



28/09/2019

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

Dear Joyal Joy,

Welcome to Accent Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on November, 20, 2019. You will be appointed in one of our client **schools in Kerala as a 'Communicative English Trainers'** with effect **from** the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

If you are happy with the terms and conditions of our company and wish to receive this offer of employment, you will have to undergo a free training programme at our training venue in Kochi, Kerala for a period of 8 days in the month of April/ May.

If you are really interested in accepting this offer, please sign below and accept it and send a scanned copy of the same to the mail address given in the offer letter in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn on April 15, 2020. The date of the training programme will be informed to you only on contacting us over 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 your ID Proof along with this offer letter.

We look forward to your working with us.



Yours sincerely,

Bibin Antony
Manager — HR

Mobile: 08547938985
placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

JOYAL JOY

Employee No. 201



**Protocol Automation
Technologies Pvt. Ltd.**

59/1, Langford Rd

Bangalore 560025

+91 80 22100459

www.protocolindia.com

PROTOCOL

accenta
education

28/09/2019

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

Dear Febin J Nalappat,

Welcome to Accenta Education.

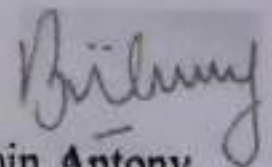
I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on November, 20, 2019. You will be appointed in one of our client **schools in Kerala as a 'Communicative English Trainers'** with effect **from** the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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If you are really interested in accepting this offer, please sign below and accept it and send a scanned copy of the same to the mail address given in the offer letter in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn on April 15, 2020. The date of the training programme will be informed to you only on contacting us over 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 your ID Proof along with this offer letter.

We look forward to your working with us.

Yours sincerely,



Bibin Antony
Manager — HR

Mobile: 08547938985
placements@gmail.com



With the signature below I accept this offer of employment

Name

Signature

Date

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

accenta[™]
education

28/09/2019

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

Dear Navami Manoharan,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on November, 20, 2019. You will be appointed in one of our client **schools in Kerala as a 'Communicative English Trainers'** with effect **from** the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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If you are really interested in accepting this offer, please sign below and accept it and send a scanned copy of the same to the mail address given in the offer letter in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn on April 15, 2020. The date of the training programme will be informed to you only on contacting us over 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 your ID Proof along with this offer letter.

We look forward to your working with us.



Yours sincerely,

Bibin Antony
Manager — HR

Mobile: 08547938985
placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

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



28/09/2019

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

Dear Anusree P S,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on November, 20, 2019. You will be appointed in one of our client **schools in Kerala** as a **'Communicative English Trainers'** with effect **from** the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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If you are really interested in accepting this offer, please sign below and accept it and send a scanned copy of the same to the mail address given in the offer letter in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn on April 15, 2020. The date of the training programme will be informed to you only on contacting us over 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 your ID Proof along with this offer letter.

We look forward to your working with us.

Yours sincerely,



Bibin Antony
Manager — HR
Mobile: 08547938985
placements@gmail.com

With the signature below I accept this offer of employment

_____ Name

_____ Signature

_____ Date

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S T

UST/31658587/8253154
23/11/2021

DRISHYA K
Bangalore

Sub: Letter of Offer

Dear DRISHYA,

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 "Tester I - Semiconductor Product Validation", T1.

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.300,000.00/- (Rupees Three Lakh) 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 reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 01/12/2021. 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 01/12/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand

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automatically withdrawn.

If you accept this offer of employment, you are required to join your employment on or before 01/12/2021. 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**

DRISHYA, K

Execution by the Employee:

I, DRISHYA K, 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

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Annexure 1 (A)

Name: DRISHYA K,
Designated as: "Tester I - Semiconductor Product Validation"

Components	Monthly Salary	Annual
Basic Salary	7,500.00	90,000.00
House Rent Allowance	3,750.00	45,000.00
Education Allowance	200.00	2400.00
Bonus Ex-Gratia	1,500.00	18,000.00
Other Allowance	9,875.00	118,500.00
Employer Contribution to PF***	1,800.00	21,600.00
Gratuity	375.00	4,500.00
Variable Pay		0.00
Cost to the Company (CTC)		300,000.00

*** 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.

Castor Engineering Pvt Ltd
No.168, East of NGEF, Kasturi Nagar Bengaluru 560 043
+91 080 4221 6135, marketing@castorengineering.in
http://www.castorengineering.in/



04-02-2022

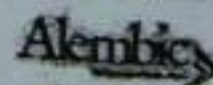
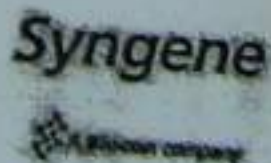
APPOINTMENT LETTER

Mr. Aswin Sudhan
Alakkal House
Chovva (po)
Kannur,
Kerala 670006
Kerala Mobile :9562833686

Dear Mr. Aswin Sudhan ,

Further to your application and subsequent interview you had with us we are pleased to appoint as Validation Engineer with effect from 02th February 2022 in our establishment situated at No.168, East of NGEF, Kasturi Nagar Bengaluru 560 043 on the following terms and conditions:

1. Congratulations on your new venture and we wish you all the best in your career.
2. Your monthly consolidated pay would be Rs.12,000/- per month.
3. You will be working as Trainee for one year period and post completion of one year.
4. Post completion of one year, you shall guarantee your services for the next two years and will be liable under bond.
5. Your annual increment will be due on April 1st of every year as applicable and shall depend upon your overall good performance and at the discretion of the management. However, as regards your first annual increment please note that in case you are confirmed in the 1st half of the financial year (April to September), you will be entitled for the same on the following 1st April.
6. While in the service of the company, you shall not disclose or divulge any information, technical knowhow and/or business secrets to any party and if so found by the company your services shall be terminated by the due process of law.



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+91 080 4221 6135, marketing@castorengineering.in
http://www.castorengineering.in/



14. Your appointment is subject to the rules of the company whatever are applicable to you presently or may come in force in future
15. In accordance with the standard practice of the company, you shall treat the terms of this contract of employment as confidential
16. In case you are agreeable to the above terms and conditions, kindly signify your acceptance on the duplicate copy of this letter in token of having accepted the above terms and conditions.

Yours faithfully,

For Castor Engineering Pvt Ltd.,

A handwritten signature in black ink, appearing to be 'Cham', is written over a horizontal line.

HR MANAGER

I ACCEPT THE ABOVE TERMS AND CONDITIONS

(SIGNATURE)



Syngene



Castor Engineering Pvt Ltd
No.168, East of NGEF, Kasturi Nagar Bengaluru 560 043
+91 080 4221 6135, marketing@castorengineering.in
http://www.castorengineering.in/



22-02-2022

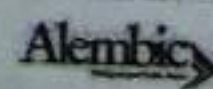
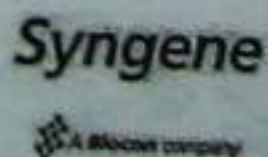
APPOINTMENT LETTER

Ms. Dijna P
Sreeniketham
Athirakam Road
Mundayad
Kannur,
Kerala 670594
Kerala Mobile :9961990507

Dear Ms. Dijna P ,

Further to your application and subsequent interview you had with us we are pleased to appoint as Validation Engineer with effect from 22nd February 2022 in our establishment situated at No.168, East of NGEF, Kasturi Nagar Bengaluru 560 043 on the following terms and conditions:

1. Congratulations on your new venture and we wish you all the best in your career.
2. Your monthly consolidated pay would be Rs.12,000/- per month.
3. You will be working as Trainee for one year period and post completion of one year.
4. Post completion of one year, you shall guarantee your services for the next two years and will be liable under bond.
5. Your annual increment will be due on April 1st of every year as applicable and shall depend upon your overall good performance and at the discretion of the management. However, as regards your first annual increment please note that in case you are confirmed in the 1st half of the financial year (April to September), you will be entitled for the same on the following 1st April.
6. While in the service of the company, you shall not disclose or divulge any information, technical knowhow and/or business secrets to any party and if so found by the company your services shall be terminated by the due process of law.



GlaxoSmithKline

Castor Engineering Pvt Ltd
No.168, East of NGEF, Kasturi Nagar Bengaluru 560 043
+91 080 4221 6135, marketing@castorengineering.in
http://www.castorengineering.in/



- 14. Your appointment is subject to the rules of the company whatever are applicable to you presently or may come in force in future
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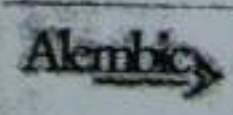
Yours faithfully,

For Castor Engineering Pvt Ltd.,

HR MANAGER

I ACCEPT THE ABOVE TERMS AND CONDITIONS

(SIGNATURE)





Harinand K
Calibration Engineer
Emp ID : 3573EM225
ESI No : 5347090540

DOB : 11-09-1997

Blood : A+ve

Address :

#168, Sri Saptagiri Building, 2nd Floor
2nd Main, East of NGEF
Kasturinagar, Bangalore - 560 043.
Ph : 080 - 42216135
Email : admin@castorengineering.in

Authorized Signatory

Castor Engineering Pvt Ltd
No.168, East of NGEF, Kasturi Nagar Bengaluru 560 043
+91 080 4221 6135, marketing@castorengineering.in
<http://www.castorengineering.in/>



04-02-2022

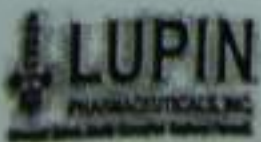
APPOINTMENT LETTER

Mr. Ramgeeth VP
Varnika
Paral, Thalassery
Kannur,
Kerala 670101
Kerala Mobile :9048006952

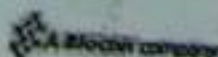
Dear Mr. Ramgeeth VP ,

Further to your application and subsequent interview you had with us we are pleased to appoint as Validation Engineer with effect from 02th February 2022 in our establishment situated at No.168, East of NGEF, Kasturi Nagar Bengaluru 560 043 on the following terms and conditions:

1. Congratulations on your new venture and we wish you all the best in your career.
2. Your monthly consolidated pay would be Rs.12,000/- per month.
3. You will be working as Trainee for one year period and post completion of one year.
4. Post completion of one year, you shall guarantee your services for the next two years and will be liable under bond.
5. Your annual increment will be due on April 1st of every year as applicable and shall depend upon your overall good performance and at the discretion of the management. However, as regards your first annual increment please note that in case you are confirmed in the 1st half of the financial year (April to September), you will be entitled for the same on the following 1st April.
6. While in the service of the company, you shall not disclose or divulge any information, technical knowhow and/or business secrets to any party and if so found by the company your services shall be terminated by the due process of law.



Syngene



Alembic



GlaxoSmithKline

ENGINEERING
PRIVATE LIMITED

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No.168, East of NGEF, Kasturi Nagar Bengaluru 560 043
+91 080 4221 6135, marketing@castorengineering.in
<http://www.castorengineering.in/>



14. Your appointment is subject to the rules of the company whatever are applicable to you presently or may come in force in future
15. In accordance with the standard practice of the company, you shall treat the terms of this contract of employment as confidential
16. In case you are agreeable to the above terms and conditions, kindly signify your acceptance on the duplicate copy of this letter in token of having accepted the above terms and conditions.

Yours faithfully,

For Castor Engineering Pvt Ltd.,

A handwritten signature in black ink, appearing to be "Cham", written over a horizontal line.

HR MANAGER

I ACCEPT THE ABOVE TERMS AND CONDITIONS

(SIGNATURE)



Syngene



Alambic



GlaxoSmithKline

Castor Engineering Pvt Ltd
No.168, East of NGEF, Kasturi Nagar Bengaluru 560 043
+91 080 4221 6135, marketing@castorengineering.in
http://www.castorengineering.in/



31-01-2022

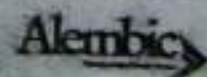
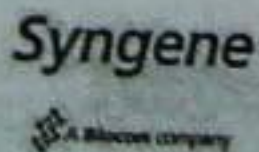
APPOINTMENT LETTER

Mr. Vishnu
Ambadi House
North Manakkatt
Karivellur
Kannur,
Kerala 670521
Kerala Mobile :9446906888

Dear Mr. Vishnu ,

Further to your application and subsequent interview you had with us we are pleased to appoint as Validation Engineer with effect from 31st January 2022 in our establishment situated at No.168, East of NGEF, Kasturi Nagar Bengaluru 560 043 on the following terms and conditions:

1. Congratulations on your new venture and we wish you all the best in your career.
2. Your monthly consolidated pay would be Rs.12,000/- per month.
3. You will be working as Trainee for one year period and post completion of one year.
4. Post completion of one year, you shall guarantee your services for the next two years and will be liable under bond.
5. Your annual increment will be due on April 1st of every year as applicable and shall depend upon your overall good performance and at the discretion of the management. However, as regards your first annual increment please note that in case you are confirmed in the 1st half of the financial year (April to September), you will be entitled for the same on the following 1st April.
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Yours faithfully,

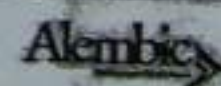
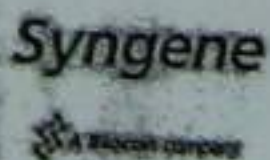
For Castor Engineering Pvt Ltd.,

A handwritten signature in black ink, appearing to be "Chin", written over a horizontal line.

HR MANAGER

I ACCEPT THE ABOVE TERMS AND CONDITIONS

(SIGNATURE)



PROTOCOL

To,

Mr. Neeraj K
Monacha, Neeleshwar, Uppilikai,
Hosdurg, Kasaragod,
Kerala - 671314

OUR Ref: PAT/HR/MG/NK/072
SUB: Appointment Letter

Dated: 5th Dec 2021

Dear Neeraj,

With reference to the discussions, we had with you, we are pleased to make you an offer of appointment as *Jr. Project Engineer*. Your place of posting will be in Bangalore but due the COVID lockdown and procedures laid down by the Government, the work will from home until notified

We believe that your education has given you the skills to be successful in the environment that we present to our employees, and we look forward to you complying with required additional training like working on SCADA Systems, SQL Querying, VB Scripting have all been completed before joining. Kindly ensure that appropriate certificates are presented to us prior to joining.

Your compensation and benefits package include:

- An Annual CTC of **Rs. 1,49,484/-** p a (Rupees One Lakh Forty-Nine Thousand Four Six Hundred and Eighty-Four only) as per Annexure-A.

Your appointment will be governed by the terms and conditions of the employment presented in Annexure- B. You will also be governed by the rules and regulations 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 the management.

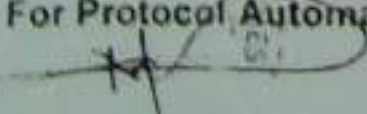
At the time of joining, please submit the following documents:

- Employment Form duly filled up and signed.
- Four current dated passport size photographs.
- A copy of this letter needs to be signed and returned to us to confirm your acceptance.
- A copy of Degree Certificate & a copy of ID Proof (Aadhaar)

We look forward to your joining us at your earliest convenience but not later than Dec 5th, 2021. Please do not hesitate to call us for information you may need.

We welcome you again to the Protocol Family and assure you will enjoy working with the company.

Yours Sincerely,
For Protocol Automation Technologies Pvt. Ltd.


Mihir Gangoly
Managing Director

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

Signature:

Date:

59/1, Langford Road, Bangalore - 560025, www.protocolindia.com, CIN - U72900KA2001PTC029162

ATHUL PRASANTH

Employee No. 200

Protocol Automation
Technologies Pvt. Ltd.

59/1, Langford Rd

Bangalore 560025

+91 80 22100459

www.protocolindia.com



PROTOCOL


HRD/3T/1000889274/20-21

December 28, 2020

Ms. Athira K Anil
Karamel
Puthiyavalappu
Kanhangad-671315
India

Ph: +91-9188292155

Dear Athira,


 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

Certification signature by Richard Lobo
<richard_lobo@infosys.com>, Validity Unknown
Digitally signed by Richard Lobo
Date: 2020.12.28 20:28:11 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

December 28, 2020

HRD/1000889274/20-21

Ms. Athira K Anil
Karamel
Puthiyavalappu
Kanhangad-671315
India

Ph: +91-9188292155

Dear Athira,

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 **25-Jan-2021**.

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. Athira K Anil			
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				

OFFER LETTER

Ms. Chaithanya N

Date: Sunday, September 27, 2020

Welcome to BYJU'S!

Congratulations on your decision of partnering with us in our endeavor to change the face of education.
We are pleased to offer you the position of Associate - Sales Operations

Offer Details:

Designation: Associate - Sales Operations
Department: Sales Operations (51000014)
Sub Department: Sales Operations
Employment Type: Regular
Date of Joining: Thursday, October 1, 2020
Location: IBC Knowledge Park, Bangalore
CTC per Annum: 350000

The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

1. Provident Fund
2. Income tax deducted at source at the rates applicable
3. Employment/Professional taxes
4. Dues to company including loans and advances
5. Or any other applicable statutory deductions

The income Tax liability with regards your salary and perks and will be governed by the tax laws of the country as applicable from time to time.

1. You will be governed by and agree to abide by the General Terms & Conditions of Service of the Company, as enclosed in Annexure A.
2. You will be governed by and agree to abide by the provisions of the company's Code of Conduct, copy of which is enclosed with this letter.
3. You are requested to carry necessary documents on your joining date, as enclosed in Annexure B.

You are requested to join the services of the Company not later than Thursday, October 1, 2020, failing which you may please consider the offer to be withdrawn, unless an extension to the date of joining has been mutually agreed in writing.

Employment with Think & Learn Pvt Ltd is governed by the organisation employment policies as applicable, including satisfactory information from background checks post Joining.

We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on-board for a fruitful career with us.

Please submit the signed copy of this offer letter on your date of joining.

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature:

This is system generated offer letter and does not require authorised signature.

Annexure A

All Confidential information, Coaching Materials, Developed Material and Documentation of the Company including any information concerning the organization, business or finances of the Company or of any third party, any trade secret, software program, functional methodologies, business plans, strategies, students list, records, reports, memoranda which is confidential to the Company or which the Company is under an obligation to keep confidential or is of such type and nature that a reasonable person would regard as confidential.

The Employee acknowledges that the unauthorized use or disclosure of the Confidential Information will be prejudicial to the interest of the Company or the entities with which the Company has business relationship and may amount to invasion of privacy or a misappropriation or improper disclosure of trade secrets.

Code of Conduct: Think & Learn Pvt. Ltd., endeavors to follow the best possible standards in its governance and has high levels of transparency and integrity. As an employee or consultant, or as a business partner, we would like to inform you of our Ethical Standards Practice applicable to our employee relating to their dealings with you in various business transactions. We ask you to read, understand, and adhere to this practice and also ensure that others represent you do the same (applicable for vendors or consultant). All correspondence in this regard shall be kept confidential. In case of any clarification, please do not hesitate to contact us.

Business Conduct: Our basic premise in conduct of business: employee should do nothing that might discredit or embarrass the Company, its clients, or themselves as employee of the Company.

All Think & Learn Pvt. Ltd., employees are expected to act in accordance with the highest levels of personal and professional integrity, and ethical conduct. Honest conduct is that which is free from fraud or deception.

Annexure B

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet-All semester mark sheet
4. Graduation/Post Graduation-Degree Certificate
5. Resume
6. BYJU'S Offer Letter



OFFER CUM APPOINTMENT LETTER

Reshmi Ramesh
LAKSHMI NIVAS, ARAVANCHAL P.O.
Kannur
670307
IN

Dear Reshmi Ramesh,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Customer Support Associate-I. Coimbatore**

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **2 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

1. Date of Commencement

Your employment with Amazon India will commence on **03-Aug-2020**.

2. Probation

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a

1

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN : U72200KA2004FTC034233

further period of 3 more months or terminate your employment with Amazon India with immediate effect and without any advance or prior notice, and with no further liabilities to Amazon India, except for payment of remuneration up to the date of termination of employment.

3. Duties

- 3.1 You will be employed in the position of **Customer Support Associate-I**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.
- 3.2 You will be required to comply with Amazon India's rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India's Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India's Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.
- 3.3 You acknowledge that during the course of your employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.
- 3.4 Unless specified in writing, you shall not be authorized to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

4. Hours of Work

The normal business hours of the office, at which you work, will apply to you and these will be advised on commencement of employment and when there is a change. You may be required to work in shifts for different work hours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and from time to time during the course of your employment, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related

requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

5. Place of Work

Your initial place of work will be at Amazon India's facility in Chennai. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you. As you are joining during the period of the Covid-19 Pandemic, you may be permitted to work from a location of your choice in India with the prior approval of your manager under the condition that you are willing to get back to the location mentioned above as and when required by Amazon.

6. Remuneration

- 6.1 Your gross salary will be Rs. 254,100 per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise.
- 6.2 Your Base Salary is inclusive of both, the employer's and employee's provident fund contributions. Your salary will compensate you for all hours worked.
- 6.3 Your salary will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. If your hire date is on or before the second Monday in July of the current year, you will be eligible for a performance assessment and salary adjustment in the next calendar year. Ordinarily, this process occurs in the month of April each year.
- 6.4 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies, or your failure to return Amazon India's property.
You will be reimbursed for any reasonable expenses incurred by you in the course of the performance of your duties on behalf of Amazon India, subject to your compliance with the Expenses Policy contained in Amazon India's Policies and Procedures.



You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

For and on behalf of Amazon Development Centre (India) Private Limited

AUTHORIZATION

By

Signed by: NISHA SUNIL
Date: 2020.07.11 17:03:11 +05:30
Location: India

ACCEPTANCE

I acknowledge receipt of this Offer cum Appointment Letter and, after reading and understanding the same, I accept Amazon India's offer of employment on the terms set out in this Offer cum Appointment Letter.



28/09/2019

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

Dear Dhanasree K,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with Accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on November, 20, 2019. You will be appointed in one of our client **schools in Kerala** as a **'Communicative English Trainers'** with effect **from** the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

If you are happy with the terms and conditions of our company and wish to receive this offer of employment, you will have to undergo a free training programme at our training venue in Kochi, Kerala for a period of 8 days in the month of April/ May.

If you are really interested in accepting this offer, please sign below and accept it and send a scanned copy of the same to the mail address given in the offer letter in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn on April 15, 2020. The date of the training programme will be informed to you only on contacting us over 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 your ID Proof along with this offer letter.

We look forward to your working with us.

Yours sincerely,



Bibin Antony
Manager — HR

Mobile: 08547938985
placements@gmail.com

With the signature below I accept this offer of employment

_____ Name

_____ Signature

_____ Date

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



28/09/2019

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

Dear Chaithanya N,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with Accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on November, 20, 2019. You will be appointed in one of our client **schools in Kerala as a 'Communicative English Trainers'** with effect **from** the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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We look forward to your working with us.

Yours sincerely,



Bibin Antony
Manager — HR
Mobile: 08547938985
placements@gmail.com

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_____ Name

_____ Signature

_____ Date



28/09/2019

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

Dear Anagha K,

Welcome to Accent Education.

I am pleased to offer you the position of a faculty member with Accent Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on November, 20, 2019. You will be appointed in one of our client **schools in Kerala as a 'Communicative English Trainers'** with effect **from** the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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We look forward to your working with us.

Yours sincerely,



Bibin Antony
Manager — HR

Mobile: 08547938985
placements@gmail.com

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_____ Name

_____ Signature

_____ Date

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



28/09/2019

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

Dear P. Megha,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with Accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on November, 20, 2019. You will be appointed in one of our client **schools in Kerala** as a **'Communicative English Trainers'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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We look forward to your working with us.

Yours sincerely,



Bibin Antony
Manager — HR

Mobile: 08547938985
placements@gmail.com

With the signature below I accept this offer of employment

_____ Name

_____ Signature

_____ Date

accenta[™]
education

28/09/2019

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

Dear Krishnendu Valsaraj,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with Accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on November, 20, 2019. You will be appointed in one of our client **schools in Kerala as a 'Communicative English Trainers'** with effect **from** the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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We look forward to your working with us.

Yours sincerely,



Bibin Antony

Bibin Antony
Manager — HR
Mobile: 08547938985
placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

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

Dear Sherry Mathew,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with Accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on November, 20, 2019. You will be appointed in one of our client **schools in Kerala as a 'Communicative English Trainers'** with effect **from** the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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We look forward to your working with us.

Yours sincerely,



Bibin Antony

Bibin Antony
Manager — HR

Mobile: 08547938985
placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

accentaTM
education

28/09/2019

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

Dear Sneha E K,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with Accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on November, 20, 2019. You will be appointed in one of our client **schools in Kerala** as a **'Communicative English Trainers'** with effect **from** the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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We look forward to your working with us.

Yours sincerely,



Bibin Antony

Bibin Antony
Manager — HR

Mobile: 08547938985
placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

accentaTM
education

28/09/2019

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

Dear Aswathi Sasindran,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with Accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on November, 20, 2019. You will be appointed in one of our client **schools in Kerala as a 'Communicative English Trainers'** with effect **from** the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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We look forward to your working with us.

Yours sincerely,



Bibin Antony

Bibin Antony
Manager — HR
Mobile: 08547938985
placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

accentaTM
education

28/09/2019

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

Dear Chanchal Haridas E T,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with Accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on November, 20, 2019. You will be appointed in one of our client **schools in Kerala** as a **'Communicative English Trainers'** with effect **from** the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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We look forward to your working with us.

Yours sincerely,



Bibin Antony

Bibin Antony
Manager — HR
Mobile: 08547938985
placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

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

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education

28/09/2019

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

Dear Gokul M E,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with Accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on November, 20, 2019. You will be appointed in one of our client **schools in Kerala as a 'Communicative English Trainers'** with effect **from** the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

If you are happy with the terms and conditions of our company and wish to receive this offer of employment, you will have to undergo a free training programme at our training venue in Kochi, Kerala for a period of 8 days in the month of April/ May.

If you are really interested in accepting this offer, please sign below and accept it and send a scanned copy of the same to the mail address given in the offer letter in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn on April 15, 2020. The date of the training programme will be informed to you only on contacting us over 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 your ID Proof along with this offer letter.

We look forward to your working with us.

Yours sincerely,



Bibin Antony

Bibin Antony
Manager — HR

Mobile: 08547938985
placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

Placement in ACC Cements | Inbox X

TPO VJEC tjoc@vjec.ac.in
 to Biju, Dr Benny

Dear Biju Sir,

We are happy to inform you that we have placed the following 2 students from 2020 Civil batch with ACC Cements Ltd. Their package would be Rs.25000/- per month. They have joined with the company on 21-March-2021

GOKUL M E	CE	16CE56
JUSTINE KURIKOSE	CE	16CE63

Thank you.
 Regards,

Justine M Augustine
 Training & Placement Officer
 Vimal Jyothi Engineering College, Chemperi
 Kannur, Kerala - 670632
 Email: tjoc@vjec.ac.in
 Office: 0460-2212240 Ext:126
 Mobile: 9946943094

Dr Benny Joseph
 Regards Benny Joseph

Job Opportunities - Sales Trainees (only Male candidates) , Tele Marketing (only Female candidates)

TPO VJEC <tpc@vjec.ac.in>

26 February 2020 at 1

To: REA CORPORATION <reacorporationindia@gmail.com>

Cc: info@reacorporation.com, anil.kumar@reacorporation.com

Dear Anil,

Greetings from Vimal Jyothi Engineering College!!!

Many thanks for sharing the 1st set of students shortlisted. Find below the information requested from your side:

Sl. No.	Student Name	Branch	Preferred Work Location
1	KP Aswin	CE	Calicut
2	Arjun Damodaran	EEE	Bangalore
3	Munawirali	EEE	Bangalore
4	Ajilal V	ME	Cochin
5	Akshay Lakshmanan	ME	Bangalore
6	Arun Mathew	ME	Cochin
7	Ashwin Thomas	ME	Calicut
8	Kiran Mathew	ME	Cochin
9	Sreemon S Anand	ME	Bangalore
10	Sandeep Dineshan	ME	Calicut
11	Ujwal Kumar PK	ME	Calicut
12	Jasin Murali J	ME	Calicut

13	Amal Bhaskaran	ME	Calicut
14	Adithya Sahadevan	CE	Work from Home
15	Jinsha M	CE	Work from Home
16	Navya Krishna K	CE	Work from Home

The students will be able to join on **1st June 2020** (Monday). Appreciate if you could release the offer letters.

Thanking you.

Regards,

--

Justine M Augustine

Training & Placement Officer

Vimal Jyothi Engineering College, Chemperi

Kannur, Kerala -670632

Email: tpc@vjec.ac.in

Office: 0460-2212240 Ext:126

Mobile: 9946943094

[Quoted text hidden]



Offer: Computer Consultancy
Ref: TCSL/DT20195602859/Trivandrum
Date: 13/09/2019

Mr. Gokul K
Gokulam (H), Pilathara (Po) , Kannur Opposite Church Pilathara,
Pilathara,
Kannur-670504,
Kerala.
Tel# 91-9446100371

Dear Gokul K,

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

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

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



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	Gokul K
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
Xplore/ Learning Incentive****		Upto 60,000

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 Programme.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. 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

APPOINTMENT LETTER

22 Jun, 2020

Dear Vishnu T,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment 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, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,



Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on __/__/__

Name: _____

Signature: _____ Date: __/__/__

Place: _____



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India C : L32102KA1945PLC020800

ANNEXURE III
SALARY OFFER SHEET

Name : Vishnu T

Career Group: TRB – II

Position : Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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 India C : L32102KA1945PLC020800

APPOINTMENT LETTER

30 May, 2020

Dear Dharsana Narayanan P,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment 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, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560035 W : wipro.com
India C : L32102KA1945PLC020800

ANNEXURE III
SALARY OFFER SHEET

Name : Dharsana Narayanan P

Career Group: TRB – II

Position : Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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India C : L32102KA1945PLC020800

APPOINTMENT LETTER

28 May, 2020

Dear Kavya Padmanabhan,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment 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, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:

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Bengaluru 560 035
India

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F : +91 (80) 2844 0054

E : info@wipro.com

W : wipro.com

C : L32102KA1945PLC020800

ANNEXURE III
SALARY OFFER SHEET

Name : **Kavya Padmanabhan**

Career Group: TRB – II

Position : **Project Engineer**

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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 India C : L32102KA1945PLC020800

APPOINTMENT LETTER

11 Jun, 2020

Dear Nithya Joshy,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment 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, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800

ANNEXURE III
SALARY OFFER SHEET

Name : Nithya Joshy

Career Group: TRB – II

Position : Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

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India C : L32102KA1945PLC020800



APPOINTMENT LETTER

12 Jun, 2020

Dear Varna Baby,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment 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, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:

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Sarjapur Road
Bengaluru 560 035
India

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F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800



ANNEXURE III
SALARY OFFER SHEET

Name : Varna Baby

Career Group: TRB – II

Position : Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
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Other Compensation Benefits	
Health benefit (Medical)	600
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India C : L32102KA1945PLC020800



Fedrecruit - Offer Letter

1 message

<postings@federalbank.co.in>
To: karthik.suresh333@gmail.com
Cc: recruitment@federalbank.co.in

Wed, 10 Feb, 2021 at 5:27 PM

HR TALENT ACQUISITION & DEPLOYMENT



HR TAD/B/PR-39118/OFP-161/2020-21

10 February 2021

Hearty Welcome!

Dear Karthik Suresh A C ,


It gives us immense pleasure to formally welcome you to be a part of this great institution, which has grown tremendously over the years and looking forward to conquer new heights in the years to come. We are sure that you would definitely want to build an enduring relationship with this institution, which will in turn offer you exciting and challenging career opportunities to grow and develop yourself.

We have made necessary arrangements for your smooth induction into our system. In case you need any clarifications or support from our end, please feel free to contact us at postings@federalbank.co.in.

The details of the offer of appointment made to you are annexed to this letter.

Wishing you all success,

Yours Sincerely,

 **John P J**
Vice President (HR)

To
Mr. Karthik Suresh A C
Lakshmi Kripa
Mavungal
Anandashram
Kasargod, Kerala-671531

Offer of appointment to Mr.Karthik Suresh A C as Associate

You have been selected for appointment in the Bank as Associate on the basis of your performance in the Campus selection process.

Place of Posting/ Date of Joining

Your initial place of posting will be at Branch/Office: **Chemberi** situated at Mandapathil Building, Chemberi P O, Kannur, Kerala-670 632. You will have to join Branch/Office: Chemberi on 09/03/2021 after completion of the online orientation programme. The appointment will be effective from the date of joining the Branch/Office.

Pre Induction e-Learning & Orientation programme

As part of continuous learning approach, Bank will be conducting a pre-induction self-learning programme which will help you to understand basic banking functions and concepts. Completing this e-learning programme is a pre-requisite for joining the Induction/Orientation programme, details of which will be intimated to you in due course by Federal Knowledge & Development Centre (FKDC).

Subsequent to this, you will have to enroll for a three day online Induction/Orientation programme conducted by Federal Knowledge & Development Centre (FKDC) starting from 03/03/2021 to 05/03/2021. The Orientation programme will be an instructor-led live online training programme, with sessions scheduled between 9.30 am and 6 pm on all the 3 days. You should be ready with a personal desktop computer/laptop/tablet with high speed data connectivity to attend the same. Further details will be intimated to you in due course by Federal Knowledge & Development Centre (FKDC). Successful completion of the online Induction/Orientation programme, by way of attendance in all sessions, satisfactory level of engagement/performance, is a pre-requisite for joining the Bank.

Probation/ Confirmation

Your appointment will be on probation for a period of six months. The period of probation will be counted for calculating the period of permanent service and for the purpose of granting increments. The period of probation is liable to be extended, if the Associate has not satisfactorily completed the initial period of probation.

During the period of probation, if your work, health, conduct or efficiency is found not satisfactory, your service is liable to be terminated at any time giving you one month notice or by paying one months pay and allowances in lieu of notice. During the period of probation, you are not expected to involve directly or indirectly in the activities of any trade union of the Bank or of any other Bank or of other organization.

Remuneration

You will be on a pay scale of 17900 1000/3 20900 1230/3 24590 1490/4 30550 1730/7 42660 3270/1 45930 1900/1 47920 as applicable to Clerical cadre employees of the Bank. The total monthly emoluments eligible to be received by an Associate at Aluva initially would be as follows.

Particulars	Amount (Rs.)
Basic Pay	19900.00
Special Allowance	3263.60
Dearness Allowance	6221.31
Transport Allowance	600.00
HRA	2039.75
Total	32024.66

* Basic pay includes 2 Graduation Increments of 1000/- each.

Graduation Increments will be released from the date of acquiring graduation/date of joining the Bank whichever is later, on submission of final Degree/Provisional Certificate.

HRA would change depending upon the place of posting.

During the period of probation/on confirmation in service, you will also be eligible for the facility of reimbursement of hospitalization expenses, medical aid, closing allowance, reimbursement of cost of brief case/office bag (on confirmation), reimbursement of cost of one newspaper (on confirmation), Leave Fare Concession, Privilege Leave, Sick Leave, Casual Leave, etc., subject to the rules in force and as amended, altered or added from time to time. On confirmation and on completion of stipulated period of service, you would also be eligible for various Staff Loans prevailing in the Bank, including Housing Loan, Vehicle Loan, Computer Loan, Overdraft, Demand Loan, Interest free

Annexure

Monthly Emoluments

Particulars	Amount (Rs.)
Basic Pay	19900.00
Special Allowance BP	3263.60
Dearness Allowance	6221.31
HRA	2039.75
Transport Allowance	600.00
Canteen Expenses	1250.00
Newspaper Allowance (1+ 170)#	370.00
Fixed Conveyance	1350.00
Total	34994.66

after confirmation

Other Allowances

Allowances	Amount (Rs.)	Remarks
Medical Aid	2355.00	Yearly
Closing Allowance	1200.00	Yearly
Digital Promotion	1200.00	Yearly
Cost of Brief Case/ Office Bags	1800.00	Once in 3 years
Exgratia*	27500.00	Lumpsum

@Will vary according to the profit position of the Bank.

Never reveal your ATM PIN, CVV no. printed on the reverse of the Debit card, Internet banking passwords, OTP etc. to anyone including Bank officials. Federal Bank never asks for your confidential credentials.

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments.

WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email.

The Federal Bank Ltd



Cse

25

Offer: Computer Consultancy
Ref: TCSL/DT20195213550/Trivandrum
Date: 13/09/2019

Ms. Juhi Krishna
263Dharmashala-Kannapuram Road,
Kannur University Campus,
Thaliparamba-670567,
Kerala.
Tel# 91-9744535169

Dear Juhi Krishna,

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

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

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

TCS Confidential
TCSL/DT20195213550

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Visiting Address: 10th Floor, Indraprastha, Trivandrum, PO, Kerala, India
Tel: 0471 251 2511



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	Juhi Krishna
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
Xplore/ Learning Incentive****		Upto 60,000

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 Programme.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. 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

HR TALENT ACQUISITION & DEPLOYMENT

HRTAD/Rec/Campus/16968/Associate/2019-20

JUHI KRISHNA
BTech
Vimal Jyothi Engineering College, Chemperi

Dear Sir/ Madam,

Hearty Congratulations

We are happy to inform you that you have come out successful in the recruitment process conducted at Vimal Jyothi Engineering College, Chemperi on 11/02/2020 for the post of Associate in Non-Officer (Clerical) cadre. Accordingly, you are provisionally empanelled for absorption in Bank's service as an Associate, subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately. If at any stage it is found that you are ineligible for the applied post, your candidature is liable to be cancelled at any stage, without notice & compensation.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per the administrative requirements. You will be on probation for a 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 service in the Bank.

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,

Vice President (HR)



23

CSE

Offer: Computer Consultancy
Ref: TCSL/DT20195541794/Trivandrum
Date: 13/09/2019

Ms. Aparna Udayakumar
Vayal Veedu , Kalarivathukkal , Valapattanam , KannurValapattanam,
Kalarivathukkal Temple,
Kannur-670010,
Kerala.

Fel# 91-9633411724

Dear Aparna Udayakumar,

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

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

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



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	Aparna Udayakumar
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
Xplore/ Learning Incentive****		Upto 60,000

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 Programme.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. 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

28-Jan-2020

Dear Arjun Govindan,
B.Tech/B.E., Computer Science & Engineering
Vimal Jyothi Engineering College



Candidate ID – 13978206

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.401,986/-. This includes an annual incentive indication of Rs.22,500/- as well as Cognizant's contribution of Rs.23,986/- 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.455,880/-. This includes an annual incentive indication of Rs.22,500/- as well as Cognizant's contribution of Rs.24,880/- 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://campus2.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:

28-Jan-2020

Dear Arunima Pradeep,
B.Tech/B.E., Computer Science & Engineering
Vimal Jyothi Engineering College



Candidate ID – 13978211

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.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** 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.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** 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:

28-Jan-2020

Dear Varada MV,
B.Tech/B.E., Computer Science & Engineering
Vimal Jyothi Engineering College



Candidate ID – 13978145

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.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** 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.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** 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 Bathavandu
Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: Arunima Pradeep

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
Annual Gross Compensation			355,500
Incentive Indication (per annum)**			22,500
Annual Total Compensation			378,000
Company's contribution towards benefits (Medical, Accident and Life Insurance)			18,000
Gratuity			5,986
Annual Total Remuneration			401,986

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

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **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...

HRD/3T/1000889344/20-21

January 29, 2021

Mr. Ajay Joy
Kakkattil (H),
Alakode,
Kannur-670571
India

Ph: +91-9496772254

Dear Ajay,

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

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Ajay Joy		
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

HRD/3T/1000889403/20-21

December 24, 2020

Ms. Ann Mary George
Marippurath House,
Chandanakampara Po, Payyavoor(Via),
Kannur-670633
India

Ph: +91-7025477059

Dear Ann,

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

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Ms. Ann Mary George		
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

HRD/3T/1000889347/20-21

December 23, 2020

Ms. Bindya Rajeev
Maruthiyode House,
Anjarakkandy, Mamba,
Kannur-670611
India

Ph: +91-9747659825

Dear Bindya,

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
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F 91 80 2852 0362
askus@infosys.com
www.infosys.com

HRD/1000889347/20-21

December 23, 2020

Ms. Bindya Rajeev
Maruthiyode House,
Anjarakkandy, Mamba,
Kannur-670611
India

Ph: +91-9747659825

Dear Bindya,

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 **04-Jan-2021**.

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. Bindya Rajeev
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

Malavika Muralidharan
Trivandrum

Sub: Letter of Offer

Dear Malavika,

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 05/02/2021. 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 05/02/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours.

Megha C Roy
Trivandrum

Sub: Letter of Offer

Dear Megha C,

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 23/02/2021. 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 23/02/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours.

Annexure 1 (A)

Name: Megha C Roy,
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.

Merin John
Trivandrum

Sub: Letter of Offer

Dear Merin,

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 09/02/2021. 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 09/02/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours.

Annexure 1 (A)

Name: Merin John,
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.



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EY Global Delivery Services India LLP
3rd Floor, Tower 'C',
RMZ Infinity, Old Madras Road,
Benniganahalli, K.R. Puram,
Bangalore - 560016
Karnataka, India

Tel: +91 080 6681 3000
Fax: +91 080 6681 3334
ey.com

07 December, 2020

Mr Akshay T
Ambadi P.O, Nareekamvalli,
Pilathara, Opp. to Pilathara Collg,
Kannur,
Kerala - 670504

Contact No: +91 8281103025
Email: akshay16cs10@gmail.com

Dear Akshay ,

Subject: Offer letter

With reference to your application and the subsequent interview you had with us, we are pleased to make this offer to you on a fixed term contract in "EY Global Delivery Services India LLP "(the " Firm") subject to the following terms and conditions:

1. CONTRACT PERIOD AND POSITION:

The period of contract is fixed for a period of 3 months starting from 14 December, 2020 and ends on 12 March, 2021. You will be offered the position of Consultant in the Firm. While serving the Firm in this position, you will report to, and receive direction from the reporting manager or as may be communicated to you from time to time.

2. DUTIES :

You will perform duties and services as required in relation to the affairs of the Firm as may be assigned to you from time to time. During the term of your contract with the Firm, you shall (a) faithfully and diligently perform your duties, (b) use your best endeavours to promote the business interest of the Firm, (c) devote your full time, attention and efforts to serve the Firm, and (d) not directly or indirectly engage or be interested in any activity, which competes with the Firm or conflicts with your duties to the Firm.

3. WORKING HOURS:

You will be required to work in flexible working hours. It is expressly made clear herein that your applicable timings of work would be as decided and notified to you by the Firm, and by accepting this contract, you would be deemed to have given your consent to work in flexible timings. The Firm reserves the right to alter the work timings from time to time. In view of your position in the Firm, you shall effectively perform to ensure results and you will be expected to work beyond the agreed working hours to achieve the results, whenever your job so requires.

4. COMPENSATION AND DETAILS

You shall be paid a fixed compensation of INR 14,500/- per month. The compensation will be apportioned according to the total number of hours worked. The compensation will be subject to applicable taxes and will be paid to you after deduction of income tax and other applicable taxes at source. It is a condition of your service

EY Global Delivery Services India Private Limited, (A private limited company with registration no. U74999KA2016PTCC093751)
converted into EY Global Delivery Services India LLP (a limited liability partnership with LLP identity No. AAL - 27431 effective 30
November, 2017. Regd. Office: 3rd floor, Tower 'C', RMZ Infinity, Old Madras Road, Benniganahalli, K.R Puram Bangalore - 560016, India

This file is signed using Digital Signature.



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have willfully withheld any information, the Firm reserves the right to revoke and/ or terminate this contract of employment, without any notice or compensation.

14. SUBMISSION OF DOCUMENTS:

You will be expected to mandatorily submit relevant documents as stated in Annexure A at the time or prior to joining the Firm. In the event that you do not submit the relevant documents within the stipulated time period, the Firm reserves the right to revoke and/ or terminate this contract without any notice or compensation.

Please acknowledge your acceptance of these terms and conditions of employment by signing the duplicate copy of this letter and submitting the same to us for the Firm's records.

Thanking you.
Yours faithfully,
for EY Global Delivery Services India LLP

Signed By : DIVYA PARIHAR
Reason : Offer Letter
Location : Bangalore
Date: 07-12-2020 11:56:29

Authorized Signatory

I hereby accept the offer and terms and conditions of contract set forth above.

Signed: _____ Date: _____

Name: _____



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Annexure B

Name	Akshay T		
Rank	4		
Contract Period	Service Line: Assurance		
	From	To	
	14 December, 2020	12 March, 2021	

COMPONENTS		
	Per Month (INR)	Annual (INR)
Basic Salary	5,800	69,600
House Rent Allowance (HRA)	2,900	34,800
Advanced Statutory Bonus	2,220	26,640
Transport Assistance	1,380	16,563
Employer's ESI contribution	400	4,797
Employer's Provident Fund (PF) contribution	1,800	21,600
Total Cost to Firm (CTC)	14,500	1,74,000

Benefits (Estimated value)		
Insurance premium 3 (Group Medical + Group Personal Accident + Group Term Life)		1,851
Total of Benefits		1,851

Definition of standard working hours: The above compensation is for having worked 9 hours a day. The compensation will be apportioned according to the total number of hours worked.

Insurance benefits

Benefit Type	Benefit Value	Features
Group Medical Insurance	INR 1,00,000	Floater cover for self. The premium stated is the maximum amount paid/incurred by the Firm, and is subject to change every year post renewal.
Group Personal Accident Insurance	INR 3,00,000	For self, as per policy, is being paid/incurred by the Firm on your behalf. The premium stated above is the maximum amount paid/incurred by the Firm, and is subject to change every year post renewal of insurance policy.
Group Term Life Insurance	INR 3,00,000	For self, as per policy, is being paid/incurred by the Firm on your behalf. The premium stated above is the maximum amount paid/incurred by the Firm, and is subject to change every year post renewal of insurance policy.

This file is signed using Digital Signature.

HRD/3T/1000889339/20-21

December 28, 2020

Mr. Abhijith P P
Namath House Eranholi (P
Thalassery
Kannur-670107
India

Ph: +91-8943645572

Dear Abhijith,

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

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2020.12.28 19:58:28 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

HRD/1000889339/20-21

December 28, 2020

Mr. Abhijith P P
Namath House Eranholi (P
Thalassery
Kannur-670107
India

Ph: +91-8943645572

Dear Abhijith,

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 **25-Jan-2021**.

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 - II
(Compensation post Unit allocation)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Abhijith P P		
ROLE	Systems Engineer		
ROLE DESIGNATION	Systems Engineer Trainee		
1. MONTHLY COMPONENTS			
BASIC SALARY			15,000
BASKET OF ALLOWANCES			4,400
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,800
MONTHLY GROSS SALARY			22,300
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)			15,000
3. RETIRAL BENEFITS			
PROVIDENT FUND - 12% of Basic Salary			1,800
GRATUITY - 4.81% of Basic Salary*			720
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	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	Nil
			Monthly Instalments
			12

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/1000889351/20-21

January 28, 2021

Ms. Fathima Shahzadi
Padiyil(House)
Kolichal(Po),Kasargod(Dist)
Khanangad-670532
India

Ph: +91-8281349800

Dear Fathima,


 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

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.01.28 17:32:38 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
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F 91 80 2852 0362
askus@infosys.com
www.infosys.com

HRD/1000889351/20-21

January 28, 2021

Ms. Fathima Shahzadi
Padiyil(House)
Kolichal(Po),Kasargod(Dist)
Khanangad-670532
India

Ph: +91-8281349800

Dear Fathima,

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 **26-Apr-2021**.

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 - II
(Compensation post Unit allocation)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Ms. Fathima Shahzadi		
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*			730
FIXED GROSS SALARY (1+2+3)			25,000
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 Payment of Gratuity Act			


HRD/3T/1000889401/20-21

January 28, 2020

Ms. Kavya Rajeev
Chaithanyam
Thalassery
Kannur-670107
India

Ph: +91-9747672245

Dear Kavya,


 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

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2020.12.28 19:58:28 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
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Electronics City, Hosur Road
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T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Ms. Kavya Rajeev
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	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



32

Fwd: Letter of Intent - Haritha Raghu - Ref. No.: 9447353

3 messages

TPO VJEC <tpc@vjec.ac.in>

To: Nayana Suresh CSE <nayanasuresh@vjec.ac.in>

Fri, 6 Jan 2023 at 9:13 am

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

From: **Haritha Raghu** <haritharaghu1998@gmail.com>

Date: Thu, 5 Jan 2023 at 20:18

Subject: Fwd: Letter of Intent - Haritha Raghu - Ref. No.: 9447353

To: tpc@vjec.ac.in <tpc@vjec.ac.in>

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

From: <careers@wipro.com>

Date: Wed, 19 Feb 2020, 00:17

Subject: Letter of Intent - Haritha Raghu - Ref. No.: 9447353

To: <haritharaghu1998@gmail.com>

Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

February 19, 2020

Dear Haritha Raghu,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan(WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31 % of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Global Campus Head

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Justine M Augustine
Training & Placement Officer
Vimal Jyothi Engineering College, Chemperi
Kannur, Kerala -670632
Email: tpc@vjec.ac.in
Office: 0460-2212240 Ext:126
Mobile: 9946943094



UST/74865017/3653344
15/03/2021

HARSHIN RAMESH
Trivandrum

Sub: Letter of Offer

Dear HARSHIN,

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 23/03/2021. 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 23/03/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours.

Annexure 1 (A)

Name: HARSHIN RAMESH,
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.

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UST/43593736/7716486

13/09/2021

Mariya Saju
 Bangalore

Sub: Letter of Offer

Dear Mariya,

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 "Tester I - Semiconductor Product Validation", ₹1.

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.300,000.00/- (Rupees Three Lakh) 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 reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 16/09/2021. 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 16/09/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand

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automatically withdrawn.

If you accept this offer of employment, you are required to join your employment on or before 16/09/2021. 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

Mariya, Saju

Execution by the Employee:

I, Mariya Saju, 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

December 12, 2021

HRD/3T/1000590042/21-22

Mr. Akhil Thuruthiyil Jose
Thuruthiyil House
Mavumthodu Chandanakampara P.O. Payyavoor
Kannur-670632
India

Ph: +91-9496125581

Dear Akhil,

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

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.12.12 17:08:06 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

December 12, 2021

HRD/1000590042/21-22

Mr. Akhil Thuruthiyil Jose
Thuruthiyil House
Mavumthodu Chandanakampara P.O. Payyavoor
Kannur-670632
India

Ph: +91-9496125581

Dear Akhil,

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 **23-Dec-2021**.

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 - II
(Compensation post Unit allocation)

COMPENSATION DETAILS
(All figures in INR per month)

NAME		Mr. Akhil Thuruthiyil Jose		
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)				1500
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary				1,800
GRATUITY - 4.81% of Basic Salary*				724
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	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				

24



Fedrecruit - Offer Letter

1 message

<postings@federalbank.co.in>
To: abhinavmanoj006@gmail.com
Cc: recruitment@federalbank.co.in

Tue, 1 Dec, 2020 at 8:43 pm

HR TALENT ACQUISITION & DEPLOYMENT



HR TAD/B/PR-38963/OFP-134/2020-21

30 November 2020

Hearty Welcome!

Dear Abhinav C ,

It gives us immense pleasure to formally welcome you to be a part of this great institution, which has grown tremendously over the years and looking forward to conquer new heights in the years to come. We are sure that you would definitely want to build an enduring relationship with this institution, which will in turn offer you exciting and challenging career opportunities to grow and develop yourself.

We have made necessary arrangements for your smooth induction into our system. In case you need any clarifications or support from our end, please feel free to contact us at postings@federalbank.co.in.

The details of the offer of appointment made to you are annexed to this letter.

Wishing you all success,

Yours Sincerely,

John P J
Vice President (HR)

To
Mr. Abhinav C
K M House
Malappattam
Malappattam PO
Kannur, Kerala-670631

Offer of appointment to Mr. Abhinav C as Associate

You have been selected for appointment in the Bank as Associate on the basis of your performance in the Campus selection process.

Place of Posting/ Date of Joining

Your initial place of posting will be at Branch/Office: **Balagaranahalli** situated at Sy. No. 33/2, Balagaranahalli, Attibele Hobli, Anekal Taluk, Bangalore, Karnataka-562107. You will have to join Branch/Office: Balagaranahalli on 22/12/2020 after completion of the online orientation programme. The appointment will be effective from the date of joining the Branch/Office.

Pre Induction e-Learning & Orientation programme

As part of continuous learning approach, Bank will be conducting a pre-induction self-learning programme which will help you to understand basic banking functions and concepts. Completing this e-learning programme is a pre-requisite for joining the Induction/Orientation programme, details of which will be intimated to you in due course by Federal Knowledge & Development Centre (FKDC).

Subsequent to this, you will have to enroll for a three day online Induction/Orientation programme conducted by Federal Knowledge & Development Centre (FKDC) starting from 16/12/2020 to 18/12/2020. The Orientation programme will be an instructor-led live online training programme, with sessions scheduled between 9.30 am and 6 pm on all the 3 days. You should be ready with a personal desktop computer/laptop/tablet with high speed data connectivity to attend the same. Further details will be intimated to you in due course by Federal Knowledge & Development Centre (FKDC). Successful completion of the online Induction/Orientation programme, by way of attendance in all sessions, satisfactory level of engagement/performance, is a pre-requisite for joining the Bank.

Probation/ Confirmation

Your appointment will be on probation for a period of six months. The period of probation will be counted for calculating the period of permanent service and for the purpose of granting increments. The period of probation is liable to be extended, if the Associate has not satisfactorily completed the initial period of probation.

During the period of probation, if your work, health, conduct or efficiency is found not satisfactory, your service is liable to be terminated at any time giving you one month notice or by paying one months pay and allowances in lieu of notice. During the period of probation, you are not expected to involve directly or indirectly in the activities of any trade union of the Bank or of any other Bank or of other organization.

Remuneration

You will be on a pay scale of 11765 655/3 13730 815/3 16175 980/4 20095 1145/7 28110 2120/1 30230 1310/1 31540 as applicable to Clerical cadre employees of the Bank. The total monthly emoluments eligible to be received by an Associate at **Aluva** initially would be as follows.

Particulars	Amount (Rs.)
Basic Pay*	13075.00
Special Allowance	1013.31
Dearness Allowance	11524.00
Transport Allowance	425.00
HRA	1176.75
Total	27214.06

* Basic pay includes 2 Graduation Increments of 655/- each.

Graduation Increments will be released from the date of acquiring graduation/date of joining the Bank whichever is later, on submission of final Degree/Provisional Certificate.

HRA would change depending upon the place of posting.

During the period of probation/on confirmation in service, you will also be eligible for the facility of reimbursement of hospitalization expenses, medical aid, closing allowance, reimbursement of cost of brief case/office bag (on confirmation), reimbursement of cost of one newspaper (on confirmation), Leave Fare Concession, Privilege Leave, Sick Leave, Casual Leave, etc., subject to the rules in force and as amended, altered or added from time to time. On confirmation and on completion of stipulated period of service, you would also be eligible for various Staff Loans

Annexure

Monthly Emoluments

Particulars	Amount (Rs.)
Basic Pay	13075.00
Special Allowance BP	1013.31
Dearness Allowance	11524.00
HRA	1176.75
Transport Allowance	425.00
Canteen Expenses	1250.00
Newspaper Allowance (1+ 170)#	370.00
Fixed Conveyance	1350.00
Total	30184.06

after confirmation

Other Allowances

Allowances	Amount (Rs.)	Remarks
Medical Aid	2200.00	Yearly
Closing Allowance	1200.00	Yearly
Digital Promotion	1200.00	Yearly
Cost of Brief Case/ Office Bags	1800.00	Once in 3 years
Ex-gratia paid for 2019-20 @	27500.00	Lumpsum

@Will vary according to the profit position of the Bank.

Never reveal your ATM PIN, CVV no. printed on the reverse of the Debit card, Internet banking passwords, OTP etc. to anyone including Bank officials. Federal Bank never asks for your confidential credentials.

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments.

WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email.

The Federal Bank Ltd



Kotak Mahindra Bank

Date: 23-NOV-2022
Ref No: 171324

ATHULYA BABU
Amasi Residency, building number: 89, 6 th main road, old madivala, Jay Bheema, 1 st stage BTM

LETTER OF APPOINTMENT

Dear ATHULYA,

We take great pleasure in extending an offer to you to be a part of Kotak Mahindra Bank. We welcome you to the bank, which values and embraces qualities based on simplicity, prudence, humility and integrity.

When you sign this letter, you would have agreed to be a part of the Kotak family and uphold the 'Kotak DNA'. Kotak DNA includes our values, norms, ideology, beliefs, character, personality, and culture originated by our founding team at Kotak and has evolved over the years with new members joining. Our DNA is what defines the firm, and is the most powerful driver of our performance, which differentiates us from others in the industry.

Please find enclosed the Appointment letter.

We wish you a long and enriching career with Kotak!

In case of any queries please feel free to write to us on onboarding.helpdesk@kotak.com

Signature valid

Digitally signed by MANOJ
PRABHAKAR PHADNIS
Date: 2022.11.23 18:57:13
IST

Manoj Phadnis
Executive Vice President – Human Resources

ATHULYA BABU

Kotak Mahindra Bank Ltd.
CIN: L65110MH1985PLC038137
Kotak Infini, Building No. 21,
Zone 4, 2nd Floor, Infini Park,
Off Western Express Highway,
General AK Vaidya Marg,
Malad (E), Mumbai 400097,
Maharashtra, India.

T +91 22 66056825
F +91 22 67259071
www.kotak.com

Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India.



Kotak Mahindra Bank

Date: 23-NOV-2022
Ref No: 171324

ATHULYA BABU

Amasi Residency, building number: 89, 6 th main road, old madivala, Jay Bheema, 1 st stage BTM

Dear ATHULYA,

We are delighted to appoint you as **Deputy Manager, M2** with effect from **28-NOV-2022**, or from your date of reporting to work whichever is earlier. This letter of appointment will cease to have effect if you do not join by **28-NOV-2022**.

1. **Remuneration** - The details of your remuneration are enumerated in Annexure A. Your remuneration will be paid at such time and in such manner as set forth in the policies, rules and regulations of Kotak Mahindra Bank Limited (herein referred to as the Bank).
2. **Location** - You will initially be posted at our office at **Kotak Mahindra Bank Ltd, 8093-Biore-Gold Hill Square-Hosur Main Road-Bommamahalli-KTK**, but you may be deputed at any other office / branch of the Bank or any of its associate companies or any other location and your services are liable to be transferred to any subsidiary or associate or affiliate company. As a Kotakite, you will perform such duties as are assigned to you by the Bank from time to time relating to the position to which you are now appointed and to which you may be transferred/ promoted in future.
3. **Conditions of appointment:**
 - 3.1 Your appointment is subject to your providing, inter alia:
 - a. A relieving letter from your previous employer relieving you from your duties.
 - b. A copy of the last pay slip from the previous employer.
 - c. Proof of date of birth.
 - d. Photocopies of Qualification documents
 - e. The Bank's application form complete with photograph.
 - f. Proof of identity (either Aadhaar card, passport or voter's Id)
 - g. Satisfactory Background Verification report conducted by the Bank upon your joining.
 - h. Copy of AMFI/NISM certification (if applicable)
 - i. Copy of IRDA certification (if applicable)
 - 3.2 Your appointment is also subject to your submitting a 'self-certified medical fitness declaration', format of which will be issued by the Bank.
4. **Probation** - Your appointment is subject to a probation period of **6 months**. Permanent placement with us is contingent upon your successful completion of the probation. During this period, your employment may be terminated by the Bank or by yourself by giving 1 months' notice to the other.
5. **Working hours, Leave and Holidays:**
 - 5.1 You may be required to work on staggered timings / shifts, the timings for which may be altered from time to time or in case your role determines, you may be required to work remotely either fully or partially, or full time from office or field working, as per the Bank's 'Remote Working' policy and 'Shift Allowance' policy.
 - 5.2 As a Kotakite and in view of your position and role, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results. There may be times when you will be expected to work extra hours when the job so requires.
 - 5.3 The hours of work, holidays and paid leave will be in accordance with the Bank's rules and policies. Please note, that if you absent yourself from the services of the Bank without prior written permission of the appropriate authority or overstay sanctioned leave, for the number of days defined in the absconding clause of the Bank's 'Exit Policy', you will be deemed to have abandoned the services of the Bank and your services shall be liable to be terminated by the Bank forthwith.
 - 5.4 Absence from work or disability in performing your duties beyond the period of leave to which you are entitled to under the rules, shall be at the discretion of the management, and the same will be without any remuneration. You shall faithfully observe all the rules and regulations of the Bank and comply with all reasonable orders of your managers and attend to your duties punctually at such place or places, as you may be required.
6. **Governance and Code of Conduct:**
 - 6.1 As a Kotakite, you shall abide by the Kotak "Code of Conduct" which is built over 4 Pillars of Care, upholding the foundation of Trust. The 4 Pillars are:
 - a. Care for my Colleagues - You shall ensure that you foster equal opportunity, observe diversity and inclusion, create a harassment free and productive workplace. You shall refrain from financial dealings between colleagues, relatives and others and ensure disclosure of

Kotak Mahindra Bank Ltd.
CIN: L65110MH1985PLC038137

Kotak Infini, Building No. 21,
Zone 4, 2nd Floor, Infini Park,
Off Western Express Highway,
General AK Vaidya Marg,
Malad (E), Mumbai 400097,
Maharashtra, India.

T +91 22 66056825
F +91 22 67259071
www.kotak.com

Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India.



- personal relationships and relatives from time to time as mandated under the policy.
- b. **Care for my Customers, Partners, Investors and Public** – According to this pillar you are expected to be sensitive and always act in the interest of Kotak and ensure that any business or personal association including close personal relationships which you may have, do not create a conflict of interest with your role and duties in Kotak or its operations. You owe a sense of loyalty to Kotak by the fact that you have voluntarily accepted employment with Kotak. This duty carries obligation that refrains you from placing yourself in a position that could produce a conflict between your self-interest and interest of Kotak. This includes dealing with gifts and favours, encouraging anti-bribery and corruption free business, anti-money laundering, prohibiting financial interests and declaring the same, disclosing personal investments and avoiding insider trading, personal lending and control on borrowing.
 - c. **Care for my Company Assets** – You shall protect Personal, Confidential and Proprietary Information of Kotak and its employees, customers, partners, etc., safeguard Material Information and Non-Public data and Information. You shall maintain confidentiality in office areas and when you are working remotely. You shall practice accurate record keeping and operate within the delegation of authority.
 - d. **Care for my Company Reputation and Community** – You shall follow defined protocols on engaging with Press, Digital, Social Media Relations and other engagements including Government and Political involvement or lobbying. You shall procure valid licenses and copyrights. You shall exhibit responsibility towards community and environment and ensure you follow protocols on respecting human rights.
- 6.2 Besides, you must also abide by all other internal policies, rules and procedures, as implemented from time to time throughout the term of your employment. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees' through various communication channels. You will be governed by the same from time to time as and when the said changes are made. It is your responsibility to keep yourself updated with the changes, read and comply with the same.
- 6.3 Since the nature of your work requires you to handle confidential information, you shall not, at any time during your employment or after your separation from the Bank, without the prior consent of the Bank in writing, divulge, directly or indirectly, any confidential, proprietary, material and non-public information related to the Bank for any purpose whatsoever.
- 6.4 You shall not without prior consent of the Bank in writing, which will not be unreasonably withheld, publish any book or brochure or article or blog/vlog or use social media, concerning any matter, which relates to any activity of the Bank.
- 6.5 In case of violation of the Code of Conduct and/or any other Bank's policies, rules and regulations, the Bank reserves the right to take appropriate action. Apart from this, if any financial loss is caused to the Bank due to proven acts of misconduct committed by you, such financial loss caused to the Bank, can also be recovered from your terminal benefits and/or from any other relationship maintained by you with the Bank.
7. **Declarations and mandatory certifications** - On joining, and thereafter every year and whenever required by the Bank, you must fill and sign declaration modules applicable to you from time to time. You must also comply with all mandatory training modules and get certified from time to time. Likewise, you must update disclosures proactively every time there is a change during your employment with the Bank.
8. **Separation:**
- 8.1 **Superannuation** - The age of superannuation i.e. the age of retirement will be as per the Bank's 'Exit policy'. Your date of birth has been recorded as 19/03/1998 in the records of the Bank.
 - 8.2 **Notice Period** - Subject to the right of the Bank to terminate your services in accordance with clause 8.3, it may be terminated either by the Bank or yourself by giving 3 Month(s) notice to the other. The Bank alone, at its discretion, may opt to make / accept payment in lieu of notice period, which will be calculated as per Bank's 'Exit policy'.
 - 8.3 Your employment can be terminated by the Bank, without any notice or payment of any kind in lieu of notice, in the following cases:
 - a. Any incorrect information furnished by you or on suppression of any material information and/or;
 - b. Any act, which in the opinion of the management is an act of dishonesty, disobedience, insubordination, incivility, intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence in the discharge of duty on your part or the breach on your part of any of the terms, conditions or stipulations contained in this letter of appointment or a violation on your part of any of the Bank's rules and policies and/or;
 - c. You being adjudged an insolvent or applying to be adjudged an insolvent or making a composition or arrangement with your creditors or being held guilty by a competent court of any offence involving moral turpitude and/or;
 - d. You being convicted of a serious criminal offence or a criminal offence which, in the Bank's opinion compromises your ability to perform your duties; and/or;
 - e. The results of any background/reference checks or searches conducted by the Bank are found to be unsatisfactory in the opinion of the Bank in its absolute discretion and/or;
 - f. Any misconduct pertaining to moral turpitude, riotous/disorderly behavior, theft, misappropriation, conviction by any court of law and/or;
 - g. Any act or omission, which could be construed as loss of confidence in you by the Management and/or;
 - h. Any act subversive of discipline or any conduct prejudicial to the interest and reputation of the Bank.
 - 8.4 **Garden Leave** – While serving notice, the Bank may require you to take Garden Leave, at the sole discretion of the Management, for all or part of the remaining period of employment. Garden leave may be applicable if you are in grade M5 and above, under certain

Kotak Mahindra Bank Ltd.
CIN: L65110MH1985PLC038137

Kotak Infinii, Building No. 21,
Zone 4, 2nd Floor, Infinii Park,
Off Western Express Highway,
General AK Valdia Marg,
Malad (E), Mumbai 400097,
Maharashtra, India.

T +91 22 66056825
F +91 22 67259071
www.kotak.com

Registered Office:
27 BKC, C 27, G Block,
Bandra Kurla Complex,
Bandra (E), Mumbai 400051,
Maharashtra, India.



Kotak Mahindra Bank

- circumstances or if you are working in sensitive roles, as defined in the Bank's 'Garden Leave Policy'.
- 8.5 **Inducing/influencing an employee to leave** – Whilst you are in service of the Bank or upon your separation, you will, not directly or indirectly, either on your own account or on behalf of or in conjunction with any other person, firm or company induce/influence or attempt to induce/influence any employee of the Bank, to leave the employment of the Bank. Failure to observe this would be considered as a breach of contract on your part.
- 8.6 **Joining Competitor** – As per the 'Exit policy', on your separation from the Bank you will declare if you are joining any Banking or Financial Services Company.
9. **Jurisdiction** - If any term or provision of this appointment letter or any application thereof shall be declared or held invalid, illegal or unenforceable, in whole or in part, whether generally or in any particular jurisdiction, such provision shall be deemed excluded to that extent, and the validity, legality or enforceability, of the remaining provisions, both generally and in every other jurisdiction, shall not in any way be affected or impaired thereby.
10. This appointment letter shall be governed by, and construed in accordance with, the laws of the Republic of India. Courts of Mumbai shall have exclusive jurisdiction in respect of any disputes arising out of or in connection with this contract.
11. This letter constitutes the entire understanding between you and the Bank relating to your employment by the Bank and supersedes and cancels all prior written and oral agreements and understandings with respect to the subject matter of this appointment. This appointment letter may be amended by a subsequent written agreement between you and the Bank.

You are requested to send us a copy of this letter signed and dated by way of acceptance of the terms and conditions contained therein.

We look forward to your having a long and happy career with us.

Yours faithfully,

For Kotak Mahindra Bank Ltd.,
Signature valid

Digitally signed by MANOJ
PRABHAKAR PHADNIS
Date: 2022.07.23 18:57:13
IST

Manoj Phadnis
Executive Vice President – Human Resources

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

ATHULYA BABU

Kotak Mahindra Bank Ltd.
CIN: L65110MH1985PLC038137
Kotak Infini, Building No. 21,
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Maharashtra, India.



Kotak Mahindra Bank

Annexure - A

Compensation Structure					
	Components	P.M.	P.A.	Frequency	Remarks
a. Basic	Basic Salary	14,980	179,760	Monthly	Minimum 40% of Fixed Pay excluding Section d (Insurances Premiums) & Additional HRA (if any)
b. Housing	House Rent Allowance	6,843	82,121	Monthly	Upto 50% of Basic Salary
c. Allowances and Benefits	Fitness Allowance	1,000	12,000	Monthly	Amount paid per month under Health and Fitness related Benefit. You can enter your fitness goals by visiting on Kotak's site: Health to the power infinity
	Statutory Bonus	2,996	35,952	Monthly	Payable as per Payment of Bonus Act
d. Insurances Premiums	Mediclaim		7,750	Annual	This denotes average Premium for covering you and dependents (partner and 2 children) for 4 Lakhs family floater. Additional cover of 2Lakhs for employees post completion of 5 years. You will be covered by default, coverage of the dependents as per your declaration. More details in Kotak Mediclaim Policy. Policy is renewed in April every year. Voluntary top-up and parents policies cover premium is paid by you.
	Kotak Term Life + GPA		2,200	Annual	This denotes average premium for the grade calculated as per Term Life cover for the grade. Life Insurance Policy: 1.5 times of CTC or grade-wise limit whichever is higher. Group Personal Accident Policy (GPA): 3L or 1 time CTC, whichever is higher. Refer Term Life Insurance Policy & Group Personal Accident Policy.
e. Retirals	Contribution to Gratuity Fund		8,648	Annual	This amount is 4.81% of Basic Salary. However gratuity is payable after 5 years of continuous service as per The Payment for Gratuity Act. As per current gratuity policy of the company, exgratia is paid on pro-rata basis at the time of separation even if length of service is less than 5 years.
	Contribution to Provident Fund		21,571	Annual	Company's contribution towards PF @ 12% of Basic
f. Total Fixed Pay (a+b+c+d+e)		25,819	350,000		
Other Benefits					
Role Based Allowances/ Benefits	<ul style="list-style-type: none"> - Shift Allowance - for employees working in shift as per Shift Working policy - Reimbursement towards Remote Working expenses - for the roles as per Remote working Policy. - Corporate Mobile SIM - for the roles as per Mobile Policy - Corporate Credit Card - In case your role and grades defined as per Corporate Credit Card policy - Laptop/ Desktop - as per the role eligibility and company policy. 				
Other Benefits	<ul style="list-style-type: none"> - Emergency Loan - Refer to Emergency loan policy for eligibility amount and other details. 				

Annexure - B

Kotak Mahindra Bank Ltd.
 CIN: L65110MH1985PLC038137
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 Bandra Kurla Complex,
 Bandra (E), Mumbai 400051,
 Maharashtra, India.

EXUSIA

Envision. Execute. Empower.

April 22, 2021

Akshay Surendran T
Surabhi, Pookkod P O
Kottayam, Pathayakunnu
Kannur District
Kerala - 670691

Dear Akshay:

We are honored to make you a formal offer to bring you into our Pune practice located at 1st Floor Marisoft C, Kalyani Nagar, Pune 411014, Maharashtra, India, as an Analyst to work on our financial, healthcare, insurance, and high technology projects across India effective May 24, 2021. We trust that your knowledge, skills and experience will be among our most valuable assets as we grow our firm in the years to come.

The offer includes a total compensation target of 4,20,000 Indian rupees in year 1, made up of the following components:

- **Initial Assignment:** Effective as of your joining date, you will participate in Exusia's Analyst Training Institute. This program will be approximately 8 weeks long, which will provide you with essential technical training, the opportunity to interact with your peers and project/company leadership, as well as exposure to our client work and resources. Upon completion of the training series successfully, you will have the opportunity to be staffed on a suitable client project.
- **Basic Salary:** The total amount allocated towards the base salary will be 1,78,200 Indian rupees annually or 14,850 Indian rupees per pay period
- **Employee Performance Incentive:** Up to 10,500 Indian rupees per quarter, paid via direct deposit as per section 2.1.2 of your Employment Agreement (EA)
- **Tax Exempt Allowances:** Housing, transportation, medical, education, and other allowances as permitted under Indian law
- **Provident Fund:** A matching employer contribution to your Provident Fund (up to the statutory allowance), provided that you make a monthly employee Provident Fund contribution
- **Flexible Benefit Plan (FBP):** Employee will be eligible for Company's Flexible Benefit Plan (FBP). A broad guideline applicable to Employee will be provided to Employee to assist Employee in determining which plan to choose
- **Insurance:** Company shall provide, at no cost to Employee, hospitalization insurance for Employee and Employee's dependents and parents, as well as group life insurance and personal accident insurance for Employee

For your convenience, your detailed salary offer has been included herein.

Please initial the bottom of each page and sign and date the last page of the enclosed EA and then e-mail the fully signed version back to us at talent@exusia.com. We will then send you a fully executed agreement for your records. This offer shall remain open and valid effective for one week from the date of this letter.

If you have any questions at all, please do not hesitate to reach out to our team.

Congratulations on this achievement! We look forward to welcoming you aboard and to the next steps in your career with Exusia.

Sincerely,

By: _____
Trevor M. Silver
Director of Exusia India Private Limited

EXUSIA

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Salary Offer

Employee Name:
Position:
Location:

Akshay Surendran T
Analyst
Pune

Earnings	Amount (INR)	
	Per Month	Per Year
BASIC SALARY	14,850.00	178,200.00
HRA	7,425.00	89,100.00
TRANSPORT ALLOWANCE	1,600.00	19,200.00
MEDICAL ALLOWANCE	1,250.00	15,000.00
EDUCATION ALLOWANCE	-	-
SPECIAL ALLOWANCE	4,575.00	54,900.00
TOTAL CASH COMPENSATION	29,700.00	356,400.00
PROVIDENT FUND EMPLOYER CONTRIBUTION	1,800.00	21,600.00
TOTAL NON-VARIABLE COMPENSATION	31,500.00	378,000.00
QUARTERLY INCENTIVE	10,500.00	42,000.00
ANNUAL INCENTIVE	-	-
TOTAL COST TO COMPANY	42,000.00	420,000.00

N.B. 1: Employee can change his/her tax-exempt allowance preferences in our self-service payroll portal.
N.B. 2: Incentive amount assumes eligibility and is paid 4 times per year, not each monthly pay cycle.

Fwd: Letter of Intent - Vishnu T - Ref. No.: 9460191

Derroll David CSE <derrolldavid@vjec.ac.in>
 To: TPO VJEC <tpc@vjec.ac.in>

28 January 2020 at 14:20

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

From: **Vishnu T** <vishnuvenu98@gmail.com>
 Date: Thu, Jan 16, 2020 at 9:52 PM
 Subject: Fwd: Letter of Intent - Vishnu T - Ref. No.: 9460191
 To: Derroll David CSE <derrolldavid@vjec.ac.in>

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

From: <careers@wipro.com>
 Date: Tue, 10 Dec 2019, 12:13 am
 Subject: Letter of Intent - Vishnu T - Ref. No.: 9460191
 To: <vishnuvenu98@gmail.com>

Campus - Letter Of Intent

09-Dec-2019

Dear Vishnu T,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan(WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31 % of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Fwd: Congratulations!!! - Job Offer From Seeroo IT Solutions Pvt. Ltd.

1 message

EBIN ROY <ebinroy87@gmail.com>
To: TPO VJEC <tpc@vjec.ac.in>

15 February 2021 at 17:30

Ebin Roy

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

From: **Sneha** <sneha@seeroo.com>
Date: Mon, Dec 28, 2020, 6:18 PM
Subject: Congratulations!!! - Job Offer From Seeroo IT Solutions Pvt. Ltd.
To: <ebinroy87@gmail.com>
Cc: <hr@seeroo.com>, <basil@seeroo.com>

Dear Ebin,

We thank you very much, for spending your time for a discussion with us. Based on that, we are offering you the post of **Junior Software Developer (ERP Team)** and your date of joining will be **on 04/Jan/2021**. You will be on probation for **3 months**. Probation period may be shortened or extended depending on your performance.

- During the probation period you will be getting a monthly salary of **9,000/-** (Rupees: Nine Thousand). After the probation period you will be getting **12,000/-** (Twelve Thousand) (including EPF).
- On or before completing One Year you will be getting minimum salary of **16,000/-** (Sixteen Thousand)
- On or before completing Two Years you will be getting minimum salary of **20,000/-** (Twenty Thousand)

Similarly there will be yearly appraisal based on your performance, team performance and company performance.

Please submit us the following documents on the day of joining.

- Self attested copies of all academic records
- 3 Passport size photographs
- Copies of Photo ID card and Adhaar Card

If you have any query please feel free to contact **Mr.Najid** (+917356636563) Or **Mrs. Sneha** (+91 8086 595436)

June 7, 2021

HRD/1001902014/21-22

Ms. Agnes Jinson
Pallikkamalil H
Chungakkunnu Po, Kottiyoor
Kannur-670651
India

Ph: +91-8606512558

Dear Agnes,

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 **14-Jun-2021**.

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 - II
(Compensation post Unit allocation)

COMPENSATION DETAILS
(All figures in INR per month)

NAME		Ms. Agnes Jinson		
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	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				

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UST/19409811/3297806
18/02/2022

Aswani K
Trivandrum

Sub: Letter of Offer

Dear Aswani,

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 23/02/2022. 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 23/02/2022. 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 23/02/2022. 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
Director HR

Aswani, K

Execution by the Employee:

I, Aswani K, agree and accept this conditional offer on the terms and conditions outlined and/or referred to in this Agreement.

Signed By Candidate

IP Address

Aswani K

203.192.253.140

Date

2022-02-21T11:43:12.410+00:00

Encl : Annexure 1
Annexure 2

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UST/21017314/2959577
05/05/2021

Nijil P T
Kochi

Sub: Letter of Offer

Dear Nijil,

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 UST Global Technology Services (India) 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 10/05/2021. 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

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before 10/05/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours. 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 10/05/2021. 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 UST Global Technology Services (India)
Private Limited



Vinesh George
Group Manager HR

Accepted

Nijil, P T

Encl : Annexure 1
Annexure 2



28/09/2019

Training | Consulting | Camps | Ouizzes) HR
Counselling | ELT) Teacher Empowerment

Dear Farhana M. Ali,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

If you are happy with the terms and conditions of our company and wish to receive this offer of employment, you will have to undergo a free training programme at our training venue in Kochi, Kerala for a period of 8 days in the month of April/ May.

If you are really interested in accepting this offer, please sign below and accept it and send a scanned copy of the same to the mail address given in the offer letter in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn on April 15, 2020. The date of the training programme will be informed to you only on contacting us over 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 your ID Proof along with this offer letter.

We look forward to your working with its.

Yours sincerely,



Bibin Antony
Manager — HR Mobile:
08547938985
placements@gmail.com

With the signature below I accept this offer of employment

_____ Name

_____ Signature

_____ Date



28/09/2019

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

Dear Ann Mary George,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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We look forward to your working with its.

Yours sincerely,



Bibin Antony
Manager — HR Mobile:
08547938985
placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

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



28/09/2019

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

Dear Malavika M.,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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We look forward to your working with its.

Yours sincerely,



Bibin Antony
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08547938985
placements@gmail.com

With the signature below I accept this offer of employment

_____ Name

_____ Signature

_____ Date

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



28/09/2019

Training | Consulting | Camps | Ouizzes) HR
Counselling | ELT) Teacher Empowerment

Dear Athulya Maria Babu,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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We look forward to your working with its.

Yours sincerely,



Bibin Antony
Manager — HR Mobile:
08547938985
placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

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

28/09/2019

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

Dear Wissam Salih Abdulla,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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We look forward to your working with its.

Yours sincerely,



Bibin Antony

Bibin Antony
Manager — HR Mobile:
08547938985
placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

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

28/09/2019

Dear Ashlin K. Wilson,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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If you are really interested in accepting this offer, please sign below and accept it and send a scanned copy of the same to the mail address given in the offer letter in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn on April 15, 2020. The date of the training programme will be informed to you only on contacting us over 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 your ID Proof along with this offer letter.

We look forward to your working with its.

Yours sincerely,



Bibin Antony

Bibin Antony
Manager — HR Mobile:
08547938985
placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

28/09/2019

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

Dear Akash Augustine,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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We look forward to your working with its.

Yours sincerely,



Bibin Antony

Bibin Antony

Manager — HR Mobile:

08547938985

placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

Date:09-Dec-2019

To

Bindya Rajeev
KANNUR

Dear Bindya Rajeev,

Sub: Offer of Training and Employment

- 1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
- 2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the competency Level C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 65% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.

Bindya Rajeev

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Bindya Rajeev, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	<i>Bindya Rajeev</i>
Your Name in Capital letters	BINDYA RAJEEV

Annexure 1

● Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)

Name	: Bindya Rajeev
Competency	: C1
Designation	: ENGINEER
Stipend	: INR 22,000 per month.

Payment will be after deduction of below amount from the monthly stipend:

- INR 6000 per month covering for accommodation on twin share basis on a subsidized cost (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance which is INR 500 per month.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining. The following are the coverage for 2019 - 2020 for your reference. You will get more details on joining.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 400,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

Nethram India Innovation Center Private Limited

Dec 28'th 2020

Ebin Roy
Thozhalayil house,
Kodanchery(po), Calicut

Dear Ebin,
Further to our discussion, we are pleased to appoint you in our Company as Member of Technical Staff, or in such other capacity decided by the management from time to time.

1. DATE OF APPOINTMENT

Your date of appointment is effective from Dec 29'th, 2020. You will have an opportunity to mutually discuss and agree on a joining date between Dec 29'th 2020 and Dec 31'st 2020.

2. SALARY

You will be paid base salary of Rs. 8,000 per month, and an additional performance-based variable pay.

3. VARIABLE PAY

You will be paid a performance-based variable pay, the average of which can be expected to be between Rs. 10,000 and Rs. 20,000 per month. This salary is an average, across a full year. Individual monthly salary could vary. The variable pay shall start latest after the probation period and depending on performance and value of contributions could start earlier as determined by the management.

4. BONUS

You will be paid bonus in accordance with laws governing such payments and as declared by company.

5. PROBATION

You will be on probation for 6 months, during which period, your job may be terminated by the company at any time without notice period.

6 LEAVE RULES

You will be entitled for leave as per Company Policy. The current company policy is to use best judgment for upto 50% of the working days.

7 RETIREMENT

Your retirement age is 55 years.

Nethram India Innovation Center Private Limited

Mysore Road, Sulthan Bathery, India - 673592
Tel : +91-4936-221113 E-mail: nethram@nethram.com Website: www.nethram.com

8 TRANSFER

You may be transferred in such capacity as the company may, from time to time determine to any other location/department/establishment/branch/subsidiary of the Company. In such case the terms and conditions of service applicable to the new assignment will govern you.

9 OTHER WORK

Your position is a whole-time employment with the company, and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as share holder or debenture holder) in any other trade or business during the employment with the company without permission in writing of the Directors of the Company.

10 RESPONSIBILITIES

You must effectively perform to ensure results and you will be expected to work extra hours to achieve this whenever the job so requires.

11 TRAVEL

You will be required to travel on company work and you will be paid travel expenses for this as per the company rules.

12 CONFIDENTIAL INFORMATION

You will not at any time, without written consent of the Directors, disclose or divulge or make public except on legal obligations, any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in the course of your service or otherwise.

13 PROTECTION OF INTEREST

If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operations of the company, such developments will be fully communicated to the company and will remain sole right/property of the company. The company has the right to exercise ownership of any development, task or work you might do during employment.

18 PAST RECORD

If any declaration given or published by you to the company proves to be false or if you are found to have willfully suppressed any material information, or if you violate the company policies, you are liable to be removed from service without any notice.

19 NOTICE PERIOD

This contract of employment is terminable by either party giving 90 days' notice. Either party is not bound to give any reason thereof. The company reserves the right to pay in lieu of notice period. However, during probation period, the company may not give any notice.

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Tel : +91-4936-221113 E-mail: nethram@nethram.com Website: www.nethram.com

20. ON SEPERATION

On acceptance of the separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, ID cards, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

The above terms and conditions are subject to company policy and may change from time to time.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment. You have until Dec 28'th, 2020 to accept.

Sincerely,
for Nethram India Innovation Center Private Limited

Baiju Paul Mathews
Managing Director

I accept this offer, with a firm commitment to join. My tentative joining date is _____.
I realize and agree that the company may share confidential information with me prior to joining, and the company may start to invest in mentoring and training me.

I accept this offer, with no firm commitment to join. I realize that this offer is not binding on the company, and that this offer may be withdrawn at any time.

I decline this offer.

(Please place an X on the appropriate option, and sign under the selected option)

Nethram India Innovation Center Private Limited

Mysore Road, Sulthan Bathery, India - 673592
Tel : +91-4936-221113 E-mail: nethram@nethram.com Website: www.nethram.com

Dec 28'th 2020

Sachin Saju
Elavumkunel (H)
Rayarome (PO)
Alakode ,Kannur
670571

Dear Sachin,
Further to our discussion, we are pleased to appoint you in our Company as Member of Technical Staff, or in such other capacity decided by the management from time to time.

1. DATE OF APPOINTMENT

Your date of appointment is effective from Dec 29'th, 2020. You will have an opportunity to mutually discuss and agree on a joining date between Dec 29'th 2020 and Dec 31'st 2020.

2. SALARY

You will be paid base salary of Rs. 8,000 per month, and an additional performance-based variable pay.

3. VARIABLE PAY

You will be paid a performance-based variable pay, the average of which can be expected to be between Rs. 10,000 and Rs, 20,000 per month. This salary is an average, across a full year. Individual monthly salary could vary. The variable pay shall start latest after the probation period and depending on performance and value of contributions could start earlier as determined by the management.

4. BONUS

You will be paid bonus in accordance with laws governing such payments and as declared by company.

5. PROBATION

You will be on probation for 6 months, during which period, your job may be terminated by the company at any time without notice period.

6 LEAVE RULES

You will be entitled for leave as per Company Policy. The current company policy is to use best judgment for upto 50% of the working days.

7 RETIREMENT

Your retirement age is 55 years.

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9 OTHER WORK

Your position is a whole-time employment with the company, and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as share holder or debenture holder) in any other trade or business during the employment with the company without permission in writing of the Directors of the Company.

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If you conceive any new or advanced methods of improving process/formulae/systems in relation to the operations of the company, such developments will be fully communicated to the company and will remain sole right/property of the company. The company has the right to exercise ownership of any development, task or work you might do during employment.

18 PAST RECORD

If any declaration given or published by you to the company proves to be false or if you are found to have willfully suppressed any material information, or if you violate the company policies, you are liable to be removed from service without any notice.

19 NOTICE PERIOD

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20. ON SEPERATION

On acceptance of the separation notice, you will immediately give up to the company before you are relieved, all correspondence, specifications, formulae, books, documents, ID cards, cost data, market data, literature, drawings, effects or shall not make or retain any copies of these items.

The above terms and conditions are subject to company policy and may change from time to time.

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment. You have until Dec 28'th, 2020 to accept.

Sincerely,
for Nethram India Innovation Center Private Limited

Baiju Paul Mathews
Managing Director

I accept this offer, with a firm commitment to join. My tentative joining date is _____.
I realize and agree that the company may share confidential information with me prior to joining,
and the company may start to invest in mentoring and training me.

I accept this offer, with no firm commitment to join. I realize that this offer is not binding on
the company, and that this offer may be withdrawn at any time.

I decline this offer.

(Please place an X on the appropriate option, and sign under the selected option)

April 20 2021

Karun Jose Tomson

Puthankalayil house, Kanchiradukkam,
Post: Kasargod Kerala - 671121
Contact No- **+91-7306558726**

Dear **Karun**,

We are pleased to invite you to join our **Internship Program (PAID)** at SysTools® Software Pvt. Ltd. We at SysTools® deliver innovative software applications to enhance the lives of millions of IT Admins, Digital Forensic Investigators and Computer Users around the globe. With years of experience in software development industry by delivering user friendly solutions, SysTools® is a fast growing company being established as a dignified industry leader today, with operations covering more than half of the world countries.

We are inviting all young minds; fresh out of college for an internship program in one of the highly reputed, fascinating yet challenging arena; Cyber Forensics. Being a Cyber Crime Investigation Intern, you will be benefited with the advance level of training in Email Forensics Division along with the best practices of Data Acquisition, Analysis and Reporting. You will involve in high profile case studies, hands on experience with real time projects and assignments and many more during the duration of **6 months** as intern with us. Email Investigation with MailXaminer software – the most prestigious contribution for email investigation from SysTools also is one of the added attractions of the internship program we designed for you. After successfully completing the internship modules along with the esteemed interactions, expert guidance and real time case analysis, you will be provided with the certifications of **Email Investigation and MailXaminer Expertise from SysTools.**

- Intern will be designated as **"Digital Forensics Evidence Examiner (Trainee)"**
- The internship commences on **19 April 2021** and ends by **18 October 2021.**
- During your internship period, you will be paid a stipend of **Rs 7,500/month (Rupees Seven Thousand Five Hundred Only).**
- During the internship, the intern shall adhere to the working practices of the company without any failure.
- During the internship, the intern shall comply with the internal rules and regulations of the company, with particular regard to working hours.
- Office working days and timing are flexible as per duty call.
- Internship program is designed for duration of **6 months (19 April 2021 and ends on 18 October 2021)** and the duration of which can be extended or reduced as per the variation in work plan.

TERMINATION PROCEDURE

- You cannot end your internship unilaterally. You must get permission to do so from your internship supervisor as well as from the company management through written application.
- In the event that the intern fails to comply with responsibilities and other obligations as per the expectation, company is entitled to end the internship at any point of time during the internship program.
- Your work place will be at **Bangalore, India Location**, but, your services/internship training can be transferred to other offices or work locations including client sites, at the sole discretion of the Company.
- You are requested to report for your duties by **9:00 A.M** sharp on or before **19 April Monday 2021**.

By accepting this offer, you hereby authorize **SysTools® Software Pvt. Ltd** and/or any external agency instructed by **SysTools®** to verify the educational, employment antecedents, conduct or other particulars and make any other background checks prior to or after your date of joining. This offer will be cancelled and your internship with **SysTools®** will be terminated with immediate effect (even after joining **SysTools®**), if any of the information provided by you is found to be false or misleading in the final background check report. All matters pertaining to your appointment and compensation are strictly confidential and it should treat accordingly.

As we welcome you onboard to "**SysTools® Software Pvt. Ltd**" family, we are confident that you will strive to contribute to your potential and add value through your roles and strengthen the spirit of the company.

For SysTools Software Pvt Ltd

For Digital Copy No Signature Needed

Nimisha Ramesh

Vice President

Contact No: +91-8376953238

8:10 PM

26.9KB/s      49



(including EPF).

- On or before completing One Year you will be getting minimum salary of 16,000/- (Sixteen Thousand)
- On or before completing Two Years you will be getting minimum salary of 20,000/- (Twenty Thousand)

Similarly there will be yearly appraisal based on your performance, team performance and company performance.

Please submit us the following documents on the day of joining.

- Self attested copies of all academic records
- 3 Passport size photographs
- Copies of Photo ID card and Adhaar Card

If you have any query please feel free to contact **Mr.Najid** (+917356636563) Or **Mrs. Sneha** (+91 8086 595436)

On behalf of SEEROO, warmly welcome you to the SEEROO FAMILY.

Kindly acknowledge and confirm the joining date on or

10 PM

1.1KB/s



Card

If you have any query please feel free to contact **Mr.Najid** (+917356636563) Or **Mrs. Sneha** (+91 8086 595436)

On behalf of SEEROO, warmly welcome you to the SEEROO FAMILY.

Kindly acknowledge and confirm the joining date on or before 20/Feb/2020

Thanks and Regards

HR Department

.....
.....

SEEROO IT SOLUTIONS Pvt. Ltd. *Powerful Thoughts - Simple Solutions* www.seeroo.com T: +91 484 298 5660

CORPORATE OFFICE: INDIA : SANTHIGIRI CAMPUS, NAD ROAD, KALAMASSERY, COCHIN-683 503

GLOBAL OFFICE: UAE: #401, KISH TRAVEL BLD, MADINAT ZAYED, PB: 114954, ABUDHABI.

ASSOCIATE OFFICE: US: P-SQUARE SOLUTIONS, MOUNT LAUREL, NJ-08054. T: (856) 533-2471

OUR DESIGN LAB: YEZ STUDIO www.yezstudio.com



28/09/2019

Training | Consulting | Camps | Ouizzes) HR
Counselling | ELT) Teacher Empowerment

Dear Nirmal Sudharman,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

If you are happy with the terms and conditions of our company and wish to receive this offer of employment, you will have to undergo a free training programme at our training venue in Kochi, Kerala for a period of 8 days in the month of April/ May.

If you are really interested in accepting this offer, please sign below and accept it and send a scanned copy of the same to the mail address given in the offer letter in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn on April 15, 2020. The date of the training programme will be informed to you only on contacting us over 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 your ID Proof along with this offer letter.

We look forward to your working with its.



Yours sincerely,

Bibin Antony
Manager — HR Mobile:
08547938985
placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date



Offer: Computer Consultancy
Ref: TCSL/DT20195546126/Trivandrum
Date: 18/02/2021

Mr. Nandakishor M
Chandralayam Airport Road,
Mattannur,
Kannur-670702,
Kerala.
Tel# 91-9446772802

Dear Nandakishor M,

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.

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TCSL/DT20195546126

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusanjipatti PO, Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021



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	Nandakishor M
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
Retention Incentive	NA	0
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



ecb

Offer: Computer Consultancy
Ref: TCSL/DT20195514179/Trivandrum
Date: 13/09/2019

Mr. Amaldev K V
Devameenu Nivas Thavarool,
Chengalayi,
Kannur-670631,
Kerala.
Tel# 91-9400461101

Dear Amaldev K V,

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

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

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

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TCSL/DT20195514179

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Corporate Office: TCS Building, 100th Floor, 100th Street, 100th Avenue, Chennai 600 088, India
Tel: +91 44 2282 4000 Fax: +91 44 2282 4001 Website: www.tcs.com
Registered Office: TCS Building, 100th Floor, 100th Avenue, Chennai 600 088, India
TCS Group Services: 1800 208 1111 Email: care@tcs.com

Withdrawal of Offer

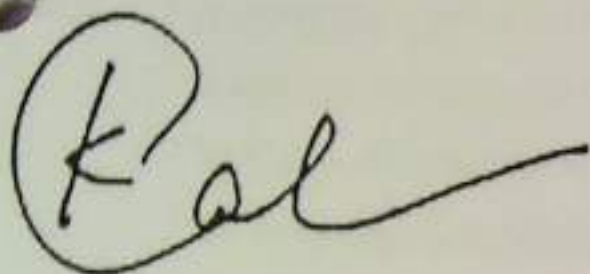
If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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 TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



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

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TCSL/DT20195554252

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vivanta Building 6th Floor, Infopark, Kothuramangalam PO, Kothuramangalam 500082 India
Tel: 011 4 604 5000 Fax: 011 4 604 5255 Website: www.tcs.com
Registered Office: National Building, 5th Floor, Nariman Point, Mumbai-400 021
TCS Careers Service Line: 1800 209 1111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Akshay V K
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
Xplore/ Learning Incentive****		Upto 60,000

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 Programme.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. 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/DT20195555964/Trivandrum
Date: 07/03/2021

Dear Sanath Govind,

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.

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TCSL/DT20195555964

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Visitors Building 9th Floor, Indraprastha Knowledge Park, New Delhi 110028 India
Tel: 91 11 424 5000 Fax: 91 11 424 5200 Website: www.tcs.com
Regional Office: National Building, 30th Floor, Narayan Point, Mumbai 400 023
TCS Career Services: 1800 209 2111 Email: careers@tcs.com



Offer: Computer Consultancy
Ref: TCSL/DT20217639222/Ahmedabad
Date: 04/12/2021

Mr. Athul R Suthan
Marathan Kovil House P.O PariyaramKannur,
Near Kmc,
Kannur-670502,
Kerala.
Tel# -

Dear Athul R Suthan,

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.

Athul R. Suthan

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TCSL/DT20217639222

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 382 009 India
Tel: 91 79 6671 2600 Fax 91 79 6671 2601 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



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

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TCSL/DT20217639222

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 382 009 India
Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 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

Ashutosh R. Sathyan



GROSS SALARY SHEET

Annexure 1

Name	Athul R Suthan
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

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TCSL/DT20217639222

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

5th & 6th Floor, Info Tower 1, Infocity, Airport Road, Gandhinagar 382 009 India
Tel: 91 79 6671 2600 Fax: 91 79 6671 2601 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

Athul R. Suthan
[Signature]



Offer: Computer Consultancy
Ref: TCSL/DT20195585039/Trivandrum
Date: 25/02/2021

Ms. Anjali Mohan
238,
Kottila,
Kannur-670334,
Kannur.
Tel# -

Dear Anjali Mohan,

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/DT20195585039

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusumagiri PO, Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com
Registered Office: 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



[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	Anjali Mohan
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
Retention Incentive	NA	0
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

Fwd: Fedrecruit - Offer Letter

1 message

Sneha Revathy <sneharevathy998@gmail.com>
To: tpc@vjec.ac.in

15 February 2021 at 19:36

----- Forwarded message -----
From: <postings@federalbank.co.in>
Date: Wed, Feb 10, 2021, 5:26 PM
Subject: Fedrecruit - Offer Letter
To: <sneharevathy998@gmail.com>
Cc: <recruitment@federalbank.co.in>

HR TALENT ACQUISITION & DEPLOYMENT

FEDERAL BANK

YOUR PERFECT BANKING PARTNER

HR TAD/B/PR-39135/OFP-178/2020-21

10 February 2021

Hearty Welcome!

Dear Nair Sneha Asokan ,

It gives us immense pleasure to formally welcome you to be a part of this great institution, which has grown tremendously over the years and looking forward to conquer new heights in the years to come. We are sure that you would definitely want to build an enduring relationship with this institution, which will in turn offer you exciting and challenging career opportunities to grow and develop yourself.

We have made necessary arrangements for your smooth induction into our system. In case you need any clarifications or support from our end, please feel free to contact us at postings@federalbank.co.in.

The details of the offer of appointment made to you are annexed to this letter.

Wishing you all success,

Yours Sincerely,

John P J
Vice President (HR)

To
Ms. Nair Sneha Asokan
Snehanilayam
(Via) Panoor
Chendayad PO
Kannur, Kerala-670692

Offer of appointment to Ms.Nair Sneha Asokan as Associate

You have been selected for appointment in the Bank as Associate on the basis of your performance in the Campus selection process.

Place of Posting/ Date of Joining

Your initial place of posting will be at Branch/Office: **Kolathur** situated at Anjana Arcade, Kuruppathal, Kolathur, Malappuram, Kerala-679338. You will have to join Branch/Office: Kolathur on 09/03/2021 after completion of the online orientation programme. The appointment will be effective from the date of joining the Branch/Office.

Pre Induction e-Learning & Orientation programme

As part of continuous learning approach, Bank will be conducting a pre-induction self-learning programme which will help you to understand basic banking functions and concepts. Completing this e-learning programme is a pre-requisite for joining the Induction/Orientation programme, details of which will be intimated to you in due course by Federal Knowledge & Development Centre (FKDC).

Subsequent to this, you will have to enroll for a three day online Induction/Orientation programme conducted by Federal Knowledge & Development Centre (FKDC) starting from 03/03/2021 to 05/03/2021. The Orientation programme will be an instructor-led live online training programme, with sessions scheduled between 9.30 am and 6 pm on all the 3 days. You should be ready with a personal desktop computer/laptop/tablet with high speed data connectivity to attend the same. Further details will be intimated to you in due course by Federal Knowledge & Development Centre (FKDC). Successful completion of the online Induction/Orientation programme, by way of attendance in all sessions, satisfactory level of engagement/performance, is a pre-requisite for joining the Bank.

Probation/ Confirmation

Your appointment will be on probation for a period of six months. The period of probation will be counted for calculating the period of permanent service and for the purpose of granting increments. The period of probation is liable to be extended, if the Associate has not satisfactorily completed the initial period of probation.

During the period of probation, if your work, health, conduct or efficiency is found not satisfactory, your service is liable to be terminated at any time giving you one month notice or by paying one months pay and allowances in lieu of notice. During the period of probation, you are not expected to involve directly or indirectly in the activities of any trade union of the Bank or of any other Bank or of other organization.

Remuneration

You will be on a pay scale of 17900 1000/3 20900 1230/3 24590 1490/4 30550 1730/7 42660 3270/1 45930 1900/1 47920 as applicable to Clerical cadre employees of the Bank. The total monthly emoluments eligible to be received by an Associate at **Aluva** initially would be as follows.

Particulars	Amount (Rs.)
Basic Pay	19900.00
Special Allowance	3263.60
Dearness Allowance	6221.31
Transport Allowance	600.00
HRA	2039.75
Total	32024.66

* Basic pay includes 2 Graduation Increments of 1000/- each.

Graduation Increments will be released from the date of acquiring graduation/date of joining the Bank whichever is later, on submission of final Degree/Provisional Certificate.

HRA would change depending upon the place of posting.

During the period of probation/on confirmation in service, you will also be eligible for the facility of reimbursement of hospitalization expenses, medical aid, closing allowance, reimbursement of cost of brief case/office bag (on confirmation), reimbursement of cost of one newspaper (on confirmation), Leave Fare Concession, Privilege Leave, Sick Leave, Casual Leave, etc., subject to the rules in force and as amended, altered or added from time to time. On confirmation and on completion of stipulated period of service, you would also be eligible for various Staff Loans prevailing in the Bank, including Housing Loan, Vehicle Loan, Computer Loan, Overdraft, Demand Loan, Interest free Festival Advance, etc., subject to the rules in force and

Annexure

Monthly Emoluments

Particulars	Amount (Rs.)
Basic Pay	19900.00
Special Allowance BP	3263.60
Dearness Allowance	6221.31
HRA	2039.75
Transport Allowance	600.00
Canteen Expenses	1250.00
Newspaper Allowance (1+ 170)#	370.00
Fixed Conveyance	1350.00
Total	34994.66

after confirmation

Other Allowances

Allowances	Amount (Rs.)	Remarks
Medical Aid	2355.00	Yearly
Closing Allowance	1200.00	Yearly
Digital Promotion	1200.00	Yearly
Cost of Brief Case/ Office Bags	1800.00	Once in 3 years
Exgratia*	27500.00	Lumpsum

@Will vary according to the profit position of the Bank.

Never reveal your ATM PIN, CW no. printed on the reverse of the Debit card, Internet banking passwords, OTP etc. to anyone including Bank officials. Federal Bank never asks for your confidential credentials.

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments.

WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email.

The Federal Bank Ltd

2 attachments



FBLogo.jpg
8K

Logo Line.jpg
3K

Sub: Letter of Appointment

Dear Sneha,Asokan Nair

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 heartfelt congratulations.

You have been designated as **Assoc. Software Developer (Band & Grade - A1)** and your employment start date is **2021/02/26**. Your employment will be subject to the Standard Terms and Conditions of Employment of US Technology and will be governed by various policies, processes and guidelines of US Technology. It will also be guided by the core values and beliefs of US Technology. You be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-competition Agreement.

The overall compensation offered to you is **Rs. 350000.00/- (Rupees Three Lakh Fifty Thousand only)** per annum.

This letter 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 letter of employment, you will be deemed to have confirmed 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.

We are confident that you will contribute to the values and align with the culture of the organization. We wish you a warm welcome you to the US Technology family!

Sincerely,

for US Technology International Pvt Ltd



Vinesh George
Group Manager – HR

Accepted
Sneha,Asokan Nair

Encl : Annexure 1(A)
Annexure 1(B)
Annexure 2

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UST/74865017/7740149
18/10/2021

SHANOOJA MOIDEEN
Trivandrum

Sub: Letter of Offer

Dear SHANOOJA,

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 26/10/2021. 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 26/10/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours.

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Annexure 1 (A)

Name: SHANOOJA MOIDEEN,
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.

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UST/19409811/150840
18/02/2022

Namitha V k
Trivandrum

Sub: Letter of Offer

Dear Namitha,

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 23/02/2022. 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 23/02/2022. 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 23/02/2022. 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



Vinesh George
Director HR

Accepted

Namitha, V k

Execution by the Employee:

I, Namitha V k, 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

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Annexure 1 (A)

Name: Namitha V 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.

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SHWETHA SHANKUNNI
Bangalore

UST/43593736/7717729
13/09/2021

Dear SHWETHA,

Sub: Letter of Offer

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 "Tester I - Semiconductor Product Validation", T1.

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.300,000.00/- (Rupees Three Lakh) 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 reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 16/09/2021. 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 16/09/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand

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Annexure 1 (A)

Name: SHWETHA SHANKUNNI,
Designated as: "Tester I - Semiconductor Product Validation"

Components	Monthly Salary	Annual
Basic Salary	7,500.00	90,000.00
House Rent Allowance	3,750.00	45,000.00
Education Allowance	200.00	2400.00
Bonus Ex-Gratia	1,500.00	18,000.00
Other Allowance	9,875.00	118,500.00
Employer Contribution to PF***	1,800.00	21,600.00
Gratuity	375.00	4,500.00
Variable Pay		0.00
Cost to the Company (CTC)		300,000.00

*** 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.

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UST/43593736/7397781
13/09/2021

AMEYA M V
Bangalore

Sub: Letter of Offer

Dear AMEYA,

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 "Tester I - Semiconductor Product Validation", T1.

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.300,000.00/- (Rupees Three Lakh) 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 reproduction of any aforementioned items belonging to your previous employer/s.

This offer will be valid till 16/09/2021. 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 16/09/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours. If no such intimation of acceptance is received on or before the said date, this offer shall stand

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automatically withdrawn.

If you accept this offer of employment, you are required to join your employment on or before 16/09/2021.
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



Vinesh George
Group Manager HR

Accepted

AMEYA, M V

Execution by the Employee:

I, AMEYA M V, 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

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Annexure 1 (A)

Name: AMEYA M V,
Designated as: "Tester I - Semiconductor Product Validation"

Components	Monthly Salary	Annual
Basic Salary	7,500.00	90,000.00
House Rent Allowance	3,750.00	45,000.00
Education Allowance	200.00	2400.00
Bonus Ex-Gratia	1,500.00	18,000.00
Other Allowance	9,875.00	118,500.00
Employer Contribution to PF***	1,800.00	21,600.00
Gratuity	375.00	4,500.00
Variable Pay		0.00
Cost to the Company (CTC)		300,000.00

*** 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.

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UST/74865017/6743560
11/06/2021

ANAND K V
Trivandrum

Sub: Letter of Offer

Dear ANAND,

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 17/06/2021. 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 17/06/2021. 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 17/06/2021.
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.

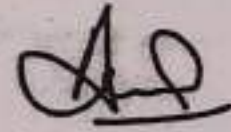
Sincerely,
for US Technology International Private Limited



Vinesh George
Group Manager HR

Encl: Annexure 1
Annexure 2

Accepted



ANAND, K V

U . S T

Annexure 1 (A)

Name: ANAND K V,
Designated as: "Assoc. Software Developer"

Components	Monthly Salary	Annual
Basic Salary		
House Rent Allowance	8,312.50	99,750.00
Education Allowance	3,325.00	39,900.00
Bonus Ex-Gratia	200.00	2400.00
Other Allowance	1,662.50	19,950.00
Employer Contribution to PF***	11,992.71	143,912.50
Gratuity	1,800.00	21,600.00
Variable Pay	415.62	4,987.50
Cost to the Company (CTC)		17,500.00
		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.




HRD/3T/21-22/1003769721

Ms. Sarika K
Candidate ID: 1003769721
Nandanam(H), Keetuvallappil, Ravaneshwar(Po),
Bekal fort(Via), Kasargod(Dist),
Kanhangad - 671316
Kerala
India
Ph: (91) 90747 95383

March 1, 2022

Dear Sarika,

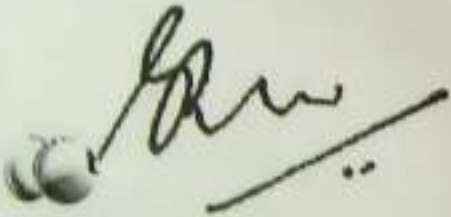
 Welcome to Infosys!

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

ANNEXURE - I

(Compensation during the first six months from the Date of Joining)

NAME		COMPENSATION DETAILS (All figures in INR. per month)		
ROLE		Ms. Sarika K		
ROLE DESIGNATION		Systems Engineer		
1. MONTHLY COMPONENTS		Systems Engineer Trainee		
BASIC SALARY				
BASKET OF ALLOWANCES				
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)		15,000		
MONTHLY GROSS SALARY		4,478		
		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				
GRATUITY - 4.81% of Basic Salary		1,800		
FIXED GROSS SALARY (1+2+3)		722		
TOTAL GROSS SALARY		25,000		
		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 Loan 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/1002028438/21-22

Ms. Anagha C
Chuzhali 311
Chandroth Chuzhali P O
Kannur-670142
India

Ph: +91-9496784731

Dear Anagha,

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

SVP and Head Human Resources - Infosys Limited

Certification signature by Richard Lobo
richard_lobo@infosys.com / validity Unknown
Digitally signed by Richard Lobo
Date: 2021.06.21 13:52:32 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 - I
(Compensation during the Training)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Ms. Anagha C		
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

28-Jan-2020

Dear Sona Maria Jose,
B.Tech/B.E., Electronics and Communication Engineering
Vimal Jyothi Engineering College



Candidate ID – 13978202

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.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** 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.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.24,880/-** 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: Sona Maria Jose

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
Annual Gross Compensation			355,500
Incentive Indication (per annum)**			22,500
Annual Total Compensation			378,000
Company's contribution towards benefits (Medical, Accident and Life Insurance)			18,000
Gratuity			5,986
Annual Total Remuneration			401,986

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

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **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

28-Jan-2020

Dear Sana Maria Jose,
B.Tech/B.E., Electronics and Communication Engineering
Vimal Jyothi Engineering College



Candidate ID – 13978202

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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

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

Suresh Bethovandu
Global Head-Talent Acquisition

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

Signature :

Date:

Annexure A

Name: Sona Maria Jose

Designation: Programmer Analyst Trainee

	Description	Monthly	Yearly
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Regd. Office:
Intel Technology India Pvt. Ltd.
Campus 4B, ECOSPACE
Outer Ring Road, Bellandur
Bengaluru 560103
India.

Tel: +91-80-2605 3000
FAX: +91-80-2605 5357
www.intel.in



Monday, March 8, 2021

To Whomsoever It May Concern

This is to certify that VISHNU PRASAD (Employee Number: 12010377) is working in our company since Feb 22 2021 as a Exempt Tech Contract Employee .

Thanking you,

for Intel Technology India (P) Ltd

A small, handwritten signature in black ink, appearing to be "Anjali Rao".

Authorized Signatory
Anjali Rao

This is a computer generated letter and hence does not require company seal.

VISHNU PRASAD- Compensation Illustration - Physical Design Engineer - Grade 99

		Annual (INR)	Monthly (INR)
Base + Bonus	Base Pay	561,920.00	46,826.67
	Base	561,920.00	
	<p>All amounts are estimates and subject to details as agreed upon in the employment contract and/or offer letter, Intel policies and local regulations.</p> <p>All amounts unless stated otherwise are specified as annual, gross and expressed in local currency and full time amounts.</p> <p>Any and all bonus schemes are subject to all the specific terms and conditions of plans and programs.</p>		

		Annual (INR)	Monthly (INR)
Allowances, Shift, Other	Basic Pay (included above)	168,576.00	14,048.00
	Residual Pay (included above)	393,344.00	32,778.67
	India Provident Fund	20,229.12	



Offer and Appointment Letter

Date : Monday, September 27, 2021

Dear Arya Suresh,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of Process Specialist - Student Experience at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the Student Experience (51000011) department subject to your acceptance of the terms of employment mentioned in this letter. The letter includes details of your compensation structure (*Annexure A*) and other Terms & Conditions of service (*Annexure B*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is Friday, October 1, 2021. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to Friday, October 1, 2021, the offer shall be deemed to be rejected by you. Please accept this offer in our HR portal so that we can initiate your onboarding process. Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Process Specialist - Student Experience
Department	Student Experience (51000011)
Employment Type	Regular
Work Location	IBC Knowledge Park, Bangalore

Fixed Compensation: ₹ 400000

Variable Compensation: ₹ 0

Total Annual Cost to Company : ₹ 400000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Friday, October 1, 2021, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of the terms and conditions by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such Information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Deeptha AR
Head - Human Resources
Think & Learn Pvt. Ltd

Annexure A – Compensation Structure

Compensation Details	
Name	Arya Suresh
Designation	Process Specialist - Student Experience
Date Of Joining	Friday, October 1, 2021
Annual Cost To Company(CTC)	₹ 400000
Fixed Compensation	₹ 400000
Variable Compensation	₹ 0
Earnings	
Component Category	Annual
Basic Pay	₹200,000.00
House Rent Allowance	₹100,000.00
PF (Employer Part)	₹21,600.00
Medical Allowance	₹36,000.00
Conveyance Allowance	₹25,600.00
Special Allowance	₹0.00
ESIC Employer Contribution	₹0.00
Statutory Bonus	₹16,800.00
Annual Earnings (Fixed CTC - Company PF & ESIC Contribution)	₹378,400.00
Deductions	
PF (Employee's Part)	₹21,600.00
ESIC Employee Contribution	₹0.00
Professional Tax	As per Rules
TDS	As per Rules
Total Annual Net Pay (Before Taxes)*	₹356,800.00

*Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your takehome salary would be Total Annual Net Pay - Taxes.

Bonuses (As Applicable)

Joining Bonus : ₹ 0 Retention Bonus : ₹ 0 Relocation Bonus : ₹ 0

- The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.
- The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:
 - Provident Fund
 - Income tax deducted at source at the rates applicable
 - Employment/Professional taxes
 - Dues to the company including loans and advances
 - Or any other applicable statutory deductions
- Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject

Smaartt

03/11/2021

Ref: 0103/2021/Smaartt/INDIA

Ms. Chaithra A V
Kerala, India.

APPOINTMENT LETTER

Dear Chaithra,

This is with reference to your application and subsequent discussion you had with us. We are pleased to offer an employment in our organization under the following terms and conditions.

1. POSITION

You are being appointed as "Associate Consultant – Digital Innovation".

2. JOINING DATE:

The employment shall commence on 08/11/2021.

3. COMPENSATION:

You will be paid annual CTC of Rs. 3,00,000 (Indian Rupees Three Lakhs Only) including all the components of the salary. Please refer Annexure-I for details on the compensation and statutory deductions.

4. PROBATION & EMPLOYMENT:

You will be employed on a six months' probationary period and your confirmation will be dependent upon your performance during this time. On successful completion of the probationary period, your services will be confirmed and will be indicated to you through a separate Letter of Confirmation. However, the management reserves the right to extend the probationary period if it is deemed necessary. During your Probationary period, your contract can be terminated on an immediate basis based on the Company's decision. No resignation will be accepted during the probation period. However, the company at its own discretion, under special circumstances and subject to the review of the case at an appropriate period, may accept a formal resignation by an employee provided the employee adheres to the company's final decision on his/her resignation.

5. RETIREMENT:

The retirement age is 58 years.

6. LOCATION:

You will be located in India (Work from home). However, your services are transferable, and you may be assigned after reasonable notice, to any location in India or abroad where the company or any one of its associates or clients conducts business.



Smaartt

You are requested to submit the following documents /Photocopies to initiate the on-boarding and mobilization process along with the following documents (Clear Scans).

1. Proof of Address (Aadhaar Card)
2. Proof of Identity (PAN Card)
3. Copy of Passport
4. Education Credentials (Highest to SSC)
5. Passport Size color photographs with white background (2 No's)
6. Reliving and Experience letter (Last Company)
7. Last 3 months Payslips and Bank Statements
8. Form 16 of previous year

I agree to accept employment on the terms and conditions mentioned in the above letter.

We wish you a bright career with Smaartt!!

For Smaartt Digital Consulting Pvt.Ltd.

DocuSigned by:
Ankita Sarmah
0CB093C9DE5C42B...

DocuSigned by:
Chaitra A V
0800D9D08F1A429...

Ankita Sarmah
Sr Manager –Employee Engagement

Accepted By



ANNEXURE- I
Compensation Sheet

Name: Chaithra A V

Designation: Associate Consultant – Digital Innovation

Salary Particulars	Per Month (Rs)	Per Annum (Rs)
Basic Salary	11,250	1,35,000
HRA	4,500	54,000
Other Allowance	5,400	64,800
Total Gross	21,150	2,53,800
Deductions		
Employee PF	1,350	16,200
Profession Tax	200	2,500
Addition		
Employee Retention Bonus (Payable Quarterly)	2,500	30,000
Net Take Home	22,100	2,65,100
Other Benefits		
Employer PF	1,350	16,200
Total CTC	25,000	3,00,000

*Your compensations shall be subject to statutory and Income Tax Deductions.

1. TDS on Salaries:

The tax will be deducted at source as per the provisions of section 192 of the Income Tax Act, 1961 for the employees in case his/ her salary exceeds the basic exemption limit and subject to investment declaration as may be submitted on a yearly basis.

2. Provident Fund:

Provident Fund consists of employee contribution and equal amount of contribution from employer. The same will be made as per manner as may be prescribed under Employees' Provident Fund and Miscellaneous Provisions Act, 1952.

3. Profession Tax:

Profession Tax will be deducted from Salary based on the provisions as may be prescribed under the Maharashtra State Tax on Professions, Trade, Callings and Employments Act, 1975.

For Smaartt Digital Consulting Pvt.Ltd.

DocuSigned by:
Ankita Sarmah
11/3/2021

Ankita Sarmah
Sr Manager – Employee Engagement

DocuSigned by:
Chaithra A V
11/3/2021

Chaithra A V
Accepted By





Offer of Employment

Ref : ACS/202107/EG/092

Dated : 26 July 2021

Dear Ms. Altreasha,

Poomkudiyil (H),
Chittodi(P.O),
Panamkutty-670571

Acsia Technologies (P) Ltd.
Yamuna, SEZ III, Technopark,
Kulathoor P. O, Trivandrum,
Kerala-695583, India.

+91 471 2710033

info@acsiatech.com

www.acsiatech.com

With reference to your application and subsequent interviews you had with us, we are pleased to offer you employment with Acsia Technologies Private Limited (hereinafter referred as "Acsia") in the position of **Engineer**.

Your annual gross salary including all the benefits will be **Rs 3,00,000 (Three lakhs per annum)**. The salary and benefits details are set out in **Annexure A**. General terms and conditions of employment are set out in **Employment Terms and Conditions** document.

This offer of employment is valid up to 27 July 2021 and you are requested to kindly sign and return the duplicate copy and confirm your acceptance before the said date. If this is acceptable to you, please plan to report our office for joining formalities on **28 July 2021**.

You will be on probation for a period of 1 year. Performance review shall be conducted on completion of the probation period and based on a successful feedback you will be confirmed as a permanent employee. At the time of your joining, you would be required to bring the originals and submit one copy each of the following testimonials.

- a) Certificates supporting your educational qualification along with marks sheet
- b) Schooling Certificate (SSLC/ICSE) in support of your age.
- c) Two passport size photographs in colour.
- d) Aadhaar, Passport and PAN Card Copies
- e) Experience and relieving certificates of your current and all your previous employers
- f) Latest payslip, offer letter of your current employer and Form 16

We look forward to welcoming you as part of the Acsia team and to have a long-term association with you.

Yours sincerely

.....
For Authorized Signatory
Acsia Technologies Private Limited

I accept the offer of employment on terms set out in this offer letter.

.....

Strictly Private & Confidential

10 February 2021

Mangalore

Dear **ALTREESHA BABY**,

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 – 11 February 2021

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.

ALTREESHA BABY, 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: **ALTREESHA BABY**

Senior Vice President – Corporate Services

Date : **10 February 2021**

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

OFFER LETTER20th November, 2020Altreesha Baby,
Poonkudiyil, Kodoppalli,
Chittady PO, Kannur,
Kerala- 670 571.

Dear Altreesha,

Congratulations! Lazim Software Solutions is pleased to offer you the position of 'Process Executive-Data Process & Services(IT)'. We trust that this offer will meet with your approval.

Your salary will be 192000/- annually. Your working hours are 09.00 am to 05.00 pm. You are scheduled to work through Monday to Saturday and your first day of work will be 01-12-2020 at 09:00 am.

You will be on a probation period of two months. Regular performance reviews will be done to assess your suitability.

Offer stands canceled in case of any deviations in information or if you fail to report to me on or before pre-decided date. I will have to assume that you have not accepted this job offer if I do not hear from you before 01-12-2020.

You shall sign a one year Bond agreement with the company at the time of joining. Company not liable for the 1 month salary payment and the issue of experience certificate, if you breach the written signed bond agreement.

You will need to submit all your original qualification documents, relieving documents and salary slip (if any) of last three months with a copy of each, on the date of joining. Attached, please find the employee agreement and employee confidentiality and inventions assignment agreement.

Please sign the attached 'Acknowledgment' of this letter and return it to me before 01-12-2020 to indicate your acceptance of this offer.

The entire team at Lazim Software solutions LLP is looking forward to working with you and we are confident you will be able to make a significant contribution to the success of our organization.

Sincerely,

**Shamseer Aval**
Executive Director & Chief
Lazim Software Solutions LLP

OFFER LETTER

20th November, 2020

Altreesha Baby,
Poonkudiyil, Kodoppalli,
Chittady PO, Kannur,
Kerala- 670 571.

Dear Altreesha,

Congratulations! Lazim Software Solutions is pleased to offer you the position of 'Process Executive-Data Process & Services(IT)'. We trust that this offer will meet with your approval.

Your salary will be 192000/- annually. Your working hours are 09.00 am to 05.00 pm. You are scheduled to work through Monday to Saturday and your first day of work will be 01-12-2020 at 09:00 am.

You will be on a probation period of two months. Regular performance reviews will be done to assess your suitability.

Offer stands canceled in case of any deviations in information or if you fail to report to me on or before pre-decided date. I will have to assume that you have not accepted this job offer if I do not hear from you before 01-12-2020.

You shall sign a one year Bond agreement with the company at the time of joining. Company not liable for the 1 month salary payment and the issue of experience certificate, if you breach the written signed bond agreement.

You will need to submit all your original qualification documents, relieving documents and salary slip (if any) of last three months with a copy of each, on the date of joining. Attached, please find the employee agreement and employee confidentiality and inventions assignment agreement.

Please sign the attached 'Acknowledgment' of this letter and return it to me before 01-12-2020 to indicate your acceptance of this offer.

The entire team at Lazim Software solutions LLP is looking forward to working with you and we are confident you will be able to make a significant contribution to the success of our organization.

Sincerely,



Shamseer Aval
Executive Director & Chief
Lazim Software Solutions LLP

OFFER LETTER29th August, 2020

Ragendu N,
Mathradan house,
Pazhichiyil,
Narikkamvalli (PO),
Yadannapally,
innur, Kerala.

Dear Ragendu,

Congratulations! Lazim Software Solutions is pleased to offer you the position of **Process Executive- Data Process & Services(IT)**. We trust that this offer will meet with your approval.

Your salary will be 120000/-annually. Your working hours are 9.00 am to 6.00 pm. You are scheduled to work through Monday to Saturday and your first day of work will be 01-09-2020 at 9:00 am.

You will be worked on a contract period of 3 months, and regular performance reviews will be done to assess your suitability.

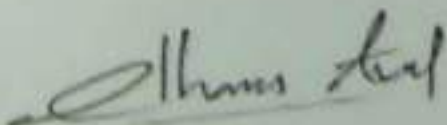
Offer stands canceled in case of any deviations in information or if you fail to report to me on or before pre-decided date. I will have to assume that you have not accepted this job offer if I do not hear from you before 01-09-2020.

You will need to submit all your original qualification documents, relieving documents and salary slip (if any) of last three months with a copy of each, on the date of joining. Attached, please find the employee agreement and employee confidentiality and conventions assignment agreement.

Please sign the attached 'Acknowledgment' of this letter and return it to me by 01-09-2020 to indicate your acceptance of this offer.

The entire team at Lazim Software solutions LLP is looking forward to working with you and we are confident you will be able to make a significant contribution to the success of our organization.

Sincerely,



Shamsheer Aval
Director & Chief Operating Officer
Lazim Software Solutions LLP



Offer Letter

Name: Ragendu N.
Ref No.: USPL/RPA/2020/181
Issue date: 30/01/2021

Dear Ms. Ragendu N.

AirLabs is excited to bring you on board as an **Associate RPA Developer**.

We're just a few formalities away from getting down to work. Please take the time to review our offer. It includes important details about your on-the-job training, charges and the terms and conditions of your anticipated RPA training with AirLabs.

The on-the-Job Training will comprise of 3 months of RPA/ML/AI Training along with 2 months of Internship for you as an Associate RPA Developer, starting from 10/02/2021 at Bangalore.

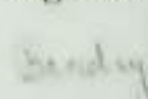
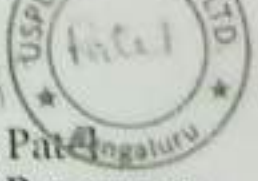
During your training and Internship at Airlabs, you are entitled to a Stipend of INR 10,000/- per month. Post-training your salary will range between 4 - 6 lakhs solely based on your performance and grades achieved during your OJT. You have been deemed eligible for the finance option for the training and certification charges, and is expected to abide by all the rules, regulations and commitments thereof.

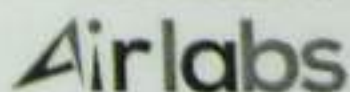
On successful completion of your training and all certification criteria, you will be entitled to certification from the governing bodies **AICRA** and **TIMTS** as well as **USPL-Airlabs**.

You must hand over all the company assets at the time of leaving in the same condition as allotted to you at the start of the RPA training. In case of damages to the assets, the cost will be deducted from your Salary.

Please indicate your agreement with these terms and accept this offer by signing and dating this agreement or replying via email on or before 31/01/2021. In case of queries feel free to get in touch with us. We look forward to working with you!

Regards



Bindiya Patil
Human Resources
USPL Airlabs Pvt. Ltd.



Date : 10/03/2021

Sub: Employment Offer – Technical Sales Engineer

Dear Ms. Sheetal,

Following our recent discussions, we are delighted to offer you the position of Technical Sales Engineer with our Organization. This is an opportunity to become part of a fast-paced and dedicated team that works together to provide our clients with the highest level of service.

As a member of our organization, 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 that you bring to the table. 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.

Title: Technical Sales Engineer

Job description:

- Present products or services in our industry that would be beneficial to our client business
- Plan detailed presentations that show clients our product info, pricing, and benefits
- Develop product suggestions for clients and successfully sell them
- Manage billing and delivery of products
- Sales call with clients
- Follow up on products sold to ensure the customer satisfaction
- Stay knowledgeable in our field's updates by continuous research and study

- Acquire new customers by winning them over from competitors and discovering new opportunities
- Any additional tasks as assigned by the Manager.

Start date: 12th March 2021

Salary: INR 12,000/- month

Incentive plan based on Quarterly target for regular trading items:

Sales Achievement	Quarterly Commission
75 K AED to 100 K AED	1.5 % of total sales
100 K AED up to 200 K AED	2 % of total sales
200 K AED up to 300 K AED	2.25 % of total sales
300 K AED and above	2.5% of total sales

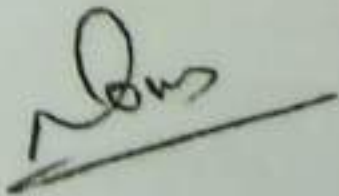
Allowances: Telephone expense

Probation: 3 months from the date of joining.

Hours of work: Sunday to Friday 9:30 AM to 6:30 PM

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding

Nibin Rehman Kanapully
Executive Director



Candidate Name and Signature

Date : 31/05/2021

Sub: Employment Offer – Technical Sales Engineer

Dear Ms. Anita,

Following our recent discussions, we are delighted to offer you the position of Technical Sales Engineer with our Organization. This is an opportunity to become part of a fast-paced and dedicated team that works together to provide our clients with the highest level of service.

As a member of our organization, 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 that you bring to the table. 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.

Title: Technical Sales Engineer

Job description:

- Present products or services in our industry that would be beneficial to our client business
- Plan detailed presentations that show clients our product info, pricing, and benefits
- Develop product suggestions for clients and successfully sell them
- Manage billing and delivery of products
- Sales call with clients
- Follow up on products sold to ensure the customer satisfaction
- Stay knowledgeable in our field's updates by continuous research and study

- Acquire new customers by winning them over from competitors and discovering new opportunities
- Any additional tasks as assigned by the Manager.

Start date: 1st June 2021

Salary: INR 18,000/- month

Incentive plan based on Quarterly target for regular trading items:

Sales Achievement	Quarterly Commission
75 K AED to 100 K AED	1.5 % of total sales
100 K AED up to 200 K AED	2 % of total sales
200 K AED up to 300 K AED	2.25 % of total sales
300 K AED and above	2.5% of total sales

Allowances: Telephone expense

Probation: 3 months from the date of joining.

Hours of work: Sunday to Friday 9:30 AM to 6:30 PM

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding

Nibin Rehman Kanapully
Executive Director

Candidate Name and Signature



OFFER LETTER

06th February 2022

Ref: EEPCLT/2022/OL050

Naseem M.
Holding Aadhar Card No: 4411 5871 7123
S/O Ibrahim A K.,
Baithul Rahma,
Perumpunna P.O.
Peravoor,
Manathana,
Kannur- 670673.

Dear Naseem,
Congratulations!

Easy Entrance Private Limited is glad to offer you the position of 'Process Executive-Data Process & Services (IT)' to be based in our corporate office in Calicut. We believe that you will be a fine addition to our team, and this represents an excellent opportunity for you.

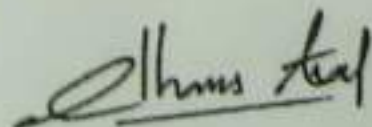
Your starting salary will be INR 1,80,000/- annually which will be paid monthly in arrears and the pay due date will be 15th day of every following month.

You are normally scheduled to work through Monday to Friday, 09.00 am to 05.00 pm and must be flexible to work out of hours due to nature of your job. You will be on a probation period of three (3) months. Regular performance reviews will be done to assess your suitability. Offer stands cancelled in case of any deviations in information or if you fail to report to our office on the mutually agreed start date which is 08th February 2022.

Please confirm your acceptance of this offer by signing and returning the copy of this offer letter.

We are pleased to have you join our team and contribute your skills and experience towards the growth of our organisation.

Sincerely,



Shamseer Aval
Executive Director & CEO

Accepted by
Name: Naseem M.

Signature:

Date:

Intent to offer Employment

Dear Jisna Jose,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider. We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.00 LPA
- **Bonus:** INR 25,000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours:** 45 hours/week (9 hours/day)
- **Probation Period:** 6 months from the date of joining
- **Service Agreement:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to:

- Completion of your qualifying course program with an aggregate of 65% and no standing arrears on the Date of Joining
- Background Verification Check
- Completion of training program arranged by QuEST

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

****Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of Intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.***

**Annexure - I
Compensation & Benefit Details**

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	-	-
(D) Leave Travel Allowance (LTA)	-	-
(E) Other Allowance*	3,155	37,860
(F) MONTHLY GROSS SALARY: (F = A+B+C+D+E)	20,405	244,860
Retirement Benefits		
(G) PF	1,800	21,600
(H) Gratuity	722	8,664
(I) RETIREMENT BENEFITS: (I = G+H)	2,522	30,264
Benefits		
(J) Medical Insurance Premium	673	8076
(K) BONUS/Ex.GRATIA	1400	16800
(L) Fixed Compensation: (L = J+K)	25,000	300,000
(M) TOTAL COST TO COMPANY (TCC): (M = L)		300,000

A one-time joining bonus of INR 25,000 shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS.

Your monthly deduction from salary towards Medical Insurance premium would be INR 625. This is as per your current Band, the amount will change accordingly in case of change of Band.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of INR 300000
- Group Personal Accident Insurance cover of INR 1000000
- Group Term Life Insurance cover of INR 1500000
- Employee Deposit Linked Insurance cover as per statutory requirement



OFFER OF EMPLOYMENT

September 15, 2021

Mr. Muhammed M C, Minas, Kazana

QI-HR710336/2020

Kotta, near P and T Quarters, PO Thana, Kannur, Kerala 670012

Dear Muhammed

Further to our discussions, the Management is pleased to appoint you as **Trainee Engineer** of QuEST Global Engineering Services Private Limited. ("QuEST"), on the following terms and conditions:

1. Designation

Trainee Engineer

2. Band

1E

3. Reporting Structure

You will be reporting to the **Assistant Manager**.

4. Emoluments & Leave

Your annual Total Gross Salary (TGS) would be **INR 300000/- (Rupees Three Lakh Only)**. The details of your remuneration are as detailed in Annexure – I. Your annual emolument will be inclusive of Employer's Contribution to Provident Fund. The above emolument may, however, be split up into Basic Salary, and other allowances later, without adversely affecting your total consolidated emoluments. QuEST will deduct from your total emoluments such amounts as are required to be deducted at source under the Income Tax Act or any other applicable law for the time being in force in India

Leave

As per the rules of QuEST in force from time to time.

5. Medical Benefits

You will be entitled to medical insurance coverage as per the rules of QuEST, in force from time to time.

6. Duties

You shall perform such duties and conform to such directions and instructions as may be assigned to you by QuEST or by such officers who are placed in authority over you. The Management will be within its rights to allot you

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com



Upon joining us, you are required to sign QuEST's standard agreements including Non-competition and Nondisclosure agreement, along with 2 Years' Service Agreement. Employee(s), whose spouse(s)/partner(s) or immediate family member(s) is/are part of competitor companies, with QuEST, shall have more obligations to maintain QuEST information in Confidence since they are privy to some highly sensitive business information that shouldn't be shared with competitors. The employee is obligated to keep QuEST informed about the company in which his/her spouse/partner/immediate family member (Parents/Siblings/Children) is/are working, when there is prima facie conflict of interest, by writing to HR-Policy@quest-global.com.

While reporting for duty, you must produce the originals along with certified copies of the following:

- a) Educational certificates/mark sheets* (X, XII, Diploma, Degree, post-Graduation)
- b) Passport photo copy
- c) Three passport size latest photographs
- d) Service Certificate, if any.
- e) Relieving letter from your present employer.
- f) Pan card & Aadhar submission is mandatory
- g) ID proof containing your signature viz., Driving License, Passport, PAN Card etc.

*In the case of candidates joining the organization before the publication of the results of their qualifying academic program, the required certificates must be submitted within 3 months of the joining date.

In the event of issues found in Background Verification Check or non-obtaining the level of % mentioned hereinabove during final results of relevant specific program, QuEST shall be at liberty revoke this Offer of employment with immediate effect.

If the above conditions are acceptable to you, please note that this offer is effective from **October 4, 2021**. Kindly confirm acceptance by signing and returning the duplicate of this letter.

This offer to join QuEST will expire if offer acceptance is not confirmed in writing within two (2) working days of offer release and/or in case of not reporting on the offer effective date.

We extend our warm welcome and look forward to a long and successful association between you and QuEST Global Engineering Services Private Limited.

For QuEST Global Engineering Services Private Limited,

Jagadish Kadagatti Deputy Manager - Talent Acquisition

I confirm and accept the above terms and conditions.

Name : Muhammed M C

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com



Place : Kannur

Signature : *Muhammed M C*

Annexure - I
Compensation & Benefit Details

Employee Name : Muhammed M C

Salary Components	Monthly (INR)	Annual (INR)
(A) Basic Salary (BS)	15000	180000
(B) House Rent Allowance (HRA)	2250	27000
(C) Conveyance Allowance (CA)	0	0
(D) Leave Travel Allowance (LTA)	0	0
(E) Food Coupon	0	0
(F) Telephone / Internet Allowance	0	0
(G) Other Allowance	3155	37860
(H) GROSS SALARY(I=A+B+C+D+E+F+G+H)	20405	244860
(I) Employer Contribution to Provident Fund (PF)	1800	21600
(J) Employer Contribution to Gratuity	722	8664
(K) RETIREMENT BENEFITS : (K=I+J)	2522	30264
(L) Employer Contribution to Medical Insurance Premium *	673	8076
(M) Bonus / Ex-Gratia	1400	16800
(N) FIXED GROSS SALARY(FGS):(N= H+K+L+M)	25000	300000
TOTAL COST TO COMPANY (TCC) :		300000

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA
591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

www.quest-global.com



QPECS

Ashish Pradeep
Radhika, P.O.Vadakkbad
Thalassery, Kannur District.
Kerala - 670105

30th July 2021

Dear Ashish Pradeep,

Job offer for the position of Trainee Component Engineer

Subsequent to the interview and discussions we had with you, we are pleased to inform you that you are selected for the post of Trainee Component Engineer with our organisation.

You will be working from our office at below address and the working timings for you will be 9.30 AM to 6.30 PM. Initially, you will be on training for a period of 3 months and the training period may be extended at the discretion of the management till the management is convinced that you can perform the tasks independently from a remote location.

Upon successful completion of the training period, we will be absorbing you to regular rolls.

You should be committed to work with the company at least for a year from the date of joining.

Your monthly remuneration during the training period will be Rs. 12000/- as stipend.

If you agree to the above-mentioned terms, please return the duplicate copy of this offer as a token of acceptance along with your signatures. You would be required to report on or before 9th August 2021.

Sincerely

Rajesh P V
Partner

28/09/2019

Training | Consulting | Camps | Ouizzes) HR
Counselling | ELT) Teacher Empowerment

Dear Urmila Manoj,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

If you are happy with the terms and conditions of our company and wish to receive this offer of employment, you will have to undergo a free training programme at our training venue in Kochi, Kerala for a period of 8 days in the month of April/ May.

If you are really interested in accepting this offer, please sign below and accept it and send a scanned copy of the same to the mail address given in the offer letter in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn on April 15, 2020. The date of the training programme will be informed to you only on contacting us over 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 your ID Proof along with this offer letter.

We look forward to your working with its.

Yours sincerely,



Bibin Antony

Bibin Antony
Manager — HR Mobile:
08547938985
placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

28/09/2019

Training | Consulting | Camps | Ouizzes) HR
Counselling | ELT) Teacher Empowerment

Dear Sneha Joseph,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

If you are happy with the terms and conditions of our company and wish to receive this offer of employment, you will have to undergo a free training programme at our training venue in Kochi, Kerala for a period of 8 days in the month of April/ May.

If you are really interested in accepting this offer, please sign below and accept it and send a scanned copy of the same to the mail address given in the offer letter in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn on April 15, 2020. The date of the training programme will be informed to you only on contacting us over 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 your ID Proof along with this offer letter.

We look forward to your working with its.

Yours sincerely,



Bibin Antony

Bibin Antony
Manager — HR Mobile:
08547938985
placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

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

28/09/2019

Training | Consulting | Camps | Ouizzes) HR
Counselling | ELT) Teacher Empowerment

Dear Sreerag S.,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

If you are happy with the terms and conditions of our company and wish to receive this offer of employment, you will have to undergo a free training programme at our training venue in Kochi, Kerala for a period of 8 days in the month of April/ May.

If you are really interested in accepting this offer, please sign below and accept it and send a scanned copy of the same to the mail address given in the offer letter in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn on April 15, 2020. The date of the training programme will be informed to you only on contacting us over 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 your ID Proof along with this offer letter.

We look forward to your working with its.

Yours sincerely,



Bibin Antony

Bibin Antony

Manager — HR Mobile:

08547938985

placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

28/09/2019

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

Dear Sanath Govind,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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We look forward to your working with us.



Yours sincerely,

Bibin Antony

Bibin Antony
Manager — HR Mobile:
08547938985
placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

28/09/2019

Training | Consulting | Camps | Ouizzes) HR
Counselling | ELT) Teacher Empowerment

Dear Manjusha M.G.,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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28/09/2019

Training | Consulting | Camps | Ouizzes) HR
Counselling | ELT) Teacher Empowerment

Dear Anju P.V.,

Welcome to Accenta Education.

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28/09/2019

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

Dear Noble Saji Jacob,

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I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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Date

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Training | Consulting | Camps | Ouizzes) HR
Counselling | ELT) Teacher Empowerment

Dear Athul R. Suthan,

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Training | Consulting | Camps | Ouizzes) HR
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Dear Deepu Cyril George,

Welcome to Accenta Education.

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28/09/2019

Training | Consulting | Camps | Ouizzes) HR
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Dear Chaithra A.V.,

Welcome to Accenta Education.

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08547938985
placements@gmail.com

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28/09/2019

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

Dear Ashish Pradeep,

Welcome to Accenta Education.

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We look forward to your working with its.



Yours sincerely,

A handwritten signature in blue ink that reads 'Bibin Antony'.

Bibin Antony
Manager — HR Mobile:
08547938985
placements@gmail.com

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Name

Signature

Date

28/09/2019

Training | Consulting | Camps | Ouizzes) HR
Counselling | ELT) Teacher Empowerment

Dear Shanooja Moideen,

Welcome to Accenta Education.

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

Dear Anjali Mohan,

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placements@gmail.com

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Name

Signature

Date

28/09/2019

Training | Consulting | Camps | Quizzes | HR
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Dear Arya Suresh,

Welcome to Accenta Education.

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Training | Consulting | Camps | Quizzes | HR
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Dear Sarika K,

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placements@gmail.com

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Name

Signature

Date



28/09/2019

Training | Consulting | Camps | Ouizzes) HR
Counselling | ELT) Teacher Empowerment

Dear Sarika K,

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08547938985
placements@gmail.com

With the signature below I accept this offer of employment

_____ Name

_____ Signature

_____ Date

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

28/09/2019

Training | Consulting | Camps | Ouizzes) HR
Counselling | ELT) Teacher Empowerment

Dear Altreesha Baby,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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Signature

Date

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

28/09/2019

Training | Consulting | Camps | Ouizzes) HR
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Dear Anita Raju,

Welcome to Accenta Education.

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08547938985

placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date



Office of MD: 1st Floor, C6-Fact Nagar
Tripunithura, Cochin - 682301
Ph : +919995854401
Email : hr@infinizindia.com

PROVISIONAL OFFER LETTER

Date: 16/11/2019

Dear Mr / Ms JESLYN MATHEW (VSEC),

On behalf of Infiniz IT Solutions, I am pleased to offer you the Position of **HR Executive / Business Development Executive / Marketing Executive** at our/one of our clients firm.

You would need to report your willingness on 31st July 2020. Willingness should be intimated by call to Infiniz IT Solutions. You can contact +919995854401.

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

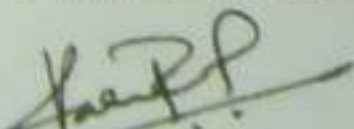
1. You will be on probation and training for a period of 6 months.
2. The salary during the probation/training period would be INR 10000 per month.
3. After the probation period the salary hike will depend on your performance.
4. The company retains the right to extend the training period if deemed necessary.
5. You should make sure that the information given during the interview was true.
6. The service contract can be terminated by either party by giving one month's notice and must ensure proper handing over of the documents.

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

You are requested to sign a copy of this letter as your token of acceptance and send it across to our corporate office after the telephonic acceptance on 31st July 2020.

Note: If we do not receive your call of acceptance on or before 31st July 2020, your offer would be cancelled/rejected.

For Infiniz IT Solutions,


HR Manager

Candidate Signature

November 7, 2021

HRD/3T/1002473480/21-22

Mr. Abhay Rajan
Karthika Edachovva
Chovva P O
Kannur-670006
India

Ph: +91-8547462573

Dear Abhay,

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

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.11.07 20:40:42 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 - I
(Compensation during the Training)

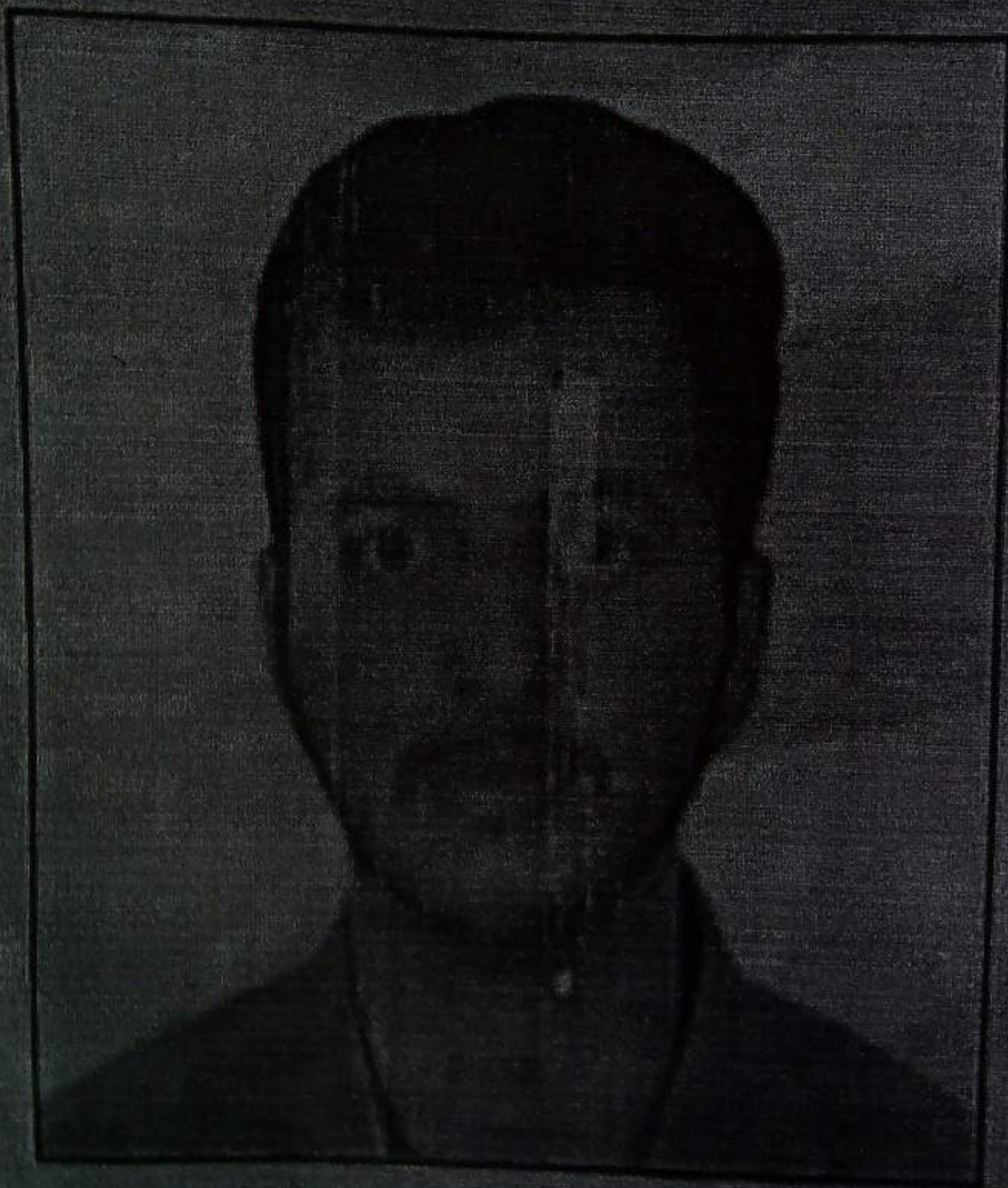
COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Abhay Rajan
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly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

Infosys



Abhay Rajan

1200634



LEE

Offer: Computer Consultancy
Ref: TCSL/DT20195607769/Trivandrum
Date: 13/09/2019

Mr. Muhammed Hashikh
Arakkal House Madakkara,
P O Irinave,
Kannur-670301,
Kerala.
Tel# -

Dear Muhammed Hashikh,

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

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

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

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TCSL/DT20195607769

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



- 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	Muhammed Hashikh
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
Xplore/ Learning Incentive****		Upto 60,000

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.

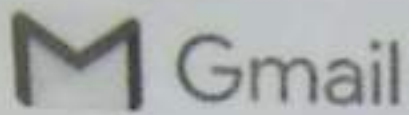
* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. 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



Muhammed Hashikh <muhammedhashikh@gmail.com>

Letter of Intent - Muhammed Hashikh - Ref. No.: 9233912

12 messages

careers@wipro.com <careers@wipro.com>
 To: muhammedhashikh@gmail.com
 Cc: manager.campus@wipro.com

Mon, Dec 9, 2019 at 11:59 PM

Campus - Letter Of Intent

December 09, 2019

Dear Muhammed Hashikh,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan(WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31 % of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,



EEG

Offer: Computer Consultancy
Ref: TCSL/DT20195535529/Trivandrum
Date: 13/09/2019

Mr. Rahul P
Sreepuram House , Puthiyatheru , P.O.ChirakkalOnapparamba,
Near Health Sub Centre,
Puthiyatheru-670011,
Kerala.
Tel# -

Dear Rahul 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 **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

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TCSL/DT20195535529

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

Wing 9B Building 5th Floor, Jubilee Park, K. J. Somaiya PO, Box 682 030 India
Tel: 044 682 5000 Fax: 044 682 5255 Website: www.tcs.com
Registered Office: 7th Floor, 2nd Cross, Narayanapuram, Bangalore 560075
TCS is an Equal Opportunity Employer. All rights reserved.



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	Rahul 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	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
Xplore/ Learning Incentive****		Upto 60,000

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 Programme.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. 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/DT20173939149/Hyderabad
Date: 04/03/2021

Ms. Megna Sudeep
'Basant' , TalapYogashala Road,
Near Yogashala,
Kannur-670002,
Kerala.
Tel# 91-9747489624

Dear Megna Sudeep,

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/DT20173939149

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur Hyderabad 500 081 India
Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com
Registered Office Nirmal Building, 18th Floor, Madhapur



TATA

TATA CONSULTANCY SERVICES



**MEGNA
SUDEEP**

Card No 153453
Associate No 1979330

Tata Consultancy Services Ltd.
TCS House Raveline Street, Fort
Mumbai 400001 India



Office of MD: 1st Floor, C6-Fact Nagar
Tripunithura, Cochin - 682301
Ph : +919995854401
Email : hr@infinizindia.com

PROVISIONAL OFFER LETTER

Date: 16/11/2019

Dear ~~Mr~~/Ms MEGNA SUDEEP (VJEC),

On behalf of Infiniz IT Solutions, I am pleased to offer you the Position of **HR Executive / Business Development Executive / Marketing Executive** at our/one of our clients firm.

You would need to report your willingness on 31st July 2020. Willingness should be intimated by call to Infiniz IT Solutions. You can contact +919995854401.

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 salary during the probation/training period would be INR 10000 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. You should make sure that the information given during the interview was true.
6. The service contract can be terminated by either party by giving one month's notice and must ensure proper handing over of the documents.

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

You are requested to sign a copy of this letter as your token of acceptance and send it across to our corporate office after the telephonic acceptance on 31st July 2020.

Note: If we do not receive your call of acceptance on or before 31st July 2020, your offer would be cancelled/rejected.

For Infiniz IT Solutions,

HR Manager

Candidate Signature

Jishnu J Purushothaman
Trivandrum

Sub: Letter of Offer

Dear Jishnu,

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 09/02/2021. 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 09/02/2021. If you are accepting our offer letter, please send us your confirmation within 72 hours.



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 09/02/2021. 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

A handwritten signature in black ink, appearing to read "Vinesh George", written over a horizontal line.

Vinesh George
Group Manager HR

Jishnu, J Purushothaman

Encl : Annexure 1
Annexure 2

Annexure 1 (A)

Name: Jishnu J Purushothaman,
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



Jishnu
Purushothaman

167031

UST Campus, Innovation Drive
Technopark Phase II, Trivandrum 695583

ust.com

U .
S T

UST/74865017/6743843
07/06/2021

ARJUN K
Trivandrum

Sub: Letter of Offer

Dear ARJUN,

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 15/06/2021. 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 15/06/2021. 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 15/06/2021. 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

ARJUN, K

Encl: Annexure 1
Annexure 2

U .
S T

Annexure 1 (A)

Name: ARJUN 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.



Placement Cell Vjec <tpc@vjec.ac.in>

Fwd: Letter of Intent - Hifasbnu Siddique

1 message

hifasbnu siddique <hifasbnusiddique@gmail.com>
To: Placement Cell Vjec <tpc@vjec.ac.in>

16 February 2021 at 09:39

Respected Sir,
Offer letter from Wipro as requested

Thanks & Regards
Hifasbnu Siddique
EEE(2016-2020)

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

From: <careers@wipro.com>
Date: Wed, Feb 19, 2020, 12:45 AM
Subject: Letter of Intent - Hifasbnu Siddique - Ref. No.: 9231567
To: <hifasbnusiddique@gmail.com>
Cc: <manager.campus@wipro.com>

Campus - Letter Of Intent

February 19, 2020

Dear Hifasbnu Siddique ,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan(WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31 % of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this

communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For Wipro Limited
Sunil Kalachar
General Manager - Global Campus Head

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. **WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com**

Infosys[®]

Navigate your next

June 15, 2021

HRD/1002026981/21-22

Mr. Hifasbnu Siddique
Court Road
Taliparamba
Kannur-670141
India

Ph: +91-7012495354

Dear Hifasbnu,

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 **26-Jul-2021**.

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.

Offer Letter

Name: Arjun Damodar

Date: Tuesday, September 22, 2020

Dear Mr. Arjun Damodar,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you an appointment with Think and Learn Private Limited ("Company"), on the following terms and conditions:

1. **Date of Joining & Work Location:** Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than Tuesday, September 29, 2020. Your work location would be Cochin / Bangalore or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.
2. **Term:** The term of this Agreement would be for a period of 2 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 11 of this Agreement.
3. **Background Check:** The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).
4. **Offer of permanent position:** It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be

... with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales or 8 LPA (5 LPA fixed + 3 LPA variable) for the role of BDA - Inside Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

5. Department, Designation & Reporting Manager:

Department : Business Development (51000000)
Designation : Business Development Trainee - Sales
Reporting Manager : Rahul Raj (TNL201605108)
Role Location : Cochin / Bangalore
BDT Training Location : Byjus - Bangalore

The two months training will be conducted out of BDT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location.

6. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your 2 months training period.

7. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

8. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka.

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. 3 Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature:

This is system generated offer letter and does not require authorized signature.

HITACHI

Inspire the Next

HRC/01/2023/12578

Date:03-Jan-2023

Mr. Joel Mammen George
Calicut
Mobile: 9446603578

Dear Mr. Joel Mammen George,

We thank you for your career interest in our Organisation. It was a pleasure interacting with you during our selection process and we are pleased to invite you into the Hitachi Energy family and offer you a career position with us in the Managerial Cadre.

Your location of posting, post induction, will be in Hitachi Energy Technology Services Private Limited (Formerly known as ABB Power Technology Services Private Limited), Jayanth Tech Park, 3rd Floor, Old No 7, New No 41, Mount Poonamallee Road, Manapakkam, Chennai -600 089.

As shared in our discussions and as agreed by you, the compensation payable to you shall be based on "Fixed Cost and Performance Bonus". Please find the General Terms and Conditions of employment attached with this letter (Annexure 1).

You are requested to undergo a Medical Examination before Joining (Annexure 2). The offer will be regularized subject to you being found medically fit and also on obtaining satisfactory positive responses from the background verification process, from the reference provided by you.

You are requested to join us on 16-Jan-2023 at Hitachi Energy Technology Services Private Limited (Formerly known as ABB Power Technology Services Private Limited), Jayanth Tech Park, 3rd Floor, Old No 7, New No 41, Mount Poonamallee Road, Manapakkam, Chennai -600 089 for undergoing the Joining process. Your Appointment with Hitachi Energy will commence from the date of your reporting and completion of your Joining process as mentioned above.

This offer is valid subject to your joining us on or before 16-Jan-2023, post which, we will have to regretfully assume that you are not accepting our offer and pursuing other career options.

We look forward to welcome you into our midst and wish you a long and highly successful career with Hitachi Energy Technology Services Private Limited (Formerly known as ABB Power Technology Services Private Limited)

Thanking you.

For Hitachi Energy Technology Services Private Limited (Formerly known as ABB Power Technology Services Private Limited).

Sd/-

Chandana H Satish

Hub HR Business Partner - Functions, SEA

Sd/-

Venkat P

Talent Acquisition Lead - India

I accept the Offer and Terms and Conditions:.....

Hitachi Energy Technology Services Private Limited

(Formerly known as ABB Power Technology Services Private Limited)

HITACHI

Inspire the Next

HRC/01/2023/12578
Date:03-Jan-2023

Mr. Joel Mammen George
Calicut
Mobile: 9446603578

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Thanking you.
For Hitachi Energy Technology Services Private Limited (Formerly known as ABB Power Technology Services Private Limited).

Sd/-
Chandana H Satish
Hub HR Business Partner - Functions, SEA

Sd/-
Venkat P
Talent Acquisition Lead - India

I accept the Offer and Terms and Conditions:.....

Hitachi Energy Technology Services Private Limited
(Formerly known as ABB Power Technology Services Private Limited)

ALIND

ALUMINIUM INDUSTRIES LIMITED

SWITCHGEAR DIVISION, KUTTAMPEROOR P.O., MANNAR, 689 623, ALAPPUZHA DISTRICT, KERALA, INDIA

Ref: SG: PO: O OR-141/ 8081

Date: 31.08.2021

Mr. Joel Mammen George
Kizhalkekara (H)
Nittadulkam, Balla P.O, Kanhangad
Kasaragode


/IN DUPLICATE/

Sub: APPRENTICESHIP UNDER THE APPRENTICES (AMENDMENT) ACT, 1973

Further to your application dated nil and interview with us on 30.08.2021, we are pleased to engage you as GRADUATE (ENGINEER) APPRENTICE (EEE) under the Apprentices (Amendment) Act, 1973 in our Switchgear Division. In addition to the general working Rules and Regulations of the Company, you will be bound by the general discipline of the company.

1. The Apprenticeship will be for a period of ONE year from the date of reporting, during which period you will be paid a monthly stipend of Rs.9000/- (Rupees Nine Thousand Only).
2. The Apprenticeship is without any commitment on the part of the Company to absorb you in a permanent or temporary vacancy during or after the Apprenticeship.
3. During the Apprenticeship period you shall undergo the training in any department as the management transfers or direct.
4. You will be eligible for 12 days Leave during the period of Apprenticeship.
5. You will be provided subsidized canteen facility during working hours, as is done for regular employees.
6. Mobile phone use inside premises is not allowed for Apprentices/Trainees.
7. You are instructed to report for duty on or before 06.09.2021

You are directed to sign and return duplicate copy of this letter in token of acceptance of the above terms and conditions.


General Manager

(HR, IR & Administration)



SWITCHGEAR DIVISION

Phone : +91479 - 2312269/ 2312268/ 2312239
2312769/ 2312253/ 2312263/ 2312267

E-mail : alindswitchgear@hotmail.com
alind_switchgearmk@yahoo.co.in

Company Identification Number (CIN) U27203 KL 1948PLC000057

ISO 9001 - 2015 ORGANISATION

CERTIFIED BY

BUREAU OF INDIAN STANDARDS

CERTIFICATE No. 6000698.6



08 March 2021

Ref No: WS/APPTLET/2021/03-01

To,
Jibin Tom
Vadakkemuriyil House,
Kiliyanthara Post,
Kannur, Kerala

Sub: Appointment Letter

Dear Jibin,

Congratulations! With reference to the discussion we had with you, we are delighted to offer you the post of "Graduate Engineer-Trainee" in our organization on the following terms & conditions.

1. Your annual salary (CTC) will be INR 2,43,000 only (Rupees Two Lakh Forty-Three Thousand Only).
2. You will be under probation for a period of 6 months. Upon satisfactory completion of probation, you will be confirmed in the regular service of the company. After completion of probation period, or till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation. The probation period can be reduced or extended based on your performance at the discretion of the company.
3. Your training period shall be initial one month, which may be extended at the discretion of the management. In case your performance is found to be unsatisfactory during the aforementioned training period, your appointment shall be terminated with immediate effect.
4. Your salary will be reviewed periodically according to the policy of the Company. Your increments are discretionary and will be subject to effective performance and results during the review period.
5. In the event of your resignation or termination of services during probation period (after one-month training period), either side will have to give 15 days' notice or 15 days basic salary in lieu of notice. After confirmation the notice period will be in accordance with the Separation Policy of the company (Detailed in Annexure 2).

wrench

Acknowledgement and Acceptance:

I, _____, have received this letter and understood the details given therein and confirm my acceptance of the same.

Signature _____ Date _____ Place _____

Annexure 3

Monthly and Annual Salary

	Name	Mr. Jibin Tom		
	Title	Graduate Engineer-Trainee		
	DOJ	08 March 2021		
		Annual	Monthly	Description
	Gross Salary	240000	20000	
	Basic	96000	8000	
	DA	48000	4000	
	HRA	38400	3200	
	Conveyance Allowance	16800	1400	
	Medical Allowance	15600	1300	
	Attire Allowance	6000	500	
	R&D Allowance	6000	500	
	Children Education Allowance	6000	500	
	Special Allowance	7200	600	
A	Total A	240000	20000	
	Deductions			
	Provident Fund	21600	1800	
	Professional Tax	2004	167	
	Labor Welfare Fund	240	20	
	ESI	4200	350	
B	Total B	23844	2337	
C	Net Salary	216156	17663	A- B
D	Perquisites			
	Medical Insurance	3000	250	
	GTC	243000	20250	A+ D

Date :03-August-2021

Anuraj A V

Bangalore

Dear Anuraj A V,

With reference to your discussion had with our client, we are pleased to offer you the position of "Analyst" for Buzzworks Business Services Pvt Ltd, to be deployed at client location of Capgemini Technology Services India Limited, Bangalore.

Remuneration: x

Your annual Cost To the Company (CTC) will be Rs 320004/- (Three Lac Twenty Thousand and Four Rupees Only). The break-up of the CTC will be as per the Annexure 'A'.

Date of joining:

Your appointment shall commence on or before 03rd August 2021. Should you fail to join by 03rd August 2021, this offer shall stand withdrawn at sole discretion of the Company.

The detailed break-up of your CTC and the appointment letter governing the terms and conditions of your employment will be issued to you on or after the date of your joining subject to your providing the Company with all the necessary testimonials required by it.

This Offer is subject to us receiving satisfactory feedback from the references provided by you at the time of your interview. It is also likely that we conduct Third Party reference check post your joining us and in the event these checks reveal negative reports, your services will be terminated with immediate effect without any financial obligation on us.

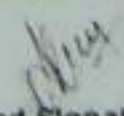
You are requested to sign a copy of this letter in token of your acceptance of this Offer and return the same to us.

This employment contract shall be terminable by either party giving 30days (Thirty) days' notice in writing or salary in lieu of notice, to the other party.

Looking forward to have a mutually beneficial association with you!

Thanking You,

For Buzzworks Business Services Pvt. Ltd.


Authorized Signatory

Registered office address:

Buzzworks Business Services Pvt. Ltd, Door # 84,3rd Floor, Murugesu Naicker Building, Thousand Lights, Greams Road, Chennai – 600006, Tamil Nadu
☎ +91 44 4978 1837, 🌐 www.buzzworks.com, CIN : U74999TN2006PTC059363

Branch office addresses:

502 & 503,5th Floor, "Shreya House" Perry Cross lane, Off Andheri Kurla Road, Andheri (E), Mumbai 400093

6, 3rd Floor, Cambridge Road, Udani Layout, Halasuru, Bengaluru – 560 008.

100, 1st Floor, B. K. S. Road, B. K. S. Road, Hyderabad 500 020, Telangana

Terms & Conditions

You will be guided by the provisions laid out by the company and as amended from time to time in respect of the policies and procedure to be followed.

1. The normal working hours of the company are 9.00 AM to 7.00 PM. These working hours may be modified to suit particular business requirements, may vary from individual to individual within the company and also entail working in shifts.
2. You are requested to fill in your timesheet 9 hours per day and 45 hours per week in your VMS-Fieldglass as per standard working hours, any deviation in above hours then pro rata salary will be released.
3. Your manager will provide you with your detailed job description and provide you with the necessary guidance, supervision and direction in the execution of your daily job responsibilities. Your manager will also conduct your periodic performance appraisals and provide you with appropriate feedback and counseling.
4. During the course of your employment you will devote your whole time, attention and skills to the conduct of the business of the company. You will not accept any form of employment, consulting assignment or engage in any business whatsoever - even if such activity may be outside the normal working hours of the company.
5. If you are assigned to work at the company's customer locations you will represent the company's interests in a professional, sensitive, dignified and responsible manner. You will at no time solicit employment, directly or indirectly, with any of the company's customers. You will always inform the company's management of any problem situations at the customer's location in a timely fashion and seek the direction of the company in management in resolving the same.
6. You will keep all information relating to the company's business that may be available to you as an employee of the company in the strictest confidence and not divulge the same to any third party. Upon termination of your employment with the company you will return all such material in your possession to the company.
7. All work done by you as an employee of the company become the intellectual property of the company and belong exclusively to the company.
8. Upon separation/termination of your employment with the company, you will not use any company information that was available to you during your employment with the company, to undermine the business interests of the company in any manner.
9. You will adhere to all the professional norms and standard work practice. You shall compensate the loss caused to the company, in case you withdraw services while deputation to our customer location.
10. The company will notify the schedule of standard/ public holidays for the company during the calendar year. Employees will however be required to observe the work timings, holiday schedule and workplace rules and regulations of the location they are assigned to at any time.

Name: _____ Signature: _____ Date: _____

Registered office address:

Buzzworks Business Services Pvt. Ltd, Door # 84, 3rd Floor, Murugesu Naicker Building, Thousand Lights, Greaves Road, Chennai - 600006, Tamil Nadu
☎ +91 44 4978 1837, 🌐 www.buzzworks.com, CIN : U74999TN2006PTC059363

Branch office addresses:

502 & 503, 5th Floor, "Shreya House" Perry Cross lane, Off Andheri Kurla Road, Andheri (E), Mumbai 400093

6, 3rd Floor, Cambridge Road, Udani Layout, Halasuru, Bengaluru - 560 008.

Flat: 1508 bearing, 15th Floor, Babukhan Estates, Bashierbaugh, Hyderabad-500 029, Telangana

CTC Breakup

Anuraj A V

Analyst

Annexure 'A'

CTC	Monthly	Yearly
Salary Break-up		
Basic + DA	16000	192000
HRA	6400	76800
Statutory Bonus	1333	15996
Special Allowance	484	5808
SUB-TOTAL/Gross Salary	24217	290604
Statutory Liabilities of Employee		
Provident Fund 12%	1800	21600
ESI Employee Contribution 0.75%	0	0
PT	200	2400
SUB-TOTAL	2000	24000
Cash in Hand to Employee/Net Salary	22217	266604
Statutory Liabilities of Employer		
PF Employer Contribution 13%	1950	23400
ESI Employer Contribution 3.25%	0	0
Insurance	500	6000
SUB-TOTAL	2450	29400
CTC	26667	320004

For Buzzworks Business Services Pvt. Ltd.

[Signature]
Authorized Signatory

ACCEPTED:
Date:

Registered office address:

Buzzworks Business Services Pvt. Ltd, Door # 84, 3rd Floor, Murugesha Naicker Building, Thousand Lights, Greams Road, Chennai - 600006, Tamil Nadu
☎ +91 44 4978 1837, 🌐 www.buzzworks.com, CIN : U74999TN2006PTC059363

Branch office addresses:

502 & 503, 5th Floor, "Shreya House" Perry Cross lane, Off Andheri Kurla Road, Andheri (E), Mumbai 400093
6, 3rd Floor, Cambridge Road, Udani Layout, Halasuru, Bengaluru - 560 008

BURJ OMAN LLC.



برج عُمان ش.م.م

Ref: BO/4752/2023

4th January 2023

Mr. ADARSH OTTA PURAYIL,
VYSHNAV NIVAS,
POOVATHUR, KOODALI P.O
KANNUR,
KERALA, INDIA.
Passport NO: W6561789

Dear Adarsh,

Sub : Offer of Employment

Further to the interview, we are pleased to offer you employment in our Company as Junior Site Engineer(MEP) on a salary of RO.180/- (Rials.Omani One Hundred Eighty Only) and food allowance of RO.20/- per month.

You will be on probation for 3 months. The confirmation of the post shall be based on your performance during the probation period .You will also be provided with free furnished air conditioned shared bachelor accommodation with utility charges paid by the Company along with Company transportation for official purpose, free medical benefits, gratuity, leave salary etc. To and fro Air passage will be provided once in two years.

This offer of employment is subject to the prevailing rules and regulations of the Ministry of Manpower and Royal Oman Police.

Kindly return a copy of this letter duly signed as a token of your acceptance.

Thanking you.

Yours faithfully,
For Burj Oman. LLC

Authorised signatory
سلطنة عُمان
برج عمان ش.م.م
رقم الملف: 1/2562/1
P.O. Box: 551
Postal Code: 117
Sultanate of Oman
BURJ OMAN L.L.C.





ANASWARA M.K.
Junior Engineer Trainee
Employee ID # : CCPL00266

Date of Birth : 27.03.1999


Mobile : 9745546299

Blood Group : A



Anjana V T




 **SUTHERLAND**

Employee ID : 556009

Issuing Date : 24/08/2022

**Gateway office parks,
Blocks-B2, #16, GST Road,
Chennai-600063, Tamil nadu , India**

Appointment Letter

 **finance@electric-buy.com**

to me ▾

Dear Miss Raveena M,

Refer to your application for the 'electrical engineer' position and subsequently an interview held in our office on 31st October 2023, we are pleased to offer you an appointment as "Electrical Engineer", on the following terms and conditions, We hope to provide you a challenging and rewarding Career ensuring a high level of job satisfaction and sample opportunities for career development.

1. Your probation period will be for a period of 3 months.
2. Basic Salary : 15,000/ Month
3. Transportation allowance will be provided after the probation period.
4. Site visit Expense will be covered by company
5. Salary will be renewed every year as per the company policy
6. Bonus and Endorsement will be as per the company policy
7. The salary of the staff is confidential hence you are requested not to reveal the same to others.
8. You must follow the rules & regulations as given by the company. You are not supposed to divulge any information of the company or its management during working period or after resignation/termination.
9. During the working period your Services can be terminated by giving one month notice from either side.
10. This offer does not obligate the company to give you regular employment during or after the conclusion of your probation period, nor does it give you the right to pursue employment with the company during or after your probation time.
11. Your Joining date is 2nd November,2022

All the best regards



02nd June 2022

HR/EMP/2022/04

To:
Mr. Abhinand R
Janaki Nilayam
Naduvil PO
Kannur

OFFER LETTER

Dear Mr. Abhinand

We are pleased to welcome to CADEOSYS family as Trainee Engineer with effect from 15th June, 2022, and look forward to your contribution to the growth of the company. The following are the terms and conditions of your employment:

1. Your monthly salary will be 10,000/- (Rupees Ten thousand). You will be in a probation period of 3 months.
2. Salary will be deposited in the employee's account only. Upon joining you have to submit your personal data from with all the information required by the Company.
3. You are entitled for yearly leave of 20 days apart from the Public paid holidays decided by company after completion of 3 months' probation period.
4. Un-used leave will be carry forwarded/en-cashed at the end of the year and excess leave if any taken will be deducted from the salary at the end of the year/service.
5. Termination/resignation will be either (1) one month' notice period. During your tenure if found any misbehavior/ company has right to terminate with immediate effect.
6. You should inform to the company about your residential change if any without any delay.
7. Please sign the duplicate copy of the letter duly signed by your acceptance of the job and terms and conditions stipulated here above.

CADEOSYS welcomes you warmly, assuring a bright future.

For CADEOSYS

Jayshree
Manager-HR/Accounts

INDIA – Second Floor, Mannam Arcade, Poonihura, Petta, Kochi, Kerala, India

M - +91 83 01 04 3294 (India) | +1(919) 593-0638 (US)

Email: accounts@cadeosys.com | Skype : Cadeosys | <http://www.facebook.com/Cadeosys> | <https://twitter.com/Cadeosys>

28/09/2019

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

Dear Arjun A.K.,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

If you are happy with the terms and conditions of our company and wish to receive this offer of employment, you will have to undergo a free training programme at our training venue in Kochi, Kerala for a period of 8 days in the month of April/ May.

If you are really interested in accepting this offer, please sign below and accept it and send a scanned copy of the same to the mail address given in the offer letter in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn on April 15, 2020. The date of the training programme will be informed to you only on contacting us over 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 your ID Proof along with this offer letter.

We look forward to your working with its.

Yours sincerely,



Bibin Antony

Bibin Antony
Manager — HR Mobile:
08547938985
placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date



28/09/2019

Training | Consulting | Camps | Ouizzes) HR
Counselling | ELT) Teacher Empowerment

Dear Arjun Damodar,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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If you are really interested in accepting this offer, please sign below and accept it and send a scanned copy of the same to the mail address given in the offer letter in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn on April 15, 2020. The date of the training programme will be informed to you only on contacting us over 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 your ID Proof along with this offer letter.

We look forward to your working with its.



Yours sincerely,

Bibin Antony
Manager — HR Mobile:
08547938985
placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

accenta
education

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

28/09/2019

Dear Sumith Sudhakaran,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

If you are happy with the terms and conditions of our company and wish to receive this offer of employment, you will have to undergo a free training programme at our training venue in Kochi, Kerala for a period of 8 days in the month of April/ May.

If you are really interested in accepting this offer, please sign below and accept it and send a scanned copy of the same to the mail address given in the offer letter in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn on April 15, 2020. The date of the training programme will be informed to you only on contacting us over 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 your ID Proof along with this offer letter.

We look forward to your working with us.



Yours sincerely,

Bibin Antony

Bibin Antony
Manager — HR Mobile:
08547938985

placements@gmail.com

With the signature below I accept this offer of employment

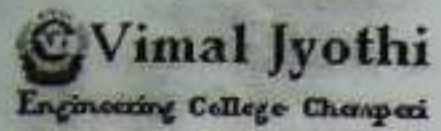
Name

Signature

Date

(4,5)

2 number



Jyothi Joseph EEE <jyothijoseph@vjec.ac.in>

Fwd: BVOY Offered Students - Congratulations!!!

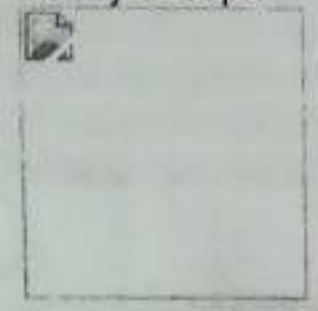
1 message

Dr Benny Joseph <bennyjoseph@vjec.ac.in>
 Reply-To: staff@vjec.ac.in
 To: staff@vjec.ac.in

Tue, Nov 19, 2019 at 9:35 PM

Congratulations

Regards
 Benny Joseph



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

From: TPO VJEC <tpc@vjec.ac.in>
 Date: Wed, Nov 20, 2019 at 10:55 AM
 Subject: BVOY Offered Students - Congratulations!!!
 To: <2016@vjec.ac.in>
 Cc: Biju P Mathews <bijupmathews@vjec.ac.in>, Dr.Benny Joseph <bennyjoseph@vjec.ac.in>, Fr.James Chellamkottu <manager@vjec.ac.in>, Laly James EEE <lalyjames@vjec.ac.in>, Manoj. V. Thomas CSE <manojkurissinkal@vjec.ac.in>, Raju K K ME <rajukk@vjec.ac.in>, Reema Mathew AEI <reemamathew@vjec.ac.in>, Roshini T.V ECE <roshini.tv@vjec.ac.in>, Abhijath <abhijathip@vjec.ac.in>, Adarsh KS <adarshks@vjec.ac.in>, Aiswarya M <aiswaryam@vjec.ac.in>, Ann Miss VJEC <annmathew@vjec.ac.in>, Ansil Nazar <ansil143nazar@vjec.ac.in>, Anuragi P <anuragi@vjec.ac.in>, Appu Kurian <appu.kurian@vjec.ac.in>, Derrol David <derrolldavid@vjec.ac.in>, Dhanoj Mohan <dhanoj24@vjec.ac.in>, Dilin <iamdilin@vjec.ac.in>, Divya B <divyab@vjec.ac.in>, Divya K <divyavinod@vjec.ac.in>, Dr. Sreedharan P <sridharanp@vjec.ac.in>, Gokulnath R ME <gokulnath@vjec.ac.in>, jerrin Yomas <jerrinyomas@vjec.ac.in>, Jestin C Jose <jesticjose@vjec.ac.in>, Ryne <ryne@vjec.ac.in>, Saneesh K <saneeshkrish46@vjec.ac.in>, Sarin CR <crsarin@vjec.ac.in>, Tintu George T <tintugeorge@vjec.ac.in>, Vinod J Thomas <vinodkurisinkal@vjec.ac.in>, Vishnu T Unni <vishnuunni@vjec.ac.in>, Saiju Thomas Office <saiju@vjec.ac.in>

Dear All,

We are happy to announce that the following 11 students are offered by BVOY Tech Solutions.

SL. NO.	STUDENT NAME	BRANCH	PRN
CONTENT CREATION			
1	AKASH JOHNSON	ECE	16EC05
WEB DEVELOPMENT			
2	MALAVIKA MURALIDHARAN	CSE	16CS42
3	ATHULYA MARIA BABU	CSE	16CS24
4	AMAL	CSE	16CS13
5	ADARSH UNNI WILSON	CSE	16CS01
6	AKSHAY T	CSE	16CS10
7	AJAY JOY	CSE	16CS06

8	MUHAMMED SHAMEER	EEE	16EE33
9	NAVAMI MANOHARAN	AEI	16AE22
10	HIFASBNU SIDDIQUE	EEE	16EE25
11	ABISHEK PRAKASH	ECE	16EC02

The offer letters are expected soon. Will share them as soon as available.

Congratulations to all the selected students.

Regards,

--

Justine M Augustine

Training & Placement Officer

Vimal Jyothi Engineering College, Chemperi

Kannur, Kerala -670632

Email: tpc@vjec.ac.in

Office: 0460-2212240 Ext:126

Mobile: 9946943094

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

From: Pavi Balakrishnan <info@thebvoygroup.com>

Date: Wed, Nov 20, 2019 at 8:55 AM

Subject: Re: Job Openings

To: TPO VJEC <tpc@vjec.ac.in>

Very Good Morning Sir,

Hope you are doing good,

After a detailed review and discussion we have picked some candidates for our company. Please check the list below.

Web Developer

1. Malavika Muralidharan
2. Amal
3. Adharsh Unni Wilson
4. Akshay.T
5. Athulya Maria Babu
6. Ajay Joy

Content Creation

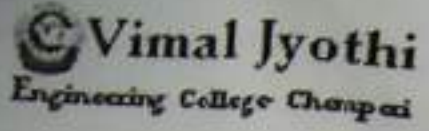
1. Akash Johnson

Business Development Executive

1. Navami Manoharan
2. Muhammed Shameer
3. Hifasbnu Siddique
4. Abhishek Prakash

We will send you the offer letters in the coming days.

Many Thanks Sir.



Placement Cell Vjec <tpc@vjec.ac.in>

Job Opportunities - Sales Trainees (only Male candidates) , Tele Marketing (only Female candidates)

REA CORPORATION <reacorporationindia@gmail.com>
To: TPO VJEC <tpc@vjec.ac.in>
Cc: info@reacorporation.com, anil.kumar@reacorporation.com

26 February 2020 at 22:27

Hi,

Joining by June is too late for us, need to see how many vacancies may exists by then. We will come back by Mid May, to let you know how many positions are vacant.
thanks

On Wed, Feb 26, 2020 at 12:53 PM TPO VJEC <tpc@vjec.ac.in> wrote:
Dear Anil,

Greetings from Vimal Jyothi Engineering College!!!

Many thanks for sharing the 1st set of students shortlisted. Find below the information requested from your side:

Sl. No.	Student Name	Branch	Preferred Work Location
1	KP Aswin	CE	Calicut
2	Arjun Damodaran	EEE	Bangalore
3	Munawirali	EEE	Bangalore
4	Ajilal V	ME	Cochin
5	Akshay Lakshmanan	ME	Bangalore
6	Arun Mathew	ME	Cochin
7	Ashwin Thomas	ME	Calicut
8	Kiran Mathew	ME	Cochin
9	Sreemon S Anand	ME	Bangalore
10	Sandeep Dineshan	ME	Calicut
11	Ujwal Kumar PK	ME	Calicut

12	Jasin Murali J	ME	Calicut
13	Amal Bhaskaran	ME	Calicut
14	Adithya Sahadevan	CE	Work from Home
15	Jinsha M	CE	Work from Home
16	Navya Krishna K	CE	Work from Home

The students will be able to join on **1st June 2020** (Monday). Appreciate if you could release their offer letters.

Thanking you.

Regards,

Justine M Augustine

Training & Placement Officer

Vimal Jyothi Engineering College, Chemperi

Kannur, Kerala -670632

Email: tpc@vjec.ac.in

Office: 0460-2212240 Ext:126

Mobile: 9946943094

On Wed, 26 Feb 2020 at 06:26, REA CORPORATION <reacorporationindia@gmail.com> wrote:
Dear Justin

Thanks for organizing the interview with your students.

The 1st set of students who are shortlisted are below. May I request, if you can check with them, which location are they willing to work.

All Male Candidates :-

Initial 3-4 weeks to be based in Tripunithara and go through initial evaluation. In case if they find it is too tough for them, we would like to give them an option to withdraw. No commitments till then from both sides. They will have accommodation, food and we will pay them the petrol allowance for the official travel. The salary/etc can be discussed and concluded post their initial feedback whether to continue or not.

Based on the outcome of the first 3-4 weeks outcome, we will sit with the people who would like to continue, and assign them in Cochin, Calicut, Bangalore & Chennai. The special allowance for Chennai & Bangalore will be discussed in person with them.

*** Sp. Notes -

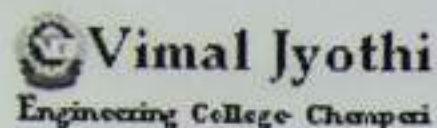
1. They should have own 2 wheel drive
2. Willing to join immediately, they should be confirming joining date on/before 28th Feb.

All Female candidates - Can you please check with them, do they wish field work OR work from home basis. Based on that we can decide.

Thanking you
Anil

On Mon, Feb 17, 2020 at 11:11 AM TPO VJEC <tpc@vjec.ac.in> wrote:

Dear Mr. Anil & Mr. Murali,



ME

Placement Cell Vjec <tpc@vjec.ac.in>

Fwd: Fedrecruit - Offer Letter

1 message

Adarsh Mohan. <adarshmohan111@gmail.com>
To: Placement Cell Vjec <tpc@vjec.ac.in>

16 February 2021 at 09:31

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

From: <postings@federalbank.co.in>
Date: Tue, Dec 1, 2020, 8:18 PM
Subject: Fedrecruit - Offer Letter
To: <adarshmohan111@gmail.com>
Cc: <recruitment@federalbank.co.in>

HR TALENT ACQUISITION & DEPLOYMENT

FEDERAL BANK

YOUR PERFECT BANKING PARTNER

HR TAD/B/PR-38951/OFP-122/2020-21

30 November 2020

Hearty Welcome!

Dear Adarsh Mohan ,

It gives us immense pleasure to formally welcome you to be a part of this great institution, which has grown tremendously over the years and looking forward to conquer new heights in the years to come. We are sure that you would definitely want to build an enduring relationship with this institution, which will in turn offer you exciting and challenging career opportunities to grow and develop yourself.

We have made necessary arrangements for your smooth induction into our system. In case you need any clarifications or support from our end, please feel free to contact us at postings@federalbank.co.in.

The details of the offer of appointment made to you are annexed to this letter.

Wishing you all success,

Yours Sincerely,

John P J
Vice President (HR)

To
Mr. Adarsh Mohan
Anjali
Ezhome
Kottila
Kannur, Kerala-670334

Offer of appointment to Mr. Adarsh Mohan as Associate

You have been selected for appointment in the Bank as Associate on the basis of your performance in the Campus selection process.

Place of Posting/ Date of Joining

Your initial place of posting will be at Branch/Office: **B C Road (Bantwal Cross Road)** situated at Ground Floor, Hindusthan Towers, Oppo Lic Office, Santhi Angadi Kaikamba, Bc Road, Dakshina Kannada, Karnataka-574219. You will have to join Branch/Office: B C Road (Bantwal Cross Road) on 22/12/2020 after completion of the online orientation programme. The appointment will be effective from the date of joining the Branch/Office.

Pre Induction e-Learning & Orientation programme

As part of continuous learning approach, Bank will be conducting a pre-induction self-learning programme which will help you to understand basic banking functions and concepts. Completing this e-learning programme is a pre-requisite for joining the Induction/Orientation programme, details of which will be intimated to you in due course by Federal Knowledge & Development Centre (FKDC).

Subsequent to this, you will have to enroll for a three day online Induction/Orientation programme conducted by Federal Knowledge & Development Centre (FKDC) starting from 16/12/2020 to 18/12/2020. The Orientation programme will be an instructor-led live online training programme, with sessions scheduled between 9.30 am and 6 pm on all the 3 days. You should be ready with a personal desktop computer/laptop/tablet with high speed data connectivity to attend the same. Further details will be intimated to you in due course by Federal Knowledge & Development Centre (FKDC). Successful completion of the online Induction/Orientation programme, by way of attendance in all sessions, satisfactory level of engagement/performance, is a pre-requisite for joining the Bank.

Probation/ Confirmation

Your appointment will be on probation for a period of six months. The period of probation will be counted for calculating the period of permanent service and for the purpose of granting increments. The period of probation is liable to be extended, if the Associate has not satisfactorily completed the initial period of probation.

During the period of probation, if your work, health, conduct or efficiency is found not satisfactory, your service is liable to be terminated at any time giving you one month notice or by paying one months pay and allowances in lieu of notice. During the period of probation, you are not expected to involve directly or indirectly in the activities of any trade union of the Bank or of any other Bank or of other organization.

Remuneration

You will be on a pay scale of 11765 655/3 13730 815/3 16175 980/4 20095 1145/7 28110 2120/1 30230 1310/1 31540 as applicable to Clerical cadre employees of the Bank. The total monthly emoluments eligible to be received by an Associate at Aluva initially would be as follows.

Particulars	Amount (Rs.)
Basic Pay*	13075.00
Special Allowance	1013.31
Dearness Allowance	11524.00
Transport Allowance	425.00
HRA	1176.75
Total	27214.06

* Basic pay includes 2 Graduation Increments of 655/- each.

Graduation Increments will be released from the date of acquiring graduation/date of joining the Bank whichever is later, on submission of final Degree/Provisional Certificate.

HRA would change depending upon the place of posting.

During the period of probation/on confirmation in service, you will also be eligible for the facility of reimbursement of hospitalization expenses, medical aid, closing allowance, reimbursement of cost of brief case/office bag (on confirmation), reimbursement of cost of one newspaper (on confirmation), Leave Fare Concession, Privilege Leave, Sick Leave, Casual Leave, etc., subject to the rules in force and as amended, altered or added from time to time. On confirmation and on completion of stipulated period of service, you

Annexure**Monthly Emoluments**

Particulars	Amount (Rs.)
Basic Pay	13075.00
Special Allowance BP	1013.31
Dearness Allowance	11524.00
HRA	1176.75
Transport Allowance	425.00
Canteen Expenses	1250.00
Newspaper Allowance (1+ 170)#	370.00
Fixed Conveyance	1350.00
Total	30184.06

after confirmation

Other Allowances

Allowances	Amount (Rs.)	Remarks
Medical Aid	2200.00	Yearly
Closing Allowance	1200.00	Yearly
Digital Promotion	1200.00	Yearly
Cost of Brief Case/ Office Bags	1800.00	Once in 3 years
Ex-gratia paid for 2019-20 @	27500.00	Lumpsum

@Will vary according to the profit position of the Bank.

Never reveal your ATM PIN, CVV no. printed on the reverse of the Debit card, Internet banking passwords, OTP etc. to anyone including Bank officials.
Federal Bank never asks for your confidential credentials.

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments.

WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email.

The Federal Bank Ltd

2 attachments

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8K

Logo Line.jpg
3K

8:31

Vo) 4G
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← Offer Letter

PDF offer lett... il.com.pdf



Sign In

HR TALENT ACQUISITION & DEPLOYMENT

HRTAD/Rec/Campus/16420/Associate/2019-20

AMITH P
BTech
Vimal Jyothi Engineering College, Chemperi

Dear Sir/ Madam,

Hearty Congratulations

We are happy to inform you that you have come out successful in the recruitment process conducted at Vimal Jyothi Engineering College, Chemperi on 11/02/2020 for the post of Associate in Non-Officer (Clerical) cadre. Accordingly, you are provisionally empanelled for absorption in Bank's service as an Associate, subject to detailed verification of documents submitted by you, background verification and other terms & conditions to be intimated separately. If at any stage it is found that you are ineligible for the applied post, your candidature is liable to be cancelled at any stage, without notice & compensation.

In this assignment you shall be placed in any of the Branches/Offices of the Bank as per the administrative requirements. You will be on probation for a 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 service in the Bank.

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,

Vice President (HR)

ME

Date: 14-Jan-2020

**Samrood Abdul Wahab
Vimal Jyothi Engineering College, Kannur**

Appointment Offer: Software Engineer

Dear Samrood Abdul Wahab,

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 you being medically fit by our medical panel and also subject to you clearing the background verification exercise undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification subsequent to you joining the Company.
- 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 after April 2020.

4. Probationary Period

- a) You will be on probation for a period of six months from the actual date of your joining, which period may be extended by the Company depending on your performance. You will continue to be on probation unless and until you are expressly confirmed in the regular service of the Company. On successful completion of your probation, as may be judged by the Company, you may be confirmed, if your services are found satisfactory.
- b) Prior to your confirmation, if the Company in its opinion is not satisfied with your work and/or conduct, your probation shall be liable to termination without any notice or assigning any reason whatsoever.

5. Compensation

Your compensation details are as stated in the table below.

Compensation Details		Job Level: 3
Fixed Remuneration		Amount in INR
Sl. No.	Component	Monthly
1.	Basic Pay	9,000
2.	HRA	3,600
3.	Special Allowance	12,550
4.	Food Vouchers	1,050
5.	Employer's contribution to Provident Fund (As per Provident Fund Act 1952)	1,800
6.	Monthly Gross Earnings (Fixed)	28,000

Gratuity will be paid as per Payment of Gratuity Act, 1972.

In addition to the MGE, you will be entitled to the company's medical assistance scheme for self, spouse and children. This scheme provides medical insurance cover up to Rs.1,00,000/- per annum for in-patient treatment subject to the conditions mentioned in the insurance cover.

From your date of joining you can avail the medical assistance for out-patient treatment also. This scheme entitles you, your spouse and children to reimbursement of medical expenses incurred for out-patient treatment at the Company's designated hospitals on a co-pay basis.

- a) The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your MGE if you wish to avail the Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.
- b) You will not be entitled to any payment, amenities or benefits other than those mentioned above.

OFFER LETTER20th November, 2020

Najeeb Muhammad KG,
Vayaroli, Alif, Pathiyarakara PO,
Palayad Villegge, Maniyur,
Mandarathur, Kozhikode,
Kerala- 673 105.

Dear Najeeb Muhammad,

Congratulations! Lazim Software Solutions is pleased to offer you the position of 'Process Executive-Data Process & Services(IT)'. We trust that this offer will meet with your approval.

Your salary will be 192000/- annually. Your working hours are 09.00 am to 05.00 pm. You are scheduled to work through Monday to Saturday and your first day of work will be 01-12-2020 at 09:00 am.

You will be on a probation period of two months. Regular performance reviews will be done to assess your suitability.

Offer stands canceled in case of any deviations in information or if you fail to report to me on or before pre-decided date. I will have to assume that you have not accepted this job offer if I do not hear from you before 01-12-2020.

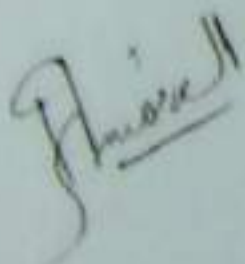
You shall sign a one year Bond agreement with the company at the time of Joining. Company not liable for the 1 month salary payment and the issue of experience certificate, if you breach the written signed bond agreement.

You will need to submit all your original qualification documents, relieving documents and salary slip (if any) of last three months with a copy of each, on the date of joining. Attached, please find the employee agreement and employee confidentiality and inventions assignment agreement.

Please sign the attached 'Acknowledgment' of this letter and return it to me before 01-12-2020 to indicate your acceptance of this offer.

The entire team at Lazim Software solutions LLP is looking forward to working with you and we are confident you will be able to make a significant contribution to the success of our organization.

Sincerely,



Shamseer Aval
Executive Director & Chief
Lazim Software Solutions LLP

OFFER LETTER

20th November, 2020

Ashwin Thomas,
04/23, Ambalathinkal,
Thekkumthara, Wayanad,
Kerala- 673 121.

Dear Ashwin,

Congratulations! Lazim Software Solutions is pleased to offer you the position of 'Process Executive-Data Process & Services(IT)'. We trust that this offer will meet with your approval.

Your salary will be 192000/- annually. Your working hours are 09.00 am to 05.00 pm. You are scheduled to work through Monday to Saturday and your first day of work will be 01-12-2020 at 09:00 am.

You will be on a probation period of two months. Regular performance reviews will be done to assess your suitability.

Offer stands canceled in case of any deviations in information or if you fail to report to me on or before pre-decided date. I will have to assume that you have not accepted this job offer if I do not hear from you before 01-12-2020.

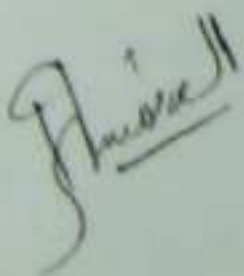
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Please sign the attached 'Acknowledgment' of this letter and return it to me before 01-12-2020 to indicate your acceptance of this offer.

The entire team at Lazim Software solutions LLP is looking forward to working with you and we are confident you will be able to make a significant contribution to the success of our organization.

Sincerely,



Shamseer Aval
Executive Director & Chief
Lazim Software Solutions LLP



AR Naidu Chambers, 22nd main,
3rd sector, HSR Club road, HSR
layout, Bangalore - 560102

OFFER LETTER

29th August, 2020

Sreeraj V,
Kirandumkara,
Kovvappuram,
Cherukunnu,
Minnur, Kerala- 670301.

Dear Sreeraj,

Congratulations! Lazim Software Solutions is pleased to offer you the position of **Process Executive- Data Process & Services(IT)**. We trust that this offer will meet with your approval.

Your salary will be 120000/-annually. Your working hours are 9.00 am to 6.00 pm. You are scheduled to work through Monday to Saturday and your first day of work will be 01-09-2020 at 9:00 am.

You will be worked on a contract period of 3 months, and regular performance reviews will be done to assess your suitability.

Offer stands canceled in case of any deviations in information or if you fail to report to me on or before pre-decided date. I will have to assume that you have not accepted this job offer if I do not hear from you before 01-09-2020.

You will need to submit all your original qualification documents, relieving documents and salary slip (if any) of last three months with a copy of each, on the date of joining. Attached, please find the employee agreement and employee confidentiality and conventions assignment agreement.

Please sign the attached 'Acknowledgment' of this letter and return it to me by 01-09-2020 to indicate your acceptance of this offer.

The entire team at Lazim Software solutions LLP is looking forward to working with you and we are confident you will be able to make a significant contribution to the success of our organization.

Sincerely,



Shamsheer Aval
Director & Chief Operating Officer
Lazim Software Solutions LLP

OFFER LETTER

29th August, 2020

Jishnu Prakash NP,
Nuchikkatt,
Kunnoth, Thalassery
Nettur-670105,
Mannur, Kerala.

Dear Jishnu,

Congratulations! Lazim Software Solutions is pleased to offer you the position of **Process Executive- Data Process & Services(IT)**. We trust that this offer will meet with your approval.

Your salary will be 120000/-annually. Your working hours are 9.00 am to 6.00 pm. You are scheduled to work through Monday to Saturday and your first day of work will be 01-09-2020 at 9:00 am.

You will be worked on a contract period of 3 months, and regular performance reviews will be done to assess your suitability.

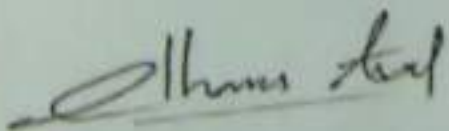
Offer stands canceled in case of any deviations in information or if you fail to report to me on or before pre-decided date. I will have to assume that you have not accepted this job offer if I do not hear from you before 01-09-2020.

You will need to submit all your original qualification documents, relieving documents and salary slip (if any) of last three months with a copy of each, on the date of joining. Attached, please find the employee agreement and employee confidentiality and conventions assignment agreement.

Please sign the attached 'Acknowledgment' of this letter and return it to me by 01-09-2020 to indicate your acceptance of this offer.

The entire team at Lazim Software solutions LLP is looking forward to working with you and we are confident you will be able to make a significant contribution to the success of our organization.

Sincerely,



HRD/1003167503/21-22
Mr. Thomas A. Sunny
Achandyl House
Manickamangalam Po
Kalydpally-683574
India
Ph: +91-9446467303

Dear Thomas,
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 continues 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

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.01.10 20:51:51
Reason: Databy Signer
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



Company Confidential - This communication is confidential between you and Infosys Limited

HRD/1003167503/21-22
Mr. Thomas A. Sunny
Achandyl House
Manickamangalam Po
Kalydpally-683574
India
Ph: +91-9446467303

Dear Thomas,

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-Jan-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.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name _____

Print your full Name _____ Location _____

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2022.07.08 08:31:57
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
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askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Mr. Thomas A 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
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12
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 fulfillment 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			
Margin Money (To be borne by the employee)			Nil



Offer of Employment

26/09/2022

Name: P Sreerag

Address: Lakshmi Puram, Malal, Thalassery
Ponniyan West, Kannur
Kerala- 670641

Dear Mr. Sreerag,

We are pleased to offer you the full-time position of **Design Engineer** at GOIGNIS TECHNOLOGIES LLP with a start date of 28th September'22 or before that, contingent upon background check. You will be reporting directly to Mr. Sumit Vishwakarma and your work location shall be remote. We believe your skills and experience are an excellent match for our company.

In this role, you will be responsible for designing the layout of Fire Sprinkler systems using specialized CAD software packages that are based on the AutoCAD platform, Work with and comprehend mathematical concepts including hydraulic calculations and project cost analysis, Mentor others in the proper execution of sprinkler design using acquired experience, proficiency and knowledge, Ability to assist sales in design estimations etc.

The annual salary for this position is INR 1.80 lacs per annum (One Lacs Eighty Thousand Rupees per annum). The salary shall be paid on a monthly basis by direct deposit.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Sincerely,
Kritika Gupta



Human Resource Department

Authorized Signatory

Receiver:

Signature: _____

Name: P Sreerag

Date: 07/10/2022


Vimal Jyothi Engineering College
Chemperi - 670632

August 22, 2022

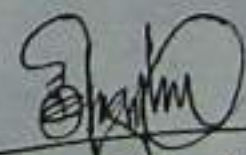
Mr. Amal V M
Vadakkemadam,
Kanhirangad P.O.
Kannur Dt - 670142

Dear Mr. Amal,

With reference to your test / interview you had with us, we have pleasure in offering you an employment in Aktis Engineering Solutions Private Limited on the following terms:

- (1) **Title:** Your assignment will be that of **Design Engineer** at our office in Bangalore. The Company may at its discretion reassign and/or transfer you to any other similar position in the Company anywhere in India.
- (2) **Date of Joining:** 01st September 2022. This offer is invalid if you fail to report on the mentioned date.
- (3) **Salary & Allowances:** Your salary and allowances will be as per details attached to this letter and marked as Annexure I
- (4) **Probation & Notice Period:** You will be on probation for a period of initial six months which may be extended if found necessary. After the probation period, your confirmation as a regular employee will be based on your positive contribution to the Company's objectives. If at any stage during your probationary period, your work or any aspect of your behaviour is found unsatisfactory; your services will be dispensed with, without notice.
After completion of the probation period, your services would be liable to be terminated by either side giving 60 days' notice or on payment of an amount equivalent to 60 days' salary in lieu of the notice period. If you have an incomplete assignment, the Company may relieve you only after completion of the assignment or 60 days whichever is later.
- (5) **Increment & Promotion:** Increments & Promotions will depend solely on your performance and contribution towards Company's growth and objectives and the same will be decided by the top management of the company.
- (6) **Leave:** You will be entitled to 15 days of paid leaves per year during your probationary period and 20 days of paid leaves per year after confirmation or as per the Rules of the Company for the time being in force.

PNAS


JUSTINE M. A. V.

Aktis Engineering Solutions Pvt. Ltd.

Vimal Jyothi Engineering
Chempur, 6706

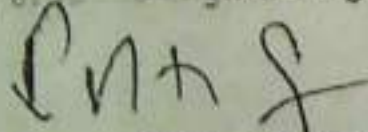
- (7) **Deduction:** All payments to you under the terms of employment are subject to deduction at source under the Income Tax Act and any other enactments that may be in force from time to time. The Company will also be entitled to deduct from the payment due to you, any dues payable by you to the Company
- (8) **Other Employment:** You agree not to be employed, whether full-time or part-time, as the Director/ Partner/ member/ employee of any other organization/entity engaged in any form of business activity without the written consent of Aktis Engineering Solutions Private Limited.
- (9) **General:** You also will have to agree to the terms and conditions of the employments as mentioned in the 'Employee Handbook'. The Company may frame new policies / make changes to existing policies from time to time, with due intimation to you and the same will be binding on you.
- (10) **Points to Remember:** At the time of joining, you need to bring the following:
Original and one set copy of:
1. SSLC and PUC certificate and mark sheets.
2. All degree certificates and mark sheets of all semester
3. Two Photographs
4. Aadhar Card & PAN Card

If the above terms and conditions are acceptable to you, please return the duplicate copy of this letter, signed in token of your acceptance together with Annexure I.

We welcome you to the Aktis family and wish you a rewarding career over the years to come.

Sincerely,

Aktis Engineering Solutions Pvt. Ltd.


Barath Coumar Ramadas
Authorized Signatory
Director



I have read, understood and agree to the terms & conditions set forth in this Offer Letter.

Name: _____

Signature: _____

Date: _____

Offer Letter

Name: Amar A.

Ref No.: USPL/RPA/2020/187

Issue date: 09/01/2021

Dear Mr. Amar.

AirLabs is excited to bring you on board as an **Associate RPA Developer**.

We're just a few formalities away from getting down to work. Please take the time to review our offer. It includes important details about your on-the-job training, charges and the terms and conditions of your anticipated RPA training with AirLabs.

The on-the-Job Training will comprise of 3 months of RPA/ML/AI Training along with 2 months of Internship for you as an Associate RPA Developer, starting from 10/02/2021 at Bangalore.

During your training and Internship at AirLabs, you are entitled to a Stipend of INR 10,000/- per month. Post-training your salary will range between 4 - 6 lakhs solely based on your performance and grades achieved during your OJT. You have been deemed eligible for the finance option for the training and certification charges, and is expected to abide by all the rules, regulations and commitments thereof.

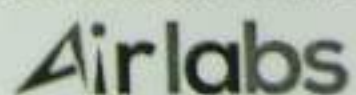
On successful completion of your training and all certification criteria, you will be entitled to certification from the governing bodies **AICRA** and **TIMTS** as well as **USPL-AirLabs**.

You must hand over all the company assets at the time of leaving in the same condition as allotted to you at the start of the RPA training. In case of damages to the assets, the cost will be deducted from your Salary.

Please indicate your agreement with these terms and accept this offer by signing and dating this agreement or replying via email on or before 09/02/2021. In case of queries feel free to get in touch with us. We look forward to working with you!

Regards

Bindiya Patel
Human Resources
USPL AirLabs Pvt. Ltd.



Aswathi Manoharan

VisionIndia - 8024479



Schneider
Electric

A handwritten signature in black ink, appearing to be 'Aswathi'.

Engineering College
Chennai - 670532

28/09/2019

Training | Consulting | Camps | Ouizzes) HR
Counselling | ELT) Teacher Empowerment

Dear Vivek M.K.,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

If you are happy with the terms and conditions of our company and wish to receive this offer of employment, you will have to undergo a free training programme at our training venue in Kochi, Kerala for a period of 8 days in the month of April/ May.

If you are really interested in accepting this offer, please sign below and accept it and send a scanned copy of the same to the mail address given in the offer letter in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn on April 15, 2020. The date of the training programme will be informed to you only on contacting us over 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 your ID Proof along with this offer letter.

We look forward to your working with its.

Yours sincerely,



Bibin Antony

Bibin Antony

Manager — HR Mobile:

08547938985

placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

28/09/2019

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

Dear Arun Mathew,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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We look forward to your working with its.

Yours sincerely,



Bibin Antony

Bibin Antony
Manager — HR Mobile:
08547938985
placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

28/09/2019

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

Dear Kiran Mathew,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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We look forward to your working with its.

Yours sincerely,



Bibin Antony

Bibin Antony
Manager — HR Mobile:
08547938985
placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

28/09/2019

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

Dear Aswin T. Aravind,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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We look forward to your working with its.

Yours sincerely,



Bibin Antony

Bibin Antony
Manager — HR Mobile:
08547938985
placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

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

28/09/2019

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

Dear Mathews Fred,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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We look forward to your working with its.

Yours sincerely,



Bibin Antony

Bibin Antony
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08547938985
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Name

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Regional Office:
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28/09/2019

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

Dear Thejus K.,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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We look forward to your working with us.

Yours sincerely,



Bibin Antony

Bibin Antony
Manager — HR Mobile:
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placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

28/09/2019

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

Dear Anokhlal C.,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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We look forward to your working with its.

Yours sincerely,



Bibin Antony

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Manager — HR Mobile:
08547938985
placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

28/09/2019

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

Dear Athul Nandan P.,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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We look forward to your working with its.

Yours sincerely,



Bibin Antony

Bibin Antony
Manager — HR Mobile:
08547938985
placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

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

28/09/2019

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

Dear Leo Vinoy,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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We look forward to your working with its.

Yours sincerely,



Bibin Antony

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Manager — HR Mobile:
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placements@gmail.com

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Signature

Date

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Ph: 0480 3240489, Email: info@accenta.in

28/09/2019

Training | Consulting | Camps | Ouizzes) HR
Counselling | ELT) Teacher Empowerment

Dear Hariprasad B,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

If you are happy with the terms and conditions of our company and wish to receive this offer of employment, you will have to undergo a free training programme at our training venue in Kochi, Kerala for a period of 8 days in the month of April/ May.

If you are really interested in accepting this offer, please sign below and accept it and send a scanned copy of the same to the mail address given in the offer letter in consultation with your placement officer. In the event you have not done the same, this offer will be automatically withdrawn on April 15, 2020. The date of the training programme will be informed to you only on contacting us over 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 your ID Proof along with this offer letter.

We look forward to your working with its.

Yours sincerely,



Bibin Antony

Bibin Antony
Manager — HR Mobile:
08547938985
placements@gmail.com

With the signature below I accept this offer of employment

Name

Signature

Date

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

28/09/2019

Training | Consulting | Camps | Ouizzes) HR
Counselling | ELT) Teacher Empowerment

Dear Nabeel Hakeem,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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Training | Consulting | Camps | Ouizzes) HR
Counselling | ELT) Teacher Empowerment

Dear Sreeraj V,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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28/09/2019

Training | Consulting | Camps | Ouizzes) HR
Counselling | ELT) Teacher Empowerment

Dear Adarsh Mohan,

Welcome to Accenta Education.

I am pleased to offer you the position of a faculty member with accenta Education based on your performance in the Interview conducted by our team in the premise of Vimal Jyothi Engineering College, Kannur on March, 20, 2019. You will be appointed in one of our client schools in Kerala as a **'Communicative English Trainer'** with effect from the 1st of June 2020 at the successful completion of the training programme in which you will be trained, examined and assessed by our team of experts. You will be entitled to a monthly starting remuneration 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 have increments and incentives based on your performance as per the company policies.

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We look forward to your working with its.

Yours sincerely,



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