohar,

Welcome to accenta education.

With reference to the interview conducted at Vimal Jyothi College, Kannur on 22/03/2019, we are pleased to offer you the post of 'Communicative English Trainer' on a salary of Rs.12000/- or Rs.13500/- per month. (Rs.12000/-: if you get placed at your own home town and Rs.13500/-: if you get placed away from your home town), which indicates cost to company (CTC). You will be appointed in one of our client schools in Kerala as a 'Communicative English Trainer' w.e.f 1st June, 2019, If you successfully complete our Training Programme as mentioned below. You are liable to be transferred to any of our client schools in Kerala.

If you agree with the terms and conditions of the company and wish to receive this offer of employment, you will have to undergo a training programme free of cost at our training venue in Kochi, Kerala for a period of 8 days in the month of April/May. If you don't attend the training programme or your performance and behavior during the training process is not satisfactory, your placement will not be confirmed.

In case the terms and conditions are acceptable to you please sign the duplicate of this letter as a token of your having understood and accepted the same and return the same to placements@accenta.in in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn by 10th April, 2019. The date of the training programme will be informed to you only on contacting us on the phone. When you come for the training programme, please do bring your original certificates as well as two passport size photos and a copy of any of your ID Proofs.

We look forward to your working with us.



For accenta education

Shaijan Xavier
Manager - HR

Mobile: 08547938985
placements@accenta.in

DECLARATION

I have read/understood the above terms and conditions and agree to abide by them.

Name

Signature

Date



26/03/2019

Training | Consulting | Camps | Quizzes | HR
Counselling | ELT | Teacher Empowerment

Dear Akhil C. Sajan

Welcome to accenta education.

With reference to the interview conducted at Vimal Jyothi College, Kannur on 22/03/2019, we are pleased to offer you the post of 'Communicative English Trainer' on a salary of Rs.12000/- or Rs.13500/- per month. (Rs.12000/-: if you get placed at your own home town and Rs.13500/-: if you get placed away from your home town), which indicates cost to company (CTC). You will be appointed in one of our client schools in Kerala as a 'Communicative English Trainer' w.e.f. 1st June, 2019, if you successfully complete our Training Programme as mentioned below. You are liable to be transferred to any of our client schools in Kerala.

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We look forward to your working with us.

For accenta education



Shaijan Xavier
Manager – HR

Mobile: 08547938985
placements@accenta.in

DECLARATION

I have read/understood the above terms and conditions and agree to abide by them.

Name

Signature

Date



26/03/2019

Training | Consulting | Camps | Quizzes | HR
Counselling | ELT | Teacher Empowerment

Dear Nikhil Narayanan

Welcome to accenta education.

With reference to the interview conducted at Vimal Jyothi College, Kannur on 22/03/2019, we are pleased to offer you the post of 'Communicative English Trainer' on a salary of Rs.12000/- or Rs.13500/- per month. (Rs.12000/-: if you get placed at your own home town and Rs.13500/-: if you get placed away from your home town), which indicates cost to company (CTC). You will be appointed in one of our client schools in Kerala as a 'Communicative English Trainer' w.e.f 1st June, 2019, If you successfully complete our Training Programme as mentioned below. You are liable to be transferred to any of our client schools in Kerala.

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We look forward to your working with us.



For accenta education

Shaijan Xavier
Manager - HR

Mobile: 08547938985
placements@accenta.in

DECLARATION

I have read/understood the above terms and conditions and agree to abide by them.

Name

Signature

Date

www.accenta.in

Regional Office :
First Floor, Supreme Tower, South Chalakudy
Ph : 0480 3240489, Email : info@accenta.in

26/03/2019

Dear Sabin Suresjh N.

Welcome to accenta education.

With reference to the interview conducted at Vimal Jyothi College, Kannur on 22/03/2019, we are pleased to offer you the post of 'Communicative English Trainer' on a salary of Rs.12000/- or Rs.13500/- per month. (Rs.12000/-: if you get placed at your own home town and Rs.13500/-: if you get placed away from your home town), which indicates cost to company (CTC). You will be appointed in one of our client schools in Kerala as a 'Communicative English Trainer' w.e.f 1st June, 2019. If you successfully complete our Training Programme as mentioned below. You are liable to be transferred to any of our client schools in Kerala.

If you agree with the terms and conditions of the company and wish to receive this offer of employment, you will have to undergo a training programme free of cost at our training venue in Kochi, Kerala for a period of 8 days in the month of April/May. If you don't attend the training programme or your performance and behavior during the training process is not satisfactory, your placement will not be confirmed.

In case the terms and conditions are acceptable to you please sign the duplicate of this letter as a token of your having understood and accepted the same and return the same to placements@accenta.in in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn by 10th April, 2019. The date of the training programme will be informed to you only on contacting us on the phone. When you come for the training programme, please do bring your original certificates as well as two passport size photos and a copy of any of your ID Proofs.

We look forward to your working with us.

For accenta education



Shaijan Xavier
Manager - HR

Mobile: 08547938985
placements@accenta.in

DECLARATION

I have read/understood the above terms and conditions and agree to abide by them.

Name

Signature

Date

Regional Office :
First Floor, Supreme Tower, South Chalakudy
Ph : 0480 3240489, Email : info@accenta.in



Inventrom/HRD/2018
11th December 2018

To,

Justine M Augustine
Training & Placement Officer
Vimal Jyothi Engineering College
Kerala

Subject: Offer Letter for Student Partner Internship at Bolt IoT

Dear Justine M Augustine,

With reference to the applications and the subsequent discussions, we would like to congratulate the following student(s) on being selected for an internship as Student Partner with the Inventrom Pvt. Ltd. (Bolt IoT). All of us at Inventrom are excited for them to join our team!

1. Abhina Anil Kumar
2. Muhammed Farseen Hallaj
3. Chandeni Rajesh

Details:

| | |
|------------------------|--|
| Type | Internship |
| Duration | 03 months |
| Reporting Manager | Mr. Pranav Pai Vernekar (Co-Founder and CEO) |
| Location | Work from Home/College |
| Internship Start Date: | 12th December 2018 |

Stipend: Students will receive a performance-based stipend. For every enrolment and successful payment that we receive of the Bolt IoT and ML online training from their unique referral link, they will receive INR 500/- as a part of the stipend. The compensation that is mentioned in this letter comes under the Non-Disclosure Agreement, please do not disclose it.

Note: The Internship Completion Certificate will be only issued to the students on successful completion of all the tasks of the internship.



BOLT

With Best Wishes
Yours sincerely,

For Inventrom Pvt Ltd.

Joyner Fernandes
Human Resource Manager



902, Amritha Business Centre
6th Floor, Amritha Tower
Opp. Maharajas College Ground
M.G. Road, Ernakulam, Cochin-682 01
Ph: 0484 4855401, 9995854401, hr@infinizindia.com

PROVISIONAL OFFER LETTER

Date: 23/10/2018

Dear Mr / ~~Ms~~ SREEHARI P,

Based on the recruitment process that you had with us, we are pleased to offer you the Position of **Business Development Executive / Marketing Executive** at our / one of our client firms.

You are requested to confirm your acceptance on 31st July 2019. Conformity should be intimated by call to Infiniz IT Solutions. You can contact us on +914844855401 or +918891556266.

On your confirmation you will be directed to the concerned organization for further process. Your appointment and confirmation will be contingent upon the following conditions;

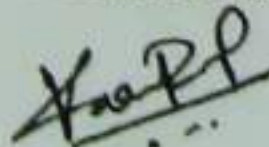
1. You will be on probation and training for a period of 6 months.
2. The take home salary during the probation/training period would not be less than Rs.10,000 per month.
3. After the probation period the salary hike will depend on your performance.
4. The company retains the right to extend the training period if deemed necessary.
5. The employment contract can be terminated with a notice period of one month.
6. The full and final settlement will be processed only after the proper handover of projects and other assets allotted to you by the company.


We welcome you to join Infiniz IT Solutions and look forward to a long and rewarding career with us.

You are requested to sign a copy of this letter as your acceptance and send it across to our corporate office after the telephonic acceptance on 31st July 2019.

Note: If we do not receive your call of acceptance on or before 31st July 2019, your offer will be cancelled / rejected.

For Infiniz IT Solutions,


HR Manager


Candidate Signature

PROVISIONAL OFFER LETTER

Date: 23/10/2018

Dear Mr / ~~Ms~~ MUHAMMED MISHAL,

Based on the recruitment process that you had with us, we are pleased to offer you the Position of **Business Development Executive / Marketing Executive** at our / one of our client firms.

You are requested to confirm your acceptance on 31st July 2019. Conformity should be intimated by call to Infiniz IT Solutions. You can contact us on +914844855401 or +918891556266.

On your confirmation you will be directed to the concerned organization for further process. Your appointment and confirmation will be contingent upon the following conditions;

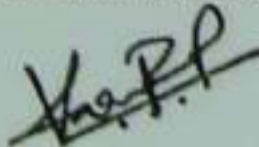
1. You will be on probation and training for a period of 6 months.
2. The take home salary during the probation/training period would not be less than Rs.10,000 per month.
3. After the probation period the salary hike will depend on your performance.
4. The company retains the right to extend the training period if deemed necessary.
5. The employment contract can be terminated with a notice period of one month.
6. The full and final settlement will be processed only after the proper handover of projects and other assets allotted to you by the company.

We welcome you to join Infiniz IT Solutions and look forward to a long and rewarding career with us.

You are requested to sign a copy of this letter as your acceptance and send it across to our corporate office after the telephonic acceptance on 31st July 2019.

Note: If we do not receive your call of acceptance on or before 31st July 2019, your offer will be cancelled / rejected.

For Infiniz IT Solutions,


HR Manager



Candidate Signature

PROVISIONAL OFFER LETTER

Date: 23/10/2018.

Dear ~~Mr~~ / ~~Ms~~ SIDHARTH.P,

Based on the recruitment process that you had with us, we are pleased to offer you the Position of **Business Development Executive / Marketing Executive** at our / one of our client firms.

You are requested to confirm your acceptance on 31st July 2019. Conformity should be intimated by call to Infiniz IT Solutions. You can contact us on +914844855401 or +918891556266.

On your confirmation you will be directed to the concerned organization for further process. Your appointment and confirmation will be contingent upon the following conditions;

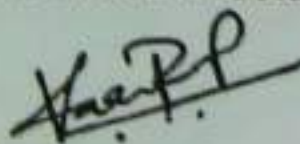
1. You will be on probation and training for a period of 6 months.
2. The take home salary during the probation/training period would not be less than Rs.10,000 per month.
3. After the probation period the salary hike will depend on your performance.
4. The company retains the right to extend the training period if deemed necessary.
5. The employment contract can be terminated with a notice period of one month.
6. The full and final settlement will be processed only after the proper handover of projects and other assets allotted to you by the company.

We welcome you to join Infiniz IT Solutions and look forward to a long and rewarding career with us.

You are requested to sign a copy of this letter as your acceptance and send it across to our corporate office after the telephonic acceptance on 31st July 2019.

Note: If we do not receive your call of acceptance on or before 31st July 2019, your offer will be cancelled / rejected.

For Infiniz IT Solutions,


HR Manager



Candidate Signature

PROVISIONAL OFFER LETTER

Date: 23/10/2018

Dear Mr / ~~Ms~~ K. ANURAJ,

Based on the recruitment process that you had with us, we are pleased to offer you the Position of **Business Development Executive / Marketing Executive** at our / one of our client firms.

You are requested to confirm your acceptance on 31st July 2019. Conformity should be intimated by call to Infiniz IT Solutions. You can contact us on +914844855401 or +918891556266.

On your confirmation you will be directed to the concerned organization for further process. Your appointment and confirmation will be contingent upon the following conditions;

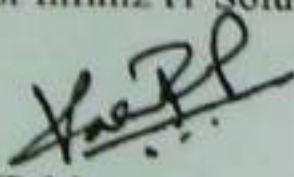
1. You will be on probation and training for a period of 6 months.
2. The take home salary during the probation/training period would not be less than Rs.10,000 per month.
3. After the probation period the salary hike will depend on your performance.
4. The company retains the right to extend the training period if deemed necessary.
5. The employment contract can be terminated with a notice period of one month.
6. The full and final settlement will be processed only after the proper handover of projects and other assets allotted to you by the company.

We welcome you to join Infiniz IT Solutions and look forward to a long and rewarding career with us.

You are requested to sign a copy of this letter as your acceptance and send it across to our corporate office after the telephonic acceptance on 31st July 2019.

Note: If we do not receive your call of acceptance on or before 31st July 2019, your offer will be cancelled / rejected.

For Infiniz IT Solutions,


HR Manager



Candidate Signature

PROVISIONAL OFFER LETTER

Date: 23/10/2018

Dear Mr / ~~Ms~~ ROHITH P.V

Based on the recruitment process that you had with us, we are pleased to offer you the Position of **Business Development Executive / Marketing Executive** at our / one of our client firms.

You are requested to confirm your acceptance on 31st July 2019. Conformity should be intimated by call to Infiniz IT Solutions. You can contact us on +914844855401 or +918891556266.

On your confirmation you will be directed to the concerned organization for further process. Your appointment and confirmation will be contingent upon the following conditions;

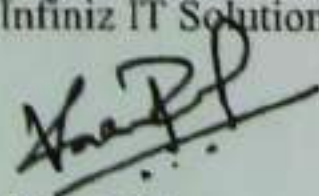
1. You will be on probation and training for a period of 6 months.
2. The take home salary during the probation/training period would not be less than Rs.10,000 per month.
3. After the probation period the salary hike will depend on your performance.
4. The company retains the right to extend the training period if deemed necessary.
5. The employment contract can be terminated with a notice period of one month.
6. The full and final settlement will be processed only after the proper handover of projects and other assets allotted to you by the company.


We welcome you to join Infiniz IT Solutions and look forward to a long and rewarding career with us.

You are requested to sign a copy of this letter as your acceptance and send it across to our corporate office after the telephonic acceptance on 31st July 2019.

Note: If we do not receive your call of acceptance on or before 31st July 2019, your offer will be cancelled / rejected.

For Infiniz IT Solutions,


HR Manager


Candidate Signature

MC

Date: 20-03-2019

Offer letter

Dear **Yadulal Edayadi**,

Congratulations from ELEATION...!!!

Based on your performance in Online Test and Technical Interview, we are pleased to offer you the position of **CAE trainee** in ELEATION.

Your appointment and joining date is subjected to following points:

1. You have to complete ELEATION's ANSYS Level – 1 and ELEATION's HyperWorks Level – 1 Training Course from ELEATION's Online Courses.
2. You have to submit the complete homework and assignment shared with you during the training.
3. You have to clear the online test, tool test and Technical Interview which we will conduct after the training.

Your joining date is subjected to your performance in the test and interview which will be conducted after the training. Under any circumstances if you fail to meet the required standards and/or fail to qualify the test and/or the interview, your joining will be terminated. Company is not liable in any case.

For completing the joining formalities you are required to submit some relevant documents, you can refer to **Annexure A** for the list of those documents.

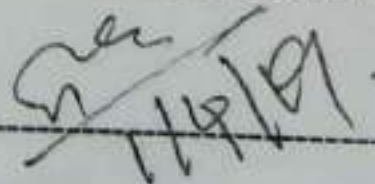
We are pleased to inform you that your CTC will be INR 2.4 lakhs, and will be applicable from the date of joining.

Thank you,

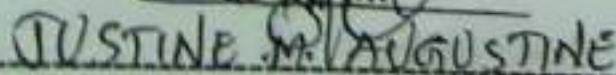
Sincerely,

ELEATION.

PRINCIPAL's NAME & SIGNATURE



PLACEMENT OFFICER'S NAME & SIGNATURE



Placement Officer

Vimal Jyothi Engineering College

Chempatt - 670632

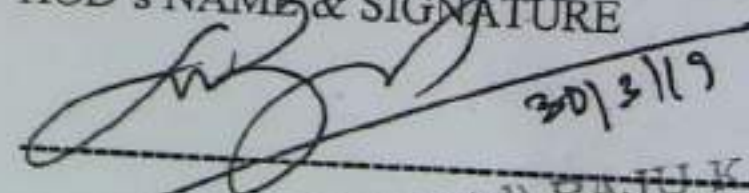
307, 3rd Floor, Kamla Arcade, In Front of Bal Gandharv,
J.M. Road, Pune. Maharashtra – 411005

Mob: 7720040021 / 7387403493

Email : eleation@gmail.com

www.eleation.com

HOD's NAME & SIGNATURE



Cdr(retd) **RAJU K.K.**

Asso. Professor & HOD

Department of Mechanical Engineering

Vimal Jyothi Engineering College

Chempatt, Kannur, Kerala- 670632

Date: 20-03-2019

Offer letter

Dear **Yadulal Edayadi**,

Congratulations from ELEATION...!!!

Based on your performance in Online Test and Technical Interview, we are pleased to offer you the position of **CAE trainee** in ELEATION.

Your appointment and joining date is subjected to following points:

1. You have to complete ELEATION's ANSYS Level – 1 and ELEATION's HyperWorks Level – 1 Training Course from ELEATION's Online Courses.
2. You have to submit the complete homework and assignment shared with you during the training.
3. You have to clear the online test, tool test and Technical Interview which we will conduct after the training.

Your joining date is subjected to your performance in the test and interview which will be conducted after the training. Under any circumstances if you fail to meet the required standards and/or fail to qualify the test and/or the interview, your joining will be terminated. Company is not liable in any case.

For completing the joining formalities you are required to submit some relevant documents, you can refer to **Annexure A** for the list of those documents.

We are pleased to inform you that your CTC will be INR 2.4 lakhs, and will be applicable from the date of joining.

Thank you,

Sincerely,

ELEATION.

PRINCIPAL's NAME & SIGNATURE

PLACEMENT OFFICER's NAME & SIGNATURE

HOD's NAME & SIGNATURE



EMPLOYMENT OFFER

This agreement is made on Sunday, December 29, 2019 between:

First Party: Trading and Agency Services Limited Company W.L.L

Second Party:

| | |
|------------------|--------------|
| Name: | Midhun Manoj |
| Nationality: | Indian |
| Passport Number: | R6074068 |

Terms and conditions of employment:

| | |
|-----------------------------|--|
| Expected joining Date: | 1/1/2020 |
| Job Title: | C/H Mechanical |
| Monthly Salary: | Qatari Riyals 1800 For 8 hours of work per Day/6 Days per week |
| Overtime: | Provided above normal working hours and calculated as per Qatar law. |
| Food Arrangement: | Free food or QR 200 food allowance |
| Accommodation: | Provided by Company (Sharing accommodation in Labor Camp) |
| Transportation: | Provided by Company |
| Medical: | As per Qatar labor law |
| Contract Duration: | Up to 6 Months, can be extendable |
| Notice period: | Either party can terminate the contract by serving 3 days' notice, In resignation cases; second party will bear the ticket expenses. |
| Special Condition: | N/A |
| Initial project Allocation: | WO 2060020 (Qatar Gas - South) |
| Remarks: | All terms and conditions are governed by Qatar labor law |

For Trading and Agency Services Limited Company W.L.L

Elie Azzi
Head of Human Resources

I accept the position and accept the employment offered based on the terms stipulated above and conditions of employment at Trading & Agency Services Ltd. W.L.L

N.B: Salary is being paid by Qatari Riyals, hence conversion Rate is equal to 1\$ = 3.65 Qatari Riyals

Signature

Date: 29/12/2019

