



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College
Date: 10 February, 2022

Dear Athira Menon P (CE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

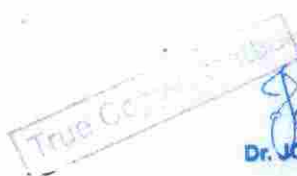
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- 10th, 12th and UG/PG education certificates – (whichever completed).
- E-Aadhar card- Mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).


Yours sincerely,

Talent Acquisition
Sutherland

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc-A1, 6th floor, Chennai, Tamil Nadu, PIN 600063




Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College
Date: 10 February, 2022

Dear CHANDNI P K DIVAKARAN (CE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

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**Talent Acquisition
Sutherland**

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Kakkanad - 679531



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College

Date: 05-April-2022

Dear Henna (Engineering-CE)

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers' is up to 2.50 LPA - Package differs based on the Client, individual's skill set, and various other selection parameters.

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- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

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Talent Acquisition
Sutherland

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Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College

Date: 05-April-2022

Dear Keerthana K Kannan (Engineering-CE)

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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Sutherland

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

True Copy Attached

Jose P Therattil
DR. JOSE P THERATTIL

26th August, 2022,

Ms. Smrudu T K,
Thekkekurumannil House
Annassery Post, Thalakkulathur Via
Kozhikode Dist – 673317
Kerala State

Mobile: 994 666 3274

Email id:- smrudutk1997@gmail.com

Subject: Offer for internship under EcoLogistics Project-Kochi with ICLEI-SA.

Dear Smrudu,

We are delighted to inform that you have been selected for an internship programme under the EcoLogistics Project which ICLEI-SA is implementing in partnership with Municipal Corporation at Kochi. Your internship period will be for **three months** effective 1st September, 2022 and will end by 30th November, 2022.

During the internship period, you will be expected to assist our Senior Project Officer-EcoLogistics in following activities:

- Collect data from the participants of the pilot project on daily basis,
- Perform research and analytical studies
- Conduct field studies and assist in the preparation of study report and presentations of the EcoLogistics pilot project
- Other works related to this project will be assigned by your reporting authority from time to time

Following terms & conditions would be applicable during your internship:

1. Stipend:

You will be paid a stipend of Rs.20,000/- per month (Rupees Twenty Thousand Per Month). However, in case of any break during the internship period due to any other unavoidable circumstances, the period of internship will be extended accordingly, but the stipend will be considered for a total of 2 months only irrespective of extended days.

In addition to the stipend, you will be reimbursed maximum of Rs.3000/- per month (Rupees Three Thousand) as local conveyance expenses for **official work** subject to the approval of reporting authority.



Local Governments
for Sustainability

SOUTH ASIA

ICLEI – South Asia

C-3, Lower Ground Floor
Green Park Extension
New Delhi – 110016
India

Phone: +91-11- 4974 7200

Fax: +91-11- 4974 7201

Email: iclei-southasia@iclei.org

Web: <http://southasia.iclei.org/>

**ICLEI – South Asia,
Bangladesh**

House-12 (Flat-2B), Road-20,
Nikunja-2, Khilkhet, Dhaka-1229
Bangladesh

Phone: +88 01819866766

Email: iclei-southasia@iclei.org

Web: <http://southasia.iclei.org/>

**ICLEI – Local
Governments for
Sustainability e. V.**

World Secretariat
Kaiser-Friedrich-Str. 7
53113 Bonn
Germany

Phone: +49-228/976 299-00

Email: iclei@iclei.org

Web: iclei.org

Registration No. VR 8929

ICLEI – Local Governments
for Sustainability is a global
network of more than 1,750
local and regional
governments committed to
sustainable urban
development.

True Copy Attested

Jonath

2. ICLEI's responsibility:

- Provide survey formats to you
- Provide training and guidance to you before conducting tasks
- Provide relevant information on the project and guidance as and whenever needed.

3. Intern's responsibility:

- Ensure timely completion of tasks.
- Report to ICLEI Staff on daily basis, till completion of the internship.
- Respond to ICLEI SAs queries on the survey format if any till a period of 15 days after completion of surveys.

4. Confidentiality:

You must maintain confidentiality on information and data. The information is not meant to be passed on to other third party without return approval from us.

5. Point of Contacts:

During your internship, your primary point of contact will be Mr. Sooraj, Senior Project Officer- ICLEI SA located in Kochi. Mr. Vijay Saini, Manager- ICLEI SA based in Delhi office will be the second point of contact for this project.

Besides the above, you must follow the office decorum and other disciplines during the internship. If there will be any further information, clarification and issues, etc., you must take the guidance of your reporting authority.

We look forward for your support and assistance and wish you all the best for a great learning during the internship with us.

Thank you

Yours sincerely,



Ashish Rao Ghorpade
Deputy Director

ICLEI – South Asia

C-3, Lower Ground Floor
Green Park Extension
New Delhi – 110016
India
Phone: +91-11- 4974 7200
Fax: +91-11- 4974 7201
Email: iclei-southasia@iclei.org
Web: <http://southasia.iclei.org/>

ICLEI – South Asia, Bangladesh

House-12 (Flat-2B), Road-20,
Nikunja-2, Khilkhet, Dhaka-1229
Bangladesh
Phone: +88 01819866766
Email: iclei-southasia@iclei.org
Web: <http://southasia.iclei.org/>

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Registration No. VR 8929

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for Sustainability is a global
network of more than 1,750
local and regional
governments committed to
sustainable urban
development.



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

CE



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College
Date: 05-April-2022

Dear Avanya V (Engineering-CE)

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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Yours sincerely,
Talent Acquisition
Sutherland

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Dr. JOSE P THERATTIL
Principal
Engineering College



SUTHERLAND

CE

PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College

Date: 05-April-2022

Dear Cerin Antony (Engineering-CE)

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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True Copy


Dr. JOSE P THERATTIL



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College

Date: 05-April-2022

Dear Jobson James (Engineering-CE)

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[Handwritten signature]



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College
Date: 05-April-2022

Dear Noel Francis Francis (Engineering-CE)

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College

Rosemaria J. Kavalakkatt

9:33 0.14 KB/S

VO LTE 88

BHIM JOY
PLACEMENT & TRAINING OFFICER
Jyoti Engineering College
Cheruvu, Thiruvananthapuram - 679531

[Signature]

BYJU'S ACADEMIC SPECIALIST 2022- [PRE-ONBOARDING FORMALITIES] External



Inbox



keerthana sudhe... Feb 10



to bcc: me



Dear Candidate,

Congratulations once again on your selection for the profile of Academic Specialist Profile. Moving forward, there are certain pre-onboarding formalities that you need to complete in order to get your offer letter generated.

As an initial step, kindly fill this offer

[Signature]

THIRUVANANTHAPURAM

PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College

Date: 05-April-2022

Dear SANJANA S (Engineering-CE)

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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True Copy Attested

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Kakkanad



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

Superset ID: 1763109

Letter of Intent ("LOI")

Dear SMIJA S,

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

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

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

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

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

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

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

CD

ANNEXURE 1

SMIJA S

Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

This is a system generated document and does not need a signature

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

True Copy Attested


Dr. JOSEPH THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



RINA/GMRC/SURAT_ MMI/TIOSA/2022/0021

Dated: 15/03/2022

Assignment Letter

Kind Attn: **Ms. Athira C**

Ambady, Mayithara market PO, Cherthala,
Alappuzha, Kerala, India - PIN:688539
Mobile: 9188795246
Date of Birth: 05 February, 1996
E-Mail: athiraambadi18@gmail.com

Subject: Assignment Letter to Ms. Athira C for the position of Junior Transport Planner (As Associate) to be deputed at Surat

Ref. Service Agreement : RIND/SA/Feb22/021, Dated 15th March, 2022
Agreement title : Junior Transport Planner (As Associate)
Customer : GMRC for Surat MMI Project
Project Site : Surat
Type of Project : Surat Metro
RINA Manager : Mr Sajitha Nair +91 - 8419978712
RINA Project In charge : Mr Naveen Kumar - 9650790586

Dear **Ms. Athira C**,

RINA is an Italian Group that consists of several companies for Engineering Consultancy, along with PMC, Supervision, Testing, Inspection and Certification services covering in various sectors including Transport & Infrastructure, Energy, Marine and Business Assurance, Industry markets.

RINA Group is recognized as an authoritative member amongst the key international organizations and in compliance with international accreditations. RINA Consulting is a key player providing Engineering Consulting along with Design Engg, Inspection Design Review, Verification & Certification, Proof Checking, conformity assessment, Project Management Consultancy, site Supervision, across a wide range of industries. With a turnover of around 480 million Euros in 2018 and over 4000 employees, RINA Group has more than 170 offices in 65 countries worldwide in Europe, Asia, Middle East Africa, Americas and Australia.

Within India we are 400 Plus technical team working in various sector & industries.

Within the aforementioned contract, we intend to entrust to you some activities requested by our client, as illustrated below:

True Copy Attested

RINA INDIA PVT LTD

706, Everest Chambers, Marol, Andheri-Kurli Road, Andheri East
Mumbai, Maharashtra - INDIA - 400050 | P. +91 22 61113333

PAN No. AAFCD2718J | TAX No. 27AAFC2718J12M | GST Reg. Number. 27AAFC2718J12M
Headquarters: RINA S.p.A. Via S. Felice, 129 Genova - Italy | P. +39 010 31961. www.rina.org



[Handwritten Signature]
JERALD

Assignment of Activities: PURPOSE OF THE ROLE

Responsible for ensuring that the assigned package related to Surat Metro MMI Project, modification is being delivered in complete to the right level of quality within cost and in timely manner.

CRITICAL ACCOUNTABILITIES

- Be a core member of Transportation & Infrastructure team, with a key focus on detail and quality;
- Develop and deliver proposals, project budgets, project schedules, project preliminary design and reports, and presentations.
- Zeal to grow self and dedication towards working independently/ with minimal guidance where required;
- Attend and contribute to team and project meetings via Skype and Video-conferencing;
- Project Co-ordination with Client on day-to-day basis.
- Work within project constraints; such as time, budget and resource;
- Preparation of accurate and detailed engineering, graphical, architectural and drafting drawings related to design in a CAD format to the satisfaction of higher officials/ reporting officer.
- Collect data necessary for project designs.
- Ability to inference and interpret information from data
- Maintain and organize Project and related documents
- Work under the guidance and supervision of senior management
- Ability to understand and follow complex oral and written instructions
- Operate basic office equipment including printers, computers, scanners etc
- Complete accurate timesheets by the set deadline;
- Ensure that Health & Safety is embedded into all work practices in line with company policies; and
- Other duties as assigned.

Report to Client/RINA Project in Charge / Engineer in charge/ Head of department on daily basis and shall assist in all the engineering / technical aspects of the execution of site work.

Submission of report (Pictorial with written observations) in hard copy as per schedule project progress at site shall be done.

Submission of records, punching attendance / getting time sheet signed by EIC, as per client's guidelines on each working day and submitting same in excel from and sending the timesheet (approved & signed by Client) to undersigned at RINA Delhi Office, strictly by 2nd of every month for processing of payment for the service provided.

True Copy Attested

Estimated amount for the required activities:

This remuneration shall be INR 30,000/- Monthly (INR 1,80,000/- for 6 Months) inclusive of all applicable taxes.

Period of Activities:

- Initially Project Duration shall be 06 Months
- The commencement of service initially shall be from 21st March 2022 till completion of Contract/Project
- Working days shall be from Monday to Saturday
- Working days shall be 26 in a month, 10 hrs per day including lunch break and excluding to and fro at site location.
- No absence and no extra time are allowed without a written consent of the undersigned.

Other terms and condition:

- Boarding - lodging & Local Travel at Surat will be arranged by yourself.
- Reporting on time at Project site as per the Client requirement is important and need to be arranged by you.
- Your salary/fee per month will be paid by thru another company M/s NADKAS Infratechno Pvt. Ltd. on or before 10th of every month.
- Based on the performance your contract may be extended for another 1 year on the same terms and conditions.
- Also as per the other project requirement company can transfer you at any location in PAN India.
- Applicable tax (like TDS) will be deducted accordingly.
- This is an assignment letter only. Formal appointment letter/contract will be issued to you upon receipt of your acceptance.

* * *

For further details about Contractual parties - Fees - Ways of reporting - Particular Contractual Conditions of a technical nature - Particular Contractual Conditions of an economic nature - Terms of payment the Service Agreement mentioned in reference is applicable.

<p>For RINA INDIA PVT LTD</p>   <p>Naveen Kumar Head - Transport & Infrastructure BU India & South East Asia Mb. +91 96 507 90586 / 93 106 72003 Email: naveen.kumar@rina.org</p>	<p>For Read, agreed and signed for acknowledgment and acceptance</p> <p>(Name and signature)</p> <p>Ms. Athira C</p>
--	---

True Copy Attested

RINA INDIA PVT LTD
706, Everest Chambers, 1st Floor, Andheri-Kurla Road, Andheri East,
Mumbai, Maharashtra, INDIA - 400059 | P. +91 22 61113333

PAN No. AAFCDD2718H | TAN No. MUMD23352B | GST Reg. Number 27AAFCDD2718H
Headquarters: RINA S.p.A. (Via Cecchi 6 - 16129 Genova - Italy | P. +39 010 316 1111)

Dr. JOSE P. THERATTIL
Principal College

HO/HR/TA/99961205

Date:07/07/2022

Ms. Anjima Joseph,
Komban House, Mannuthy P O ,Thrissur, Kerala, 680651

Dear Ms. Anjima Joseph,

Sub: Provisional Offer Letter

With reference to your application and further to the interview and/or subsequent discussion you had with us, we are pleased to offer you the position of **'Officer Trainee - Sales' - Grade 'A0'** .

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

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

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

Your remuneration will be as follows:

1. Annual Salary would be Rs. 200000.0
2. Apart from the above, you will be eligible for Performance Incentive/ Pay as per Bank's policy, applicable to the Role/Grade.

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

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

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

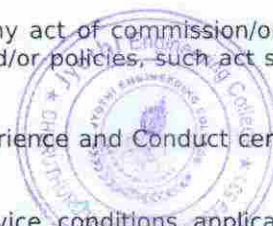
You shall give the acceptance of the offer and of the above terms and conditions of employment on receipt of this letter. This offer letter is valid for 7 days from the date of this letter, for acceptance. This offer shall be effective from the date of your joining the Bank.

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

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

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

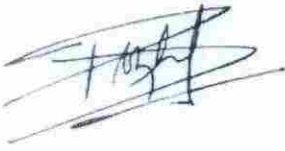
The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and in case of any dispute arising out of the same, the Courts at Thrissur will have exclusive



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

We welcome you to ESAF Small Finance Bank and look forward to your valuable contribution in scaling **ESAF Bank** to greater heights.

Yours sincerely,



Bobby Abraham Mathew
Head HR (In-Charge)

Compensation Particular	Monthly	Annual
(A) Fixed Monthly Pay - EARNINGS		
Basic Pay	10000	120000.0
House Rent Allowance	0	0.0
Dearness Allowance	1800	21600.0
Conveyance Allowance	0	0.0
Medical Allowance	0	0.0
Periodicals / Self Development Allowance	0	0.0
Food allowance/Coupons	0	0.0
LTA	0	0.0
Special Allowance	1633	19600.0
Total (A)	13433	161200.0
Fixed Monthly Pay - DEDUCTIONS		
Provident Fund - Employee	1416	16992.0
Professional Tax	0	0.0
Charity Fund	100	1200.0
ESWT Fund Contribution	100	1200.0
ESWT Membership - Rs.1000/- **	0	0.0
Let Them Smile (Voluntary)	0	0.0
Staff Advance (if taken)	0	0.0
Death Fund	0	0.0
TDS	0	0.0
Total Recovery	1616	19392.0
Net Salary Credit to Bank A/c	11817	141808.0
(B) Annual Pay		
Bonus	583	7000.0
Total (B)	583	7000.0
(C) Retiral & Other Benefits (Employer Contribution)		
Provident Fund - Employer	1416	16992.0
Medical Insurance	667	8000.0
Leave Surrender	0	0.0
Gratuity	567	6808.0
Total (C)	2650	31800.0
Total To Company (A+B+C)	16667	200000.0

1. Incentives are paid to Employees in Business Stream as approved from time to time
2. Performance Pay upto 10% of Gross will be paid to staff in other Streams based on Bank's, Department's and Individual's annual performance
3. Employees Deposit Linked Insurance Scheme on Normal Death.
4. Group Term Life Insurance (for spouse also)
5. Death Benefit from Staff Welfare Trust
6. Future Gratuity benefits.
7. ESAF CUG facility.
8. Car Component as per Car Policy of the Bank
9. Changes as per bank policy will be incorporated time to time

True Copy Attested



JOSE P THERATTIL



APJ Abdul Kalam Technological University
CET Campus, Thiruvananthapuram
Kerala -695016
India



Personal Details

Name	Ms ANAGHA SURESH	Date of Joining	01-04-2022
Staff Type	Faculty	AICTE Unique Id	
Gender	Female	Appointment Type	Visiting
Date of Birth	11-10-1996	Cadre	Assistant Professor
Aadhar Number	974547269108	Designation	Assistant Professor
Caste	Nair	Department	CIVIL ENGINEERING
Religion	Hindu	Specialization	TRANSPORTATION ENGINEERING
Category	General	Institution	MGM COLLEGE OF ENGINEERING AND PHARMACEUTICAL SCIENCES
Pan Number			

Contact Details

Address	CHAITHRAM (H) UGRAPURAM (PO) AREEKODE MALAPPURAM-673639	Mobile Number	8589029904
Landline Number		Email	anaghasuresh234@gmail.com

Salary Details



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Dr. JOSE P THERATTIL
Principal
Engineering College

Jose

Payment Mode	Credit to Bank	PF Type	
Pay Scale	VIth Payscale	PF Number	
Basic Pay	17000.00	Bank Account Number	0479053000010958
DA		Name of Bank	SOUTH INDIAN BANK
HRA		Branch Name	AREEKODE
Other Allowance		IFSC code	SIBL0000479
Gross per Month	17000.00		

Educational Details

Degree	Specialization
M.Tech	TRANSPORTATION ENGINEERING
B.Tech	CIVIL ENGINEERING

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Jose P Therattil

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Adi Shankara

INSTITUTE OF ENGINEERING & TECHNOLOGY
Kalady, Kerala



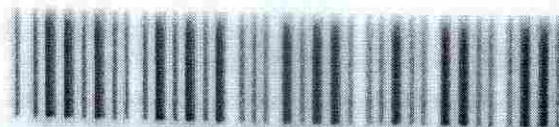
Rosmin Thomas

Asst. Professor

CE Dept.



True Copy Attested



Joseph Therattil
JOSEPH THERATTIL

26th August, 2022,

Ms. Smrudu T K.
Thekkekurumannil House
Annassery Post, Thalakkulathur Via
Kozhikode Dist – 673317
Kerala State

Mobile: 994 666 3274

Email id:- smrudutk1997@gmail.com

Subject: Offer for internship under EcoLogistics Project-Kochi with ICLEI-SA.

Dear Smrudu,

We are delighted to inform that you have been selected for an internship programme under the EcoLogistics Project which ICLEI-SA is implementing in partnership with Municipal Corporation at Kochi. Your internship period will be for **three months** effective 1st September, 2022 and will end by 30th November, 2022.

During the internship period, you will be expected to assist our Senior Project Officer-EcoLogistics in following activities:

- Collect data from the participants of the pilot project on daily basis,
- Perform research and analytical studies
- Conduct field studies and assist in the preparation of study report and presentations of the EcoLogistics pilot project
- Other works related to this project will be assigned by your reporting authority from time to time

Following terms & conditions would be applicable during your internship:

1. Stipend:

You will be paid a stipend of Rs.20,000/- per month (Rupees Twenty Thousand Per Month). However, in case of any break during the internship period due to any other unavoidable circumstances, the period of internship will be extended accordingly, but the stipend will be considered for a total of 2 months only irrespective of extended days.

In addition to the stipend, you will be reimbursed maximum of Rs.3000/- per month (Rupees Three Thousand) as local conveyance expenses for **official work** subject to the approval of reporting authority.



ICLEI – South Asia

C-3, Lower Ground Floor
Green Park Extension
New Delhi – 110016
India
Phone: +91-11- 4974 7200
Fax: +91-11- 4974 7201
Email: iclei-southasia@iclei.org
Web: <http://southasia.iclei.org/>

**ICLEI – South Asia,
Bangladesh**

House-12 (Flat-2B), Road-20,
Nikunja-2, Khilkhet, Dhaka-1229
Bangladesh
Phone: +88 01819866766
Email: iclei-southasia@iclei.org
Web: <http://southasia.iclei.org/>

**ICLEI – Local
Governments for
Sustainability e. V.**

World Secretariat
Kaiser-Friedrich-Str. 7
53113 Bonn
Germany
Phone: +49-228/976 299-00
Email: iclei@iclei.org
Web: iclei.org
Registration No. VR 8929

ICLEI – Local Governments
for Sustainability is a global
network of more than 1,750
local and regional
governments committed to
sustainable urban
development.



True Copy Attested

Smrudu

VERATTIL

2. ICLEI's responsibility:

- Provide survey formats to you
- Provide training and guidance to you before conducting tasks
- Provide relevant information on the project and guidance as and whenever needed.

3. Intern's responsibility:

- Ensure timely completion of tasks.
- Report to ICLEI Staff on daily basis, till completion of the internship.
- Respond to ICLEI SAs queries on the survey format if any till a period of 15 days after completion of surveys.

4. Confidentiality:

You must maintain confidentiality on information and data. The information is not meant to be passed on to other third party without return approval from us.

5. Point of Contacts:

During your internship, your primary point of contact will be Mr. Sooraj, Senior Project Officer- ICLEI SA located in Kochi. Mr. Vijay Saini, Manager- ICLEI SA based in Delhi office will be the second point of contact for this project.

Besides the above, you must follow the office decorum and other disciplines during the internship. If there will be any further information, clarification and issues, etc., you must take the guidance of your reporting authority.

We look forward for your support and assistance and wish you all the best for a great learning during the internship with us.

Thank you

Yours sincerely,


Ashish Rao Ghorpade
Deputy Director

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



ICLEI – South Asia

C-3, Lower Ground Floor
Green Park Extension
New Delhi – 110016
India
Phone: +91-11- 4974 7200
Fax: +91-11- 4974 7201
Email: iclei-southasia@iclei.org
Web: <http://southasia.iclei.org/>

ICLEI – South Asia, Bangladesh

House-12 (Flat-2B), Road-20,
Nikunja-2, Khilkhet, Dhaka-1229
Bangladesh
Phone: +88 01819866766
Email: iclei-southasia@iclei.org
Web: <http://southasia.iclei.org/>

ICLEI – Local Governments for Sustainability e. V.

World Secretariat
Kaiser-Friedrich-Str. 7
53113 Bonn
Germany
Phone: +49-228 / 976 299-00
Email: iclei@iclei.org
Web: iclei.org
Registration No. VR 8929

ICLEI – Local Governments
for Sustainability is a global
network of more than 1,750
local and regional
governments committed to
sustainable urban
development.

Acero Structural Engineers Pvt. Ltd.

Green Park Avenue, Ayyanthole, Thrissur 680003

Date: July 19th, 2021

Job Offer Letter

Aleena Sajan
Sajana Vihar
Mundur P O
Palakkad

Dear Ms. Aleena,

It is my pleasure to extend the following offer of employment by professional agreement to you on behalf of
M/s Acero Structural Engineers Pvt. Ltd.

Position: Trainee Detailer

Reporting Relationship: Reports to Head - Detailing Team

Responsibility: The trainee detailer, as part of the detailing team is responsible for the specific project drafting, modelling, conduct and performance of the projects assigned to them.

Training Period: Three (3) Months' Probation and Three (3) Months Training from the date of joining.
(Remuneration will be revised based on the performance, after the successful completion of the training)

Remuneration: Consolidated Amt. of Rs 6,000 / month in the first 3 months and Rs 8,000 in next 3 months.

Breakdown of Remuneration:

Gross Remuneration	: Rs 6,000.00	
Deductions (TDS)	: Rs 600.00	(10% as per Government Rules for Professional Agreement)
Net Remuneration	: Rs 5400.00	

Start Date: Augus 02nd, 2021

Working Hours: 8.00 am to 6.30 pm on all days except 2nd Saturday, Sundays and Company Listed Holidays.

Your employment with **Acero Structural Engineers Pvt. Ltd.** is at-will and either party can terminate the relationship at any time with or without cause and with or without notice.

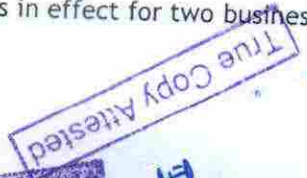
You acknowledge that this offer letter represents the entire agreement between you and **Acero Structural Engineers Pvt. Ltd.** and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be binding upon **Acero Structural Engineers Pvt. Ltd.**

If you are in agreement with the above outline, please sign below. This offer is in effect for two business days.

Signatures:

For Acero Structural Engineers Pvt. Ltd.

Employee Name: Aleena Sajan



CUBE ASSOCIATES

TC 11/399(1), NAVODAYA GARDENS

NALANCHIRA PO, TVM-695 015

PH: 9447016038

Email: davidplava@gmail.com



10-08-2021

Dear Alfred Thomas,

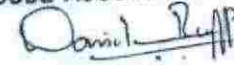
With reference to your application and personal interview on 06-08-2021, we are pleased to inform you that you have been selected to the post of Trainee Engineer. You are hereby directed to join the service on or before 18-08-2021.

You will be paid a consolidated salary of Rs.7000/- per month and will be on probation for a period of 6 months. On satisfactory completion of your probation, you will be considered to the post of Junior Engineer. On the date of joining, you should produce degree certificate, conduct certificate along with two copies of passport size photo.

Yours faithfully,

For CUBE ASSOCIATES

For CUBE ASSOCIATES


Managing Partner

Authorised Signatory



True Copy Attested



FEDERAL BANK

YOUR PERFECT BANKING PARTNER



₹ 2,702

Transaction Particulars

IFN/BT22011222777669 EBIZ TP ASSET HOMES PVT
LTD A



Transaction Details

Status

Success

Date & Time

12 JAN 2022, 03:15 PM

Transaction Type

Credit

Transaction ID

S38858561 



Credited to

XXXXXXXXXXXX3706

₹ 2,702



True Copy Attested

Jose P

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

Date: 23/11/2021

Dear Mr. Anto Raffy,

Congrats, & Welcome to the Tech-Niche Family!

Thank you for showing interest to work with us. As discussed we are pleased to offer you the position of Site Engineer in our Organization with a first date of work scheduled for Nov 25th, 2021.

Tech Niche is a Limited Liability Partnership, formed under the Indian Companies Act, 1956, with an aim of manufacturing and/or handling high-end quality products related to the Building Industry in India. As a first step in this regard, the Company has started dealing in uPVC products (viz. Doors & Windows) with its Operational Headquarters in Cochin.

Please find attached TWO copies of our Offer Letter along with Terms & Conditions (one to be signed and returned to us and the other, for your records).

Please find below the list of documents that you need to produce on joining. The same has to be handed over to our office along with the above mentioned documents.

Sl. No.	Nature of documents
1	Resume
2	Self attested copy of Address proof & ID Proof
3	Self attested copy of Educational qualification
4	Passport size photographs (2 nos.)

You are to carry your original certificates for due verification by us, which will be returned to you on the same day.

We look forward to a long and mutually beneficial association. Wish you all the best!

For Tech-Niche Products LLP,


(Authorized Signatory)
True Copy Attached

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

Ref: HR/2021/09

Date: 23/11/2021

Mr. Anto Raffy
Komban House
Pullazhy P.O
Pin-680012
Ph: 8848663340

Dear Mr. Anto Raffy,

Sub: Employment Offer

This has reference to your application and subsequent interview you had with us. We are pleased to offer you the post of Site Engineer in our organization subject to your acceptance of our following terms and conditions:

1. Your salary particulars during the probation period are as follows:

SL NO	PARTICULARS	SALARY
1	Basic	₹ 10,000.00
2	Vehicle Allowance	₹ 0.00
3	Conveyance Allowance	₹ 0.00
TOTAL		₹ 10,000.00

2. You will receive travel allowances as per actual and according to the company policy.
3. You will be on probation for Three months from the date of joining. On successful completion of your probation, your services shall be confirmed. Should your performance during the probationary period be unsatisfactory, we reserve the right to extend your probation for further period or terminate your service, without assigning any reasons, with 24 hours' notice. During probationary period you should serve one month's notice to the company for terminating service with us.
4. You will be reporting to Mr. Vimal Mathew, Director-Operations.
5. You will continue to be on probation until such time a letter of confirmation is issued by us.
6. You will be bound by the internal rules and regulations prevalent in the company and as amended from time to time by the Management.
7. After confirmation, your service can be terminated by either party by giving one month's notice, in writing, to the other. The said terms will not be applicable for the Management if the Management is forced to initiate steps against you on grounds of misconduct, indiscipline or insubordination, poor performance etc; which may lead to instant termination of service.



True Copy
Jyothi Engineering College

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Thrissur - 679531

8. Your normal office timings will be from 9.00 AM to 5.00 PM Monday through Saturday.
9. Terms and conditions of employment and work profile are provided separately. Please go through the same and sign the document and return to the HR officer upon joining.

If you are agreeable to the above, please indicate your acceptance by signing a copy of this offer along with the Terms and Conditions and return the same to us.

For Tech-Niche Products LLP,


(Authorized Signatory)



True Copy Attested


Dr. JOSE P. THIRATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

Experience Certificate

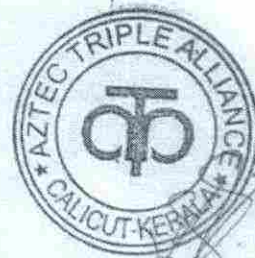
It is certified that **Mr. Arun N** worked as site engineer in our company from **6th November 2021 to 10th January 2022** with our entire satisfaction.

During his working period we found him a sincere, honest, hardworking, dedicated employee with a professional attitude and very good technical knowledge.

We wish every success in his future endeavors.

Date: 06/02/2022

Place: Calicut



True Copy Attached




09th December 2021

AZHAK, art in architecture,
East fort, Thrissur

Subject: Offer of employment (Assistant Civil Engineer)

Dear Basil Joy,

Following your acceptance of the job on [13th December 2021], we would like to welcome you to AZHAK art in architecture, as Assistant Civil Engineer. Your employment is subject to the terms and conditions listed below:

Starting Date:

Your starting date is 13th December 2021

Work Timings

Your work timings are from 09:30am to 05:30pm, Monday to Saturday.

Probation Period

You will be on a probation period for the first three months. Upon successfully completing the probation period, your employment will become of a permanent status.

Salary

Your monthly salary is Rs. 8000/- (Rupees Eight Thousand only)

Further information governing your employment can be found in the Terms of job contract.

If you have further questions, please contact us directly.



True Copy Attested

Joseph Therattil



Congratulations on your appointment and welcome to **AZHAK**. We look forward to years of fruitful cooperation and success. We wish you the best of luck in your new post.

Sincerely,

Management – AZHAK, art in architecture

Terms of job contract at **AZHAK art in architecture**

- 1) The working hours will be from 09.30am to 05.30pm, Monday to Saturday. However, the employee is bound to report for duty as and when intimated by the management in case of additional hours of work or overtime is required in order to meet business needs.
- 2) The Employee is expected **not** to reveal any secrets of critical importance to the business and has to maintain towards Azhak management, a high degree of loyalty, honesty, modesty, financial accuracy and professional ethics, throughout his/her employment tenure with Azhak.
- 3) An Employee is free to resign from the post provided he/she intimates the Management at least **30 days** in advance.
- 4) Any failure to abide by term No **3** will be treated seriously and a consequent cut in the last month salary will be impeded (Subject to number of days of notice period served).
- 5) The contract is initially signed for a period of one year and a notice period of **30 days** is mandatory to terminate it from either of the two parties. In case of sudden termination of the contract by the employee, a compensation equivalent to **1-month salary** should be paid to the Employer.
- 6) Any grave **misconduct/violation** of the terms stipulated above from the side of the employee will nullify norms of compensation and he/she will be terminated without any prior notice.

+91 7025 978 883
+91 9744 085 386

Room No# VIII/107/30, City Castle,
East Fort, Thrissur, Kerala - 004



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Thrissur - 679531

True Copy Accepted
[Signature]

azhakartarchitecture@gmail.com

azhakartarchitecture/



7) During the contract tenure and hours of duty, employee shall not be engaged in any other form of work or activity, than that of the present employment.

8) Employee shall manage daily activities of Azhak and ensure close interaction with Clients, Sales persons, Agents etc.;

Employee's Signature

Owner/Partner's Signature

Date:

Date:

Name:

Name:

+91 7025 978 883
+91 9744 085 386

Room No# VIII/107/30, City Castle,
East Fort, Thrissur, Kerala - 004.

True Copy Attested



azhak@architects.in@gmail.com

ADORA HOMES



BEJOY J ARAKKAL

Site Engineer

Emp ID : SE - 2321

B G : B¹⁰⁰

Mail : bijoyarakkal@gmail.com

Phone : 8086473128



True Copy Attested

Jose P

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

www.adorahomes.in



Offer: Computer Consultancy

Ref: TCSL/DT20207206769/Trivandrum

Date: 09/01/2021

Ms. Blessy P Samuel
Pazhunnan House Manapady,
Peramangalam P. O.,
Thrissur-680545,
Kerala.
Tel# 91-9446061974

Dear Blessy P Samuel,

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. 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 & Conditions).

TCS Confidential

TCSL/DT20207206769

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited



Jose P

Dr. JOSE P THERATIL
Principal
Jyothi Engineering College
Thrissur - 679531



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.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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



GROSS SALARY SHEET

Annexure 1

Name	Blessy P Samuel
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	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
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.

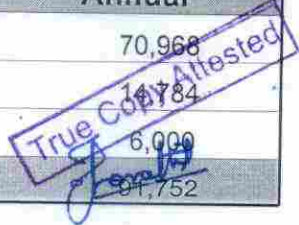
* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

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

**** 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	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752





caletal
Passion. Perfection

+91 8156 989 898 | +91 8943 626 262

enquiry@caletal.com | www.caletal.com

Mr. Edwin Jobish

Pulikkan House, Aranattukara P.O.,

Thrissur, India

Dear Mr. Edwin Jobish

After a thorough and comprehensive assessment, on behalf of **Caletal Developers Pvt Ltd**, we are pleased to announce that the company is providing you an internship to the position of **Site supervisor Intern**.

You are expected to start internship on or before 24-01-2022. You will be reporting every working day to **Ms. Tisna Thomas – Civil Head**.

Initially you will be on an internship for a period of **4 Months**. On successful completion of internship, you will be confirmed in Caletal Developers, based on your performance strictly. During the period of internship, you are expected to acquire sufficient knowledge and experience in all aspects of your role. In the event, if the company finds your service unsatisfactory, it reserves the right to extend your internship/terminate your service at its sole discretion. In case of resignation, you are expected to serve 1 Month notice or till the assigned project is completed.

The stipend for the position will be **INR 5,000** per month starting from 24-01-2022 and after 4 months' internship it will be revised as per your performance review. This amount will be paid by check or direct bank deposit.

If you choose to accept this appointment, please sign the enclosed Agreement Form and return the form to HR by 24-01-2022.

For more information about this position, please contact HR at any time.

Sincerely,

Tisna Thomas (Civil Head)

I hereby Accept the offer of employment at Caletal Developers Pvt. Ltd.

Mr. Edwin Jobish



True Copy Attested

CALETAL DEVELOPERS

Puthur Road, Ancherichira, Kurlachira P.O
Thrissur – 680 006, Kerala, India

CIN : U45200KL2013PTC034953

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Thrissur - 679531



Jisha Akkara <jishaakkara@jecc.ac.in>

Fwd: Fadel Abdul Rahman

1 message

Archana S <archanas@jecc.ac.in>
To: Jisha Akkara <jishaakkara@jecc.ac.in>

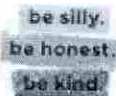
Mon, May 30, 2022 at 12:37 PM

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

From: **P&T, Jyothi Engg College** <pat@jecc.ac.in>
Date: Mon, 30 May 2022, 12:30 pm
Subject: Fadel Abdul Rahman
To: Archana S <archanas@jecc.ac.in>

Miss...

FYI

**Bibin Joy****Placement & Training Officer, Jyothi Engineering College, Thrissur, Kerala**

+91-4884 -259000 | +91-9746032226 | +91-8848326897 | www.jecc.ac.in
bibinjoy@jecc.ac.in | pat@jecc.ac.in



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

From: **Anu UIT** <adminhead_uitgroup@uitgroupindia.com>
Date: Tue, 3 Aug 2021 at 11:37
Subject: Re: Ref: Placement Opportunities of JEC Civil Engineering Students
To: P&T, Jyothi Engg College <pat@jecc.ac.in>
Cc: Bindhu k <Bindhuk@jecc.ac.in>, Abin Anto K <zonalmanager@uitgroupindia.com>, Vincy Verghese <vincyverghese@jecc.ac.in>, Archana S <archanas@jecc.ac.in>

Dear Bibin Sir,

Good Morning

We are happy to inform you that Mr. Fadel Abdul Rahman has been selected to be a part of our CADD International Team. He will be appointed as Jr. Civil Engineer, and further details about the job role and the specifications will be shared with Mr. Fadel by today evening.

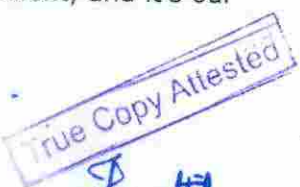
Hope Mr. Fadel will make JEC proud through his outstanding performance and talent, and it's our pleasure to have a JEC survivor on our team.

Warm Regards,

Anu
Administrative Head
UIT Group International

On Tue, Jul 20, 2021 at 1:22 PM P&T, Jyothi Engg College <pat@jecc.ac.in> wrote:

Dear Anu,



Jose P Therattil
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

Warm Regards,

be silly.
be honest
be kind.

Bibin Joy

Placement & Training Officer, Jyothi Engineering College, Thrissur, Kerala

+91-4884 -259000 | +91-9746032226 | +91-8848326897 | www.jecc.ac.in
bibinjoy@jecc.ac.in | pat@jecc.ac.in



On Tue, 20 Jul 2021 at 11:20, Anu UIT <adminhead_uitgroup@uitgroupindia.com> wrote:

Dear Bibin Sir,

Good Morning

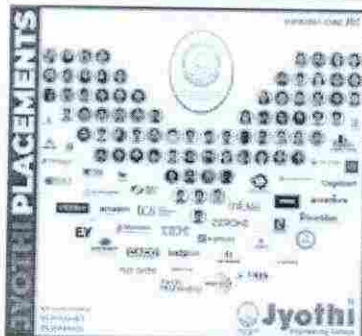
We are glad to inform you that we have shortlisted **Mr. Fadel Abdul Rahman** for the second-round interview. The second-round interview is scheduled to be held at our Calicut branch on 22nd July 2021. Further information regarding the interview will be shared with the candidate by tomorrow evening.

For further clarifications, you can reach me at +918136998923.

Regards,

Anu
Administrative Head
UIT Group International

Jyothi Engineering College, Cheruthuruthy



CE ME MR EC EE 2021 PLACEMENT v2a (1).jpg
6047K



True Copy Attested

Jose P Therattil

Dr. JOSE P THERATTIL
Principal
Engineering College



Offer: Computer Consultancy

Ref: TCSL/DT20207205789/Trivandrum

Date: 09/01/2021

Ms. Fasna Savad
Puthenpurackal HouseSunni Masjid Road,
Pulikkal,
Malappuram-673637,
Kerala.
Tel# -9048525515

Dear Fasna Savad,

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. 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/DT20207205789

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Windsor Building, 100, Lakeside Road, Colaba, Mumbai - 400 024



True Copy
1
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College



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.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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



GROSS SALARY SHEET

Annexure 1

Name	Fasna Savad
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	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
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 Program.

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

**** 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	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



TVIT/HR/025/11/2021

SERVICE COMMITMENT AGREEMENT

This Service Commitment Agreement (hereinafter referred to as the "Agreement") is executed by and between 1) **Ms. Febi Joseph D/o Joseph E F**, aged 22 years, residing at Edakkalathoor (H) Orumanayoor P O, Thrissur-680512 hereinafter referred to as the "Employee" AND **Techversant Infotech Pvt. Ltd.**, a company incorporated under the Companies Act 1956, and having its registered office at kavadivila puthen veedu, Nedumana, Kollam, pincode- 691576, Kerala, India hereinafter referred to as the "Company" of the **SECOND PART** at Trivandrum on this **15th day of November 2021**.

The expressions Employee, Guarantor and/ or Company shall unless repugnant to the context or meaning thereof be deemed to mean and include its/his/her heirs, successors and assigns.

WHEREAS

- a) The company offered appointment to the Employee as **Associate Software Test Engineer (Trainee)** as per the appointment offer dated **15th day of November 2021** (hereinafter referred to as the "Appointment Offer") on the condition, inter alia the Employee shall continue to serve the company for a minimum period of **two (2) year(s)** from the date of joining, failing which the Employee shall **pay a sum of RS 1,50,000/- (Rupees One Lakh Fifty Thousand)** as liquidated damage to the company.
- b) Upon the Employee accepting the Appointment Offer, the Employee is appointed as Trainee - Associate Software Test Engineer in the services of the company.

NOW THIS AGREEMENT WITNESSETH AS FOLLOWS:

The Employee and Guarantor acknowledge and agree that:

1. The company continuously invests in rendering both classroom sessions and on the job training on advanced areas on topics relevant to the nature of the Employee work and organizational requirements from time to time either on the company premises or outside utilizing sophisticated computer systems and ancillaries, exposing the employees to international business ventures and environment, incurring heavy expenditure and costs with the help of internal and external trainers.
2. Contractual commitments for software products and services are subject to a rigid time frame and international customers stipulate stringent and punitive terms for non-compliance with the time schedules as covenanted. Therefore, it is very important for the Company that it maintains the stability of its employees available to the Company in an uninterrupted manner to ensure continuity of services to its customers. Therefore, if the employees leave the services of the company before the expiry of a specific period, it will adversely affect the schedule of delivery of project to the international customers and result in loss of credibility and reputation in the international market, thus causing serious business disruption and exposing the company to the risk of being liable to pay heavy damages and penalties. Further, the Company will suffer losses in terms of the expenditure



Techversant Infotech (Pvt.) Limited,
SBC Module No:2306, Third Floor, Yamuna, Tower II
Technopark Phase III Campus, Trivandrum - 695 581, Kerala, India
Telephone: +91 471 4014953, email:info@techversantinfotech.com
www.techversantinfotech.com

True Copy Attested

Dr. J. JOSEPH
Principal
Sri Chitra Engineering College



incurred by the company in recruiting and training them as well as finding replacements for such employees.

3. Employees will gain extensive knowledge and information of the business of company and that of its customers and their specific requirements and skills by closely working with the customers, which will be of great value to the company and moreover such know-how information and skills are required to be utilized and reused by the Company to sustain its business and make it profitable against international competition.
4. After due consideration of investments, expenditure, both direct and indirect returns, non-productiveness of the employee serves the company for a minimum period of two years from the date of joining.
5. In consideration of the foregoing, the Employee has voluntarily agreed that he/she shall continue in the employment of the Company for a period of two (2) year(s) from the date of joining the Company.
6. The Employee hereby agrees that in case he/she resigns from, or relinquishes services with or separates from the company before the expiry of two years from the date of joining (voluntarily or involuntarily) or for breach of any of the terms and condition of this Agreement/the Appointment offer/ any other service conditions or for any reason whatsoever, the Employee shall be liable to pay the Company Rs 1,50,000/- (Rupees One Lakhs Fifty Thousand Only.) as liquidated damages. The said amount shall be paid by the Employee on demand and failing which the company shall have the right to recover the amount with interest at the rate of 18% or at the prevailing commercial bank rate whichever is higher, charging the assets of the Employee and/ or Guarantor.
7. The Guarantors hereby agree and covenant that they guarantee the due performance by the Employee of his/ her obligations under this Agreement and the Appointment Offer, and in particular guarantee the due payment of the liquidated damages stated herein.
8. The Employee and the Guarantors together with all their assets, movable and immovable are jointly and severally liable to the Company for the aforesaid sum of Rs 1,50,000/- (Rupees One Lakh Fifty Thousand Only) and the company shall have a first floating charge on such assets.
9. The Employee and the Guarantors agree that the liquidated damages mentioned above is a genuine pre-estimate of the damages in the event the employee leaves the employment with the Company before the expiry of two (2) year(s) and no further proof shall be required for quantification of the actual damage suffered by the Company.
10. The Guarantors hereby agrees that their obligations under this Agreement shall continue to be in force until all amounts due from Employee under this Agreement are paid for and that he/she shall immediately on being notified thereof by the Company, pay the amount which has become due as if he/she is principal debtor.
11. Notwithstanding the committed contracted service period of two years as above, if the Company terminates the services of the Employee at any time during the said period of two year upon the Employee (i) committing breach of any of the covenants and obligations to be observed and performed by him/her under these presents and the Appointment Offer; or (ii) found guilty of misconduct in relation to his/her duties or disobeys or fails to carry out all orders and instruction lawfully issued to him/her as specified in the Appointment offer, the Company reserves its right to recover aforesaid liquidated damages of RS 1,50,000/- (Rupees One Lakh Fifty Thousand) from the Employee and /or the guarantor granting of any time to the Employee or the delay or

Techversant Infotech (Pvt.) Limited,

SBC Module No:2306, Third Floor, Yamuna, Tower II

Technopark Phase III Campus, Trivandrum - 695 581, Kerala, India
Telephone: +91 471 4014953, email: info@techversantinfotech.com

www.techversantinfotech.com

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Engineering College


failure by the Company to claim or initiate proceeding against the Employee and/or the Guarantors shall not release the Employee and/or the Guarantors from their obligations hereunder or in any manner affect or impair their obligations towards the company as voluntarily and irrevocably undertaken herein.

12. The Guarantors further agree that the liability to the Company shall not be reduced extenuated or in any way be affected by the Company extending the period of training, condoning failure of any kind on the part of the Employee or giving any other concession to the Employee or any delay in taking actions for recovery of amount after it has become due or by the company not proceeding against the Employee but only against the Guarantor.
13. The Employee hereby authorizes the Company to withhold, appropriate and adjust any amount payable to the Employee by the Company on any other account whatsoever against any amount due from the Employee to the company under this Agreement.
14. If any of the provisions of this Agreement invalid or is so judged, the remaining provisions shall be deemed severable and shall remain in full force and effect.
15. In the event of any disputes arising out of or relating to the terms of this Agreement, the courts of Trivandrum shall alone have the jurisdiction.

IN WITNESS WHEREOF the above parties have executed this Service Commitment Agreement on this 15th day of November 2021.


Ms. Febi Joseph
Edakkalathoor (H) Orumanayoor P O, Thrissur-680512

For Techversant Infotech Pvt Ltd


Mr. Manoj Madhavan
Vice President – Human Resources

In the presence of following witnesses:

WITNESS

1. _____

Witness Signature

2. _____

Witness Signature



VERIFIED

Trainee No: 012480

SO I/C PASS SECTION

Date: 23-12-21

To
The Asst. Commandant (Pass)
CISF Unit,
Visakhapatnam Steel Plant.
VISAKHAPATNAM - 530 031.

THIS PHOTO PASS IS
VALID UPTO 22-12-2022



Sir,

I have joined in VSP as GRADUATE Apprentice Trainee, to undergo Apprenticeship
Training in Visakhapatnam Steel Plant from 23/12/21 to 22/12/22

My particulars are furnished below (**SHOULD BE FILLED IN CAPITAL LETTERS ONLY**)

1. Name : JISNA RAJAN K
2. Sex : ☒ Male / ☐ Female
3. Date of Birth / Age / Blood Group : 28/06/1999, 22, A⁺
4. Father's Name : RAJAN K.J
5. Local Address : 304/12, Sector IV
UKKUNAMARAM
6. Mobile Number : 8590469729
7. Permanent Address : KOCHUPURAKKAL (H) KUMARAN
THRISSUR, KERALA, 680000
8. Identification Marks : 1) A MOLE ON RIGHT HAND
2) A MOLE ON CHIN

Asstt. Comdt./Pass
CISF - VSP Vizag

The copies of my recent passport size photographs are enclosed. I am requesting you
to issue an Identity Card in my favour enabling me to take training in VSP for the above
period.

Yours faithfully,

Recommended for issue of
Photo Identity card

Signature:
Name: JISNA RAJAN K

ज. प्रभाकर राव. J. PRABHAKAR RAO
वरिष्ठ प्रबंधक (प्रशिक्षण) - सी. आई. एस. एफ.
अभियोग और विकास केंद्र

Learning and Development Centre

DR. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



ARCHITECTS & DESIGNERS

1st November 2021

Spacetunes Interiors,
Room No.VIII/107/30, Citycastle Building
East fort, Thrissur-680005.

To

Mr. Joel Jose Mathew
Nedumattathil House
Killimangalam P.O.
Thrissur -680591

Subject: Offer of employment (Junior Engineer)

Dear Joel

Following your acceptance of the job on [1st November 2021], we would like to welcome you to SPACETUNES INTERIORS, as a Junior Engineer. Your employment is subject to the terms and conditions listed below:

Starting Date:

Your starting date is 1st November 2021

Work Timings

Your work timings are from 09:30am to 05:30pm, Monday to Saturday.



True Copy Attested

Jonathil



ARCHITECTS & DESIGNERS

Probation Period

You will be on a probation period for the first three months. Upon successfully completing the probation period, your employment will become of a permanent status.

Salary

Your monthly salary is Rs. 10000/- (Rupees Ten Thousand only)

Further information governing your employment can be found in the Terms of job contract.

If you have further questions, please contact us directly.

Congratulations on your appointment and welcome to SPACETUNES. We look forward to years of fruitful cooperation and success. We wish you the best of luck in your new post.

Sincerely,

Management – SPACETUNES INTERIORS



True Copy Attested
[Signature]
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



ARCHITECTS & DESIGNERS

Terms of job contract at SPACETUNES

- 1) The working hours will be from 09.30am to 05.30pm, Monday to Saturday. However, the employee is bound to report for duty as and when intimated by the management in case of additional hours of work or overtime is required in order to meet business needs.
- 2) The Employee is expected not to reveal any secrets of critical importance to the business and has to maintain towards SPACETUNES management, a high degree of loyalty, honesty, modesty, financial accuracy and professional ethics, throughout his/her employment tenure with SPACETUNES.
- 3) An Employee is free to resign from the post provided he/she intimates the Management at least 30 days in advance.
- 4) Any failure to abide by term No 3 will be treated seriously and a consequent cut in the last month salary will be impeded (Subject to number of days of notice period served).
- 5) The contract is initially signed for a period of one year and a notice period of 30 days is mandatory to terminate it from either of the two parties. In case of sudden termination of the contract by the employee, a compensation equivalent to 1-month salary should be paid to the Employer.
- 6) Any grave misconduct/violation of the terms stipulated above from the side of the employee will nullify norms of compensation and he/she will be terminated without any prior notice.
- 7) During the contract tenure and hours of duty, employee shall not be engaged in any other form of work or activity, than that of the present employment.
- 8) Employee shall manage daily activities of SPACETUNES and ensure close interaction with Clients, Sales persons, Agents etc.;

Employee's Signature

Date:

Name:

Partner's Signature



Jose P Therattil
DR JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531





19th December 2021
AZHAK, art in architecture,
East fort, Thrissur

Subject: Offer of employment (Assistant Civil Engineer)

Dear Mohammed Ansaf Salam,

Following your acceptance of the job on [20th December 2021], we would like to welcome you to AZHAK art in architecture, as Assistant Civil Engineer. Your employment is subject to the terms and conditions listed below:

Starting Date:

Your starting date is 20th December 2021

Work Timings

Your work timings are from 09:30am to 05:30pm, Monday to Saturday.

Probation Period

You will be on a probation period for the first three months. Upon successfully completing the probation period, your employment will become of a permanent status.

Salary

Your monthly salary is Rs. 8000/- (Rupees Eight Thousand only)

Further information governing your employment can be found in the Terms of job contract.

If you have further questions, please contact us directly.



True Copy Attested

Jose P Therattil

Dr. JOSE P THERATTIL
Principal
Iyothi Engineering College
Cheruthuruthy - 679531

+91 7025 978 883
+91 9744 085 386

Room No# VIII/107/30, City Castle,
East Fort, Thrissur, Kerala - 004

azhakartnarchitecture@gmail.com
@/azhakartnarchitecture
Cheruthuruthy - 679531



Congratulations on your appointment and welcome to **AZHAK**. We look forward to years of fruitful cooperation and success. We wish you the best of luck in your new post.

Sincerely,

Management – AZHAK, art in architecture

Terms of job contract at AZHAK art in architecture

- 1) The working hours will be from 09.30am to 05.30pm, Monday to Saturday. However, the employee is bound to report for duty as and when intimated by the management in case of additional hours of work or overtime is required in order to meet business needs.
- 2) The Employee is expected **not** to reveal any secrets of critical importance to the business and has to maintain towards Azhak management, a high degree of loyalty, honesty, modesty, financial accuracy and professional ethics, throughout his/her employment tenure with Azhak.
- 3) An Employee is free to resign from the post provided he/she intimates the Management at least **30 days** in advance.
- 4) Any failure to abide by term No 3 will be treated seriously and a consequent cut in the last month salary will be impeded (Subject to number of days of notice period served).
- 5) The contract is initially signed for a period of one year and a notice period of **30 days** is mandatory to terminate it from either of the two parties. In case of sudden termination of the contract by the employee, a compensation equivalent to **1-month salary** should be paid to the Employer.
- 6) Any grave **misconduct/violation** of the terms stipulated above from the side of the employee will nullify norms of compensation and he/she will be terminated without any prior notice.



+91 7025 978 883
+91 9744 085 386

Room No# VIII/107/30, City Castle,
East Fort, Thrissur, Kerala - 004

azhakartinaarchitecture@gmail.com
@/azhakartinaarchitecture/

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



7) During the contract tenure and hours of duty, employee shall not be engaged in any other form of work or activity, than that of the present employment.

8) Employee shall manage daily activities of Azhak and ensure close interaction with Clients, Sales persons, Agents etc.;

Employee's Signature

Owner/Partner's Signature

Date:

Date:

Name:

Name:

+91 7025 978 883
+91 9744 085 386

Room No# VIII/107/30, City Centre,
East Fort, Thrissur, Kerala - 686006



True Copy Attested

A handwritten signature in blue ink, likely belonging to Dr. Jose P Therattil.

Dr. JOSE P THERATTIL
Principal
azhakartnarchitect@gmail.com
Jyothi Engineering College
Cheruthuruthy - 679531

CUBE ASSOCIATES

TC 11/399(1), NAVODAYA GARDENS
NALANCHIRA PO, TVM-695 015

PH: 9447016038

Email: davidplama@gmail.com



10-08-2021

Dear Nimmi Rose Anto,

With reference to your application and personal interview on 06-08-2021, we are pleased to inform you that you have been selected to the post of Trainee Engineer. You are hereby directed to join the service on or before 18-08-2021.

You will be paid a consolidated salary of Rs.7000/- per month and will be on probation for a period of 6 months. On satisfactory completion of your probation, you will be considered to the post of Junior Engineer. On the date of joining, you should produce degree certificate, conduct certificate along with two copies of passport size photo.

Yours faithfully,

Name and Designation

For CUBE ASSOCIATES

For CUBE ASSOCIATES


Managing Partner

Authorised Signatory



True Copy Attested




Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Offer: Computer Consultancy

Ref: TCSL/DT20207206770/Trivandrum

Date: 09/01/2021

Ms. Raveena V
Cholayil HouseManjeri,
Pappinipara (Po),
Malappuram-676122,
Kerala.
Tel# 91-9846733540

Dear Raveena 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 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. 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/DT20207206770

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited



Dr. JOSE P THERATTIL
Principal
Jyothis Engineering College
Cheruthuruthy - 679531



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.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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



GROSS SALARY SHEET

Annexure 1

Name	Raveena V
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	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
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 Program.

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

**** 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	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752





+91 8156 589 898 | +91 8943 626 262

enquiry@caletal.com | www.caletal.com

Mr. Savio Jobson,
Therattil house, vadookara,
Thrissur, India

Dear Mr. Savio Jobson,

After a thorough and comprehensive assessment, on behalf of **Caletal Developers Pvt Ltd**, we are pleased to announce that the company is providing you an internship to the position of **Site supervisor intern**.

You are expected to start internship on or before 24-01-2022. You will be reporting every working day to **Ms. Tisna Thomas - Civil Head**.

Initially you will be on an internship for a period of **4 Months**. On successful completion of internship, you will be confirmed in Caletal Developers, based on your performance strictly. During the period of internship, you are expected to acquire sufficient knowledge and experience in all aspects of your role. In the event, if the company finds your service unsatisfactory, it reserves the right to extend your internship/terminate your service at its sole discretion. In case of resignation, you are expected to serve 1 Month notice or till the assigned project is completed.

The stipend for the position will be **INR 5,000** per month starting from 24-01-2022 and after 4 months' internship it will be revised as per your performance review. This amount will be paid by check or direct bank deposit.

If you choose to accept this appointment, please sign the enclosed Agreement Form and return the form to HR by 24-01-2022.

For more information about this position, please contact HR at any time.

Sincerely,

Tisna Thomas (Civil Head)

I hereby Accept the offer of employment at Caletal Developers Pvt. Ltd.

Mr. Savio Jobson

CALETAL DEVELOPERS

Puthur Road, Ancherichira, Kurlachira P.O
Thrissur - 680 006, Kerala, India

CIN: U45200KL2013PTC034953



True Copy Attested

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

9:36

0.94 KB/s 4G LTE 88



**READY TO MAKE
YOUR DREAMS
COME TRUE?**

**GET THE FUTURE
YOU WANT**



**Most Ethical
Company - Eight
times in a row**



**We're highly rated
on Glassdoor**



**Capgemini Research
Institute ranked #1**



**Our gender balance
initiatives**



**Our global client
stories**

Dear Abhith Shaj,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Feb 22, 2022 11:59 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheet
- Graduation Degree Certificate/Provisional Degree* (if applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheet (if applicable)
- Diploma Certificate (if applicable)
- Post-graduation Marksheet* (if applicable)
- Post-graduation Certificate* (if applicable)

*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

Note the following points while completing the process :

- Marksheet should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature.

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows : [Click here to see the Example](#)

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : [Click here to see the Example](#)

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows : [Click here to see the Example](#)

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : [Click here to see the Example](#)

Do reach out to us on freshhiring.in@capgemini.com in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Love your career. Ace your career at Capgemini.

University Hiring & Relations Team

[Go to Offer Page](#)

Dr. Jose P Therattil
Dr. JOSE P THERATTIL
Principal
Engineering College

CSE



PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College
Date: 05-April-2022

Dear Abin Santhosh Alapatt (Engineering-CSE)

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers' is up to 2.50 LPA - Package differs based on the Client, individual's skill set, and various other selection parameters.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photographs
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

Handwritten signature

True Copy Attached



29-Jan-2022

Dear Adarsh Kumar M A,
B.Tech, Computer Science & Engineering
Jyothi Engineering College, Thrissur

Candidate ID – 19939911

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR 450,500/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

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

Please note:

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

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

True Copy

Handwritten signature and stamp

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.

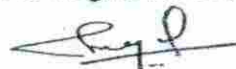
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.

c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

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.



Maya Sreekumar

Vice President – Human Resources

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

Signature: _____

Date: _____

Compensation and Benefits

Name: Adarsh Kumar M A

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
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*	7349	88,188
Annual Gross Compensation			359,988
Incentive Indication (per annum)**			22,500
Annual Total Compensation			382,488
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			401,988

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
- 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

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave as specified in the Cognizant India Leave policy.



APPOINTMENT LETTER

January 28, 2022

Dear Adhithya S,

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.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Adhithya S, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ("Wipro") for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Adhithya S

Position: Project Engineer

Career Group: TRB - II

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

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

Total Cost to Company per annum

3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:

- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

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

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

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

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

VI. You shall keep the contents of this letter confidential

Therattil
THERATTIL

Offer with Virtusa - Congratulations!!!!

GTP India - GTP India - 011-26461111
to: [redacted]

Mark: 01/26/2021 10:37 ☆

Aditya Haridas

BIBIN JOY
PLACEMENT & TRAINING OFFICER
Jyothi Engineering College
Cheruthuruthy, Thrissur - 679531

[Signature]

Dear Candidate,

Congratulations!!!!

We are delighted to have you on board and hope you will enjoy your work at Virtusa.

Once again congratulations and welcome to Virtusa family. We look forward for a long-lasting association with you.

At Virtusa each one of us play a significant role in achieving our Company's Vision and Mission.

We believe in a work culture that combines fun with discipline & adherence to the standards in alignment with the principles of professional conduct.

Your date of joining and location would be mentioned in offer letter and we are pleased to offer you 4.5LPA. We will release the offer letter and plan for onboarding once your is completed. For now this email can be treated as confirmation from our end.

Considering current situation, your joining will happen virtual as of now. It may change basis the situation.

True Copy Attested

[Signature]
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Poornam Info Vision Pvt. Ltd.
An ISO 9001:2008 & 27001:2013 Certified Company

P.B.No.5406
CSEZ P.O.
Cochin, India-682037
Ph: +91-4842427971, 2428918
www.poornam.com

PIV/HR/APP-L/JUL - 07

07th July 2022

Akhil Azeez
Uppilamkunnath House
Sankaramankalam P.O
Pattambi
Palakkad
Kerala- 679303
8157941046
akhilazeez12@gmail.com

Dear Akhil ,

Welcome to the Poornam family!

Poornam has been working on the cutting edge evolution of Internet Infrastructure Services. We have come a long way, evolving from providing services to customers with physical hardware to the latest cutting edge technologies of cloud based Internet services. All of this has been possible due to our highly talented team of co-workers taking on the challenges and their efforts.

We believe your joining will continue taking this mantle forward and are excited to offer you this opportunity.

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

Thanks & Regards

Noble Joshy

Member of Executive Group

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531





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PERSONAL AND CONFIDENTIAL

PIV/HR/APP-L/JUL - 07

07th July 2022

Akhil Azeez
Uppilamkunnath House
Sankaramankalam P.O
Pattambi
Palakkad
Kerala- 679303
8157941046
akhilazeez12@gmail.com

Dear Akhil ,

Congratulations!

We have the pleasure in appointing you in our Company as **Junior Software Engineer - Trainee**. Your role will be that of a Junior Software Engineer. On completion of One year, you will be promoted to Software Engineer.

Here are the terms and conditions of our offer:

1. JOINING

Your date of appointment is effective from the date of joining, inclusive of the training period, commencing from **20th July , 2022**.

2. LOCATION

Your place of Joining is our office in Kochi, Kerala. You may also join virtually, through our Virtual Private Network, if your supervisor has granted you permission to work from home.



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ANNEXURE I – Salary for 1st Year

Name: Akhil Azeez

Jr. Software Engineer – Trainee

Your compensation has been fixed as follows:

I. Fixed Compensation	Per Month (INR)	Annual (INR)
Basic salary + Dearness Allowance	₹8,351.00	₹1,00,212
House Rent Allowance #	₹2,505.00	₹30,060.00
Conveyance Allowance	₹668.00	₹8,016.00
Special Compensatory Allowance	₹3,925.00	₹47,100.00
II. Variable compensation		
Performance linked incentives	₹10,000.00	No. of months (where goals were met) x ₹10,000
III. Annual components / Retirals		
Employer's Provident Fund contribution*	₹1,002.00	₹12,024.00
Employer's ESI contribution **	₹734.00	₹8,808.00
Employer's EDLI contribution	₹68.00	₹816.00
Gratuity	₹375.00	₹4,500.00
Health Insurance ##	₹131.92	₹1,583.00
Gross Salary	₹17,759.92	₹213,119.00
IV Estimated Working Meal Allowance	₹5,000.00	₹60,000.00
Cost to the company (CTC) (I+II+III+IV)	₹22,759.92	₹273,119.00
Scenario with Performance Linked Incentive (PLI) (I+II+III+IV)		
Monthly CTC with PLI	₹32,759.92	
Annual CTC with 3 months PLI		₹303,119.00
Annual CTC with 6 months PLI		₹333,119.00
Annual CTC with 10 months PL		₹373,119.00

Performance Linked Incentive (PLI) : Monthly amount is the compensation in the particular month where an employee receives a performance incentive as per terms and conditions of the company. Annual amount is the total compensation for the year.

Net take home salary : Fixed compensation + Variable compensation – (Employee PF contribution* + Employee ESI contribution**)

* Rs. 1002 will be deducted towards employee's PF contribution

** Rs. 270 will be deducted towards employee's ESI contribution

*** Statutory dues such as TDS, Professional Tax etc shall also be deducted as per rules.

*** All figures can vary as per company's terms and conditions.

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An ISO 9001:2008 & 27001:2013 Certified Company

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www.poornam.com

ANNEXURE II - One Year Salary

Name: Akhil Azeez

Software Engineer. Employee successfully completes one year.

After completion of 12 months in the company, your compensation will be as follows:

I. Fixed Compensation	Per Month (INR)	Annual (INR)
Basic salary + Dearness Allowance	₹11,353.00	₹136,236.00
House Rent Allowance #	₹3,406.00	₹40,872.00
Conveyance Allowance	₹908.00	₹10,896.00
Special Compensatory Allowance	₹5,334.00	₹64,008.00
II. Variable compensation		No. of months (where goals were met) x 10,000
Performance linked incentives	₹10,000.00	
Night shift Allowance (Approx 80 days annually)	No of night shifts x Rs.250	No. of night shifts x Rs.250
III. Annual components / Retirals		
Employer's Provident Fund contribution*	₹1,362.00	₹16,344.00
Employer's EDLI contribution	₹68.00	₹816.00
Gratuity	₹375.00	₹4,500.00
Health Insurance ##	₹132	₹1,583.00
Gross Salary	₹22,937.92	₹275,255.00
Working Meal Allowance	₹5,000.00	₹60,000.00
Cost to the company (CTC)	₹27,937.92	₹335,255.00
Scenarios with Performance Linked Incentive (PLI)		
Monthly CTC with PLI	₹37,937.92	
Annual with 3 months PLI		₹365,255.00
Annual with 6 months PLI		₹395,255.00
Annual with 12 months PLI		₹455,255.00
Sample scenarios with Night shifts and PLI		
Monthly CTC with 7 night shifts and PLI	₹39,687.92	
Annual with 7 night shifts/mo and 3 months PLI		₹386,255.00
Annual with 7 night shifts/mo and 6 months PLI		₹416,255.00
Annual with 7 night shifts/mo and 12 months PLI		₹476,255.00

Performance Linked Incentive (PLI) : Monthly amount is the compensation in the particular month where an employee receives a performance incentive as per terms and conditions of the company. Annual amount is the total compensation for the year.

Net take home salary : Fixed compensation + Variable compensation - (Employee PF contribution* + Employee ESI contribution**)

* Rs. 1002 will be deducted towards employee's PF contribution

Signed by: Noble Joshy
eSigned using Aadhaar (dpo:iii)
Date: 2022-07-08 10:29:06 IST

Noble Joshy
Member of Executive Group

Dr. JOSE P THERATTIL
Principal
College

Poornam Info Vision Pvt. Ltd





Offer: Computer Consultancy

Ref: TCSL/DT20218181067/Trivandrum

Date: 03/11/2021

Mr. Alan George
Perumpillikkunel (House) , Thachampara (Post),
Thachampara,
Palakkad-678593,
Kerala.
Tel# 91-8848903539

Dear Alan George,

Sub: Letter of Offer

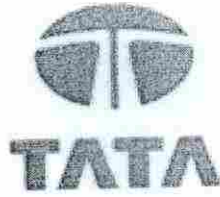
Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

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. 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 &



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.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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

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TCSL/DT2021818106


Dr. JOSE P THERATTIL
Principal
Sreejith Engineering College
Cheruthuruthy

TATA CONSULTANCY SERVICES



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
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

True Copy Attested

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



GROSS SALARY SHEET

Annexure 1

Name	Alan George
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	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
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 Program.

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

**** 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	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/DT20218181067

Dr. Jose P Therattil
Principal
Jyothi Engineering College
Cheruthuruthy, 679531

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited



Offer: Computer Consultancy
Ref: TCSL/DT20218139326/Trivandrum
Date: 03/11/2021

Mr. Alen Varghese
Ammanam Thatile House Parappukara,
St. John's Church,
Thrissur-680310,
Kerala.
Tel# -

Dear Alen Varghese,

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. 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/DT20218139326

Principal

TATA CONSULTANCY SERVICES

TATA Consultancy Services Limited



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.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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

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Dr. JOSE P THERATTIL
Principal
Pothen Engineering College
Kottayam

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Withdrawal of Offer

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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



[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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B. JOSE P THERATTIL
Principal
Jyothi Engineering College
Kollam - 686 031



GROSS SALARY SHEET

Annexure 1

Name	Alen Varghese
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	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
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4) Annual Components/Retirals		
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TOTAL GROSS	27,415	3,36,877
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* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

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

**** 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)

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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/DT20218139328

Dr. JOSE P THERATTIL
Principal
Bothi Engineering College
Cheruthuruthy - 679631

TATA CONSULTANCY SERVICES



July 12th, 2022

Varghese K Abraham
Converj Global Private Limited
Prestige Technostar, Level 8, Building 3,
Doddanakundi Industrial Area 2, Phase 1,
Brookfield, Bangalore – 560048 Karnataka,
India

Amal Sebastian
Peramangalam House, Lilly White Road, Velappaya, Thrissur, Kerala-680596

Dear Amal,

Re: Offer of Employment

I am delighted to offer you employment with Converj Global Private Limited ("Company") on a full-time basis in the role of **Software Engineer**. It is intended for you to commence your employment on July 18th, 2022 ("Commencement Date").

Please read through this letter carefully and indicate your acceptance of the offer by signing and returning a copy of this letter.

1. Your Position

You will be employed on the terms and conditions in this agreement and in the formal employment contract, in the role of: **Software Engineer**

In addition to any duties allocated by the Employer from time to time, your position will involve the duties set out below:

Software Engineering and related activities.

2. Location

You will be based at the address shown below, although we may direct you to work at different locations from time to time:

Prestige Technostar, Level 8, Building 3, Doddanakundi Industrial Area 2, Phase 1, Brookfield,
Bangalore – 560048 Karnataka, India

Prestige Technostar, Level 8, Building 3,
Doddanakundi Industrial Area 2, Phase 1, Brookfield,
Bangalore – 560048, Karnataka, India.
CIN: U74999KA2019PTC130829

Ph: +91 80 6862 8800
Email: info@converj.com

www.converj.com

DS
AS

True Copy Attested

Dr. JOSE P THERATTIL
Principal
Principal College



3. Probationary Period

Your employment is subject to the satisfactory completion of a probationary period of six months.

The probationary period is designed to grant the Employer time to assess whether you are able to fulfil your role with the Employer. During the probationary period your employment may be terminated by either you or the Employer upon providing 2 weeks written notice (or payment in lieu of that notice).

4. Hours of Work

(a) As a full-time employee you will be required to devote substantially the whole of your time and attention during the Employer's ordinary business hours to the performance of your duties under this agreement.

(b) You will not be entitled to receive any remuneration for work performed outside of the hours referred to in sub-clause (a) above.

5. Salary and Benefits

(a) Your annual CTC will be **Rs. 813,038/-** (Rupees Eight Lakhs Thirteen Thousand Thirty Eight). Please refer to Appendix A for a breakup of the total compensation offer.

(b) This salary will be paid monthly in the following manner: deposit into nominated account.

(c) You will be eligible for an annual target performance bonus of 10% of your Base Pay, according to the bonus policy. It can vary from 0% to 20% of your base pay based on the annual performance of you and the Company.

(e) To receive the bonus, you must be in service on the date appointed for payment of Bonus.

(f) The Bonus, if any, shall be announced and paid on the dates specified by the Employer from time to time at its sole and absolute discretion.

6. Leave

(a) You will be entitled to annual and long service leave in accordance with the applicable laws and the leave policy of the company.

7. Company Policies

Prestige Technostar, Level 8, Building 3,
Doddanakundi Industrial Area 2, Phase 1, Brookfield,
Bangalore – 560048, Karnataka, India.

CIN: U74999KA2019PTC130829

Ph: +91 80 6862 8800

Email: info@converj.com

www.converj.com

DS
AS

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Dr. JOSE P THERATTIL
Principal



You agree that the Employer's policies, as amended or replaced from time to time, shall be binding upon you but shall not form part of the employment contract.

8. Confidentiality and Intellectual Property

(a) You agree that you will not divulge any of the confidential information or trade secrets of the Employer to any person, whether during or after the termination of your employment.

(b) You agree that you will not use, attempt to use, or assist another person in using any confidential information you may acquire in the course of your employment in a manner which may cause loss to the Employer.

9. Termination

(a) During your employment, either party may terminate this agreement by providing written notice of one month to the other party.

(b) Notwithstanding sub-clause (a) above, the Employer may terminate this agreement by notice effective immediately without payment (except salary accrued to the date of termination) where you have committed an act of wilful or serious misconduct, are significantly neglectful of your duties, or you are in breach of this agreement.

Prestige Technostar, Level 8, Building 3,
Doddanakundi Industrial Area 2, Phase 1, Brookfield,
Bangalore – 560048, Karnataka, India.

CIN: U74999KA2019PTC130829

Ph: +91 80 6862 8800

Email: info@converj.com

www.converj.com

AS

True Copy Affected

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Kothamangalam - 679531



Acceptance

This Letter of Offer contains the proposed Terms and Conditions of your employment with the Employer and is subject to the preparation and execution of a formal Contract of Employment and a satisfactory Background Check on you.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Varghese'.

Varghese K Abraham
Converj Global Private Limited

I, **Amal Sebastian**, accept and agree to the proposed terms of employment and request that the Employer prepare a formal contract of employment for execution.

DocuSigned by:
A rectangular box containing a signature and the text '9F8F31A065EB4FA...'.

Signature

7/15/2022

Date

Prestige Technostar, Level 8, Building 3,
Doddanakundi Industrial Area 2, Phase 1, Brookfield,
Bangalore – 560048, Karnataka, India.
CIN: U74999KA2019PTC130829

Ph: +91 80 6862 8800
Email: info@converj.com

www.converj.com

True Copy Attested

A handwritten signature in blue ink, appearing to read 'Dr. Jose P Therattil'.
DR. JOSE P THERATTIL
Principal - College



APPENDIX A

Employee Name		Amal Sebastian
Title		SW Engineer
Date of Joining		6/1/22
Bonus Target		10%
Total Annual Target Compensation		888,038
Break up of the Target Compensation		
Base Pay		750,000
Break up of Base Pay		
Basic	50% of annual salary	375,000
HRA	25% of annual salary	187,500
Special Allowance		187,500
Retirals		
PF - Employer contribution (12% of basic pay)		45,000
Gratuity (4.81% of basic pay)		18,038
Total (CTC)		813,038
Variable Pay - Performance Bonus		
Annual Performance Bonus Target (varies 0 to 200% of the target percentage based on individual and company performance) (For example actual payout for a 10% target can vary from 0% to 20%)		75,000
Grand Total including variable components (Annual)		888,038

Prestige Technostar, Level 8, Building 3,
Doddanakundi Industrial Area 2, Phase 1, Brookfield,
Bangalore - 560048, Karnataka, India.
CIN: U74999KA2019PTC130829

Ph: +91 80 6862 8800
Email: info@converj.com

www.converj.com

True Copy Attached

Dr. JOSE P THERATTIL
Principal
Kathi Engineering College



PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College
Date: 10 February, 2022

Dear Amal Sony (CSE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photographs.
- 10th, 12th and UG/PG education certificates – (whichever completed).
- E-Aadhar card- Mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc-A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College

Infosys Campus Recruitment Program: Congratulations, you have a job offer



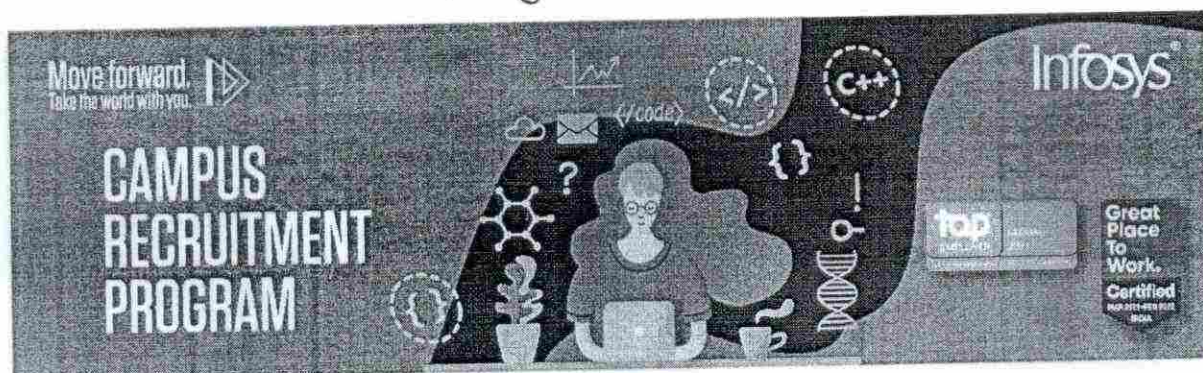
Inbox



Infosys Freshers Recrui... 17 Jun
to Infosys ▾



Anagha Wilson



Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

Congratulations! You have cleared the Interview round to receive a final Job offer for the Systems Engineer role. The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at TalentAcquisition@infosys.com. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

True Copy Attested


Talent Acquisition
Infosys

BIBIN JOY
PLACEMENT & TRAINING OFFICER
Jyothi Engineering College
Cheruthuruthy, Thrissur - 679531

[Signature]
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

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Cognizant Offer Letter Inbox ★

 HumanResources-... Jan 29
to me ▾

Dear Anit Mary Thomas,

Warm greetings from Cognizant!

Congratulations and welcome to the Cognizant family. We are delighted to offer you a role with Cognizant (details in the attached offer letter) and the offered role is the foundation for a rewarding career with Cognizant. Our holistic Learning and Development programs will groom you further for an enriching and exciting career with us.

Attached offer letter includes important details about your compensation, benefits, and terms and conditions of your employment. While you read through the offer, we would like you to make a note of the following:

- a. This offer is based on internal parity and the overall structure in Cognizant.
- b. Cognizant incentive schemes are the best in the industry.
- c. One of our major USPs is the annual bonus that rewards outstanding performers.

You will receive a mail from CognizantHR@cognizant.com to help you with the pre-joining formalities. In case of additional queries or concerns, you can raise query at <https://campus2cognizant.cognizant.com/Pages/PreLogin>

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Kuttuvathy - 679531

We are looking forward to having you on-board, and we believe that you will make a successful career for yourself at Cognizant.

We wish you all the best for your future endeavors.



Offer: Computer Consultancy

Ref: TCSL/DT20218173078/Trivandrum

Date: 03/11/2021

Ms. Ann Tereza Shaji

Nediyambath House 21/59 Wadakanchery Govt Girls High School Road,

Wadakanchery,

Thrissur-680582,

Kerala.

Tel# 91-9447435844

Dear Ann Tereza Shaji,

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. 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/DT20218173078

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TATA CONSULTANCY SERVICES



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.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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


Dr. JOSE P THERATTIL
Principal
Muthi Engineering College
Cheruthuruthy - 679531

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Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
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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Dr. JOSEPH THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



GROSS SALARY SHEET

Annexure 1

Name	Ann Tereza Shaji
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	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
	200	2,400
3) City Allowance		
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
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 Program.

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

**** 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	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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Dr. JOSE P THERATTIL
Principal

Jyothi Engineering College
Cheruthuruthy - 679531

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TCSL/DT20218173078

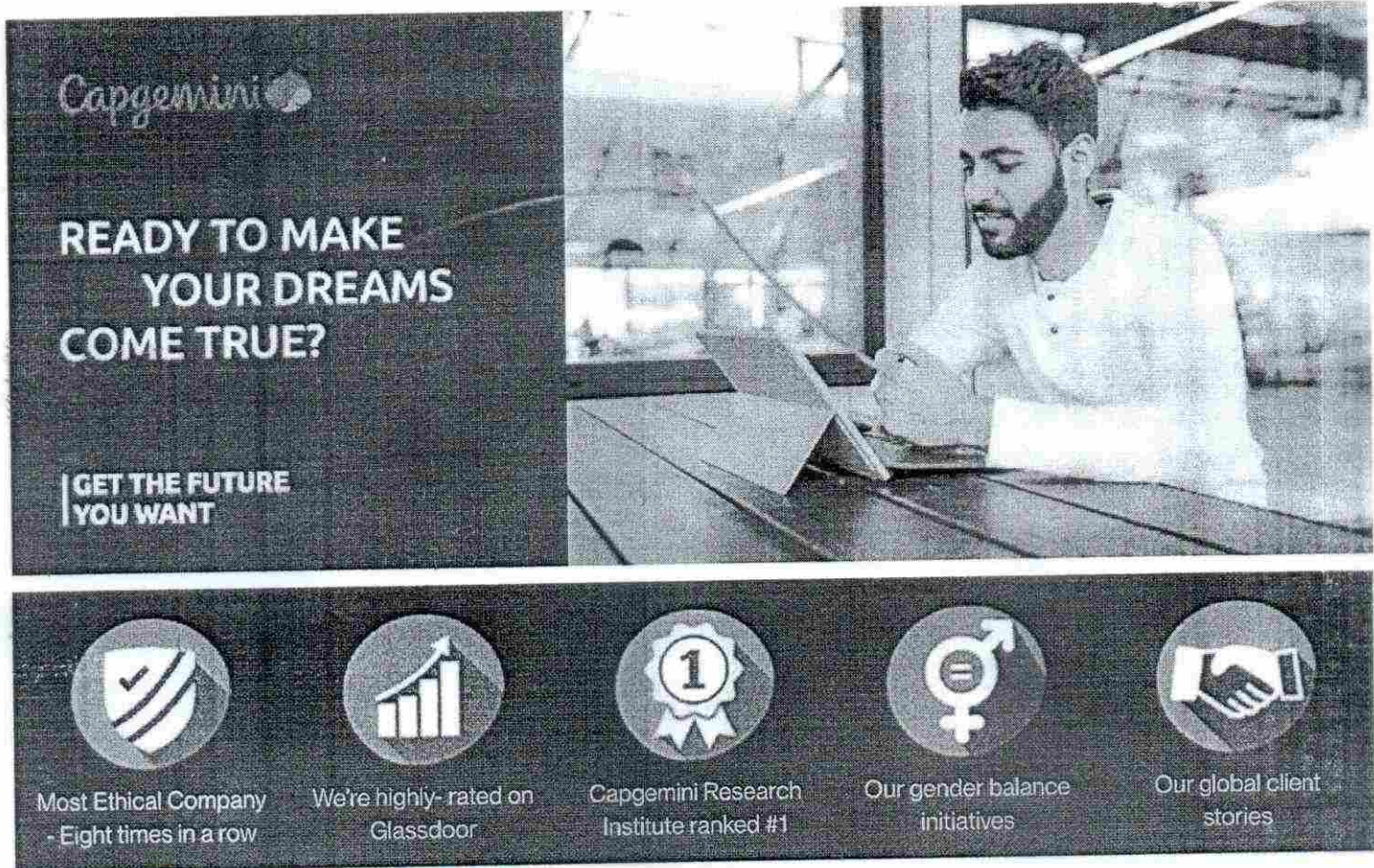
TATA CONSULTANCY SERVICES



Capgemini congratulates you on your selection and presents you our Letter Of Intent

Capgemini via Superset <notifications@email.joinsuperset.com>
To: antoniomathew.roy@gmail.com

Tue, Feb 15, 2022 at 9:53 AM








The banner features the Capgemini logo on the left and a man working on a laptop on the right. Below the images is a row of five circular icons with text descriptions.

Capgemini

READY TO MAKE YOUR DREAMS COME TRUE?

GET THE FUTURE YOU WANT

-  Most Ethical Company - Eight times in a row
-  We're highly- rated on Glassdoor
-  Capgemini Research Institute ranked #1
-  Our gender balance initiatives
-  Our global client stories

Dear Antony Roy,

At Capgemini, we work with the world's leading brands to enhance and transform the way they do business. We do this with passion. And we do this by applying the human touch to business and technology. In fact, passionate people are Capgemini's ace of spades.

During our interaction with you, we found you to be equally passionate about what you do. We are pleased to announce you have successfully cleared our initial selection process and been shortlisted for a suitable position with us. This decision is purely based on your merit and performance during your interactions with us.

As the next step in taking your candidature ahead, please go to **Job Profile Tab** and complete the process of accepting the Letter of Intent.

We request you to ensure that you complete all the pre requisite information as well as update all the required documents asked during the course of this process before Feb 22, 2022 11:59 PM IST.

To ensure ease of process, please find below list of documents that would be needed to complete the process:

- Passport size photo
- SSC & HSC Certificate
- Graduation Marksheet



- Graduation Degree Certificate/Provisional Degree* (If applicable)
- Government ID Proof (Aadhar Card/ Driving License/ Passport/ Voter ID)
- Diploma Marksheets(If applicable)
- Diploma Certificate(If applicable)
- Post-graduation Marksheets* (If applicable)
- Post-graduation Certificate*(If applicable)

*Please note that if you have completed your diploma/graduation/post-graduation it is mandatory to upload all semester marksheets and degree certificate.

Note the following points while completing the process :

- Marksheets should be scanned and uploaded semester/year wise only
- Kindly ensure all documents are clearly scanned and uploaded in PDF/JPEG/JPG/PNG format only
- Maximum file size limit is 4MB
- The file nomenclature should be (FirstName LastName DocumentName)

Kindly Refer to below examples for document nomenclature:

Example 1: Rahul Singh is currently in 7th semester Engineering from ABC college. The documents Rahul would upload be as follows :
Click here to see the Example

Example 2: Arnab Chakraborty is currently in 7th semester Engineering from ABC college. He has joined ABC college via Lateral entry in 2nd year having done Diploma after SSC. The documents Arnab would upload be as follows : Click here to see the Example

Example 3: Aditya Sharma is currently in 4th semester MCA from ABC college. The documents Aditya would upload be as follows :
Click here to see the Example

Example 4: Tanvi Sharma has completed her Graduation from ABC college. The documents Tanvi would upload be as follows : Click here to see the Example

Do reach out to us on fresherhiring.in@capgemini.com in case of any queries.

Thank you for interviewing with Capgemini. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

Love your career. Ace your career at Capgemini.

University Hiring & Relations Team

[Go to Offer Page](#)

Capgemini

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[Click here to view the recruitment disclaimer.](#)

To view our candidate privacy notification please [click here](#)

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

The information contained in this message is strictly internal and confidential



04 May 2022

ANUGRAHA PRAKASH
CHARUVIL HOUSE P.O, KOLATHARA
CHERUVANNUR, CALICUT, 673655

Dear ANUGRAHA PRAKASH,

Thank you for exploring career opportunities with NeST Digital (P) LTD.

You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of 'Software Engineer Trainee' with annual compensation of **INR 350000 Per Annum (Three Lakh Fifty Thousand per annum)** and a **retention bonus of INR 100000 (One Lakh)**.

Your date of joining will be on **01 August 2022**.

Please note that this offer and your employment is valid subject to your successful completion of the education and eligibility criteria specified during the campus placement program. Nest Digital holds the sole discretion to withdraw this offer and terminate your employment with immediate effect if you do not meet the education and eligibility criteria on or before your joining date.

Kindly confirm your acceptance of this offer within 2 days or else this offer will be automatically withdrawn.

We are excited to have you join our team!

Sincerely,

Dileep Choyappally
Vice President & Head - HR

True Copy

Dr. JOSE P THERATTIL
Principal
Engineering College

ANNEXURE A

NeST Digital Private Limited		
Salary Annexure		
Employee Name	ANUGRAHA PRAKASH	
Job Title	Software Engineer Trainee	
Components	Monthly	Annual
Fixed (A)		
Basic Salary	15000	180000
House Rent Allowance	6000	72000
Basket of Allowance	0	0
Special Allowance	5626	67512
Total (A)	26626	319512
Others (B)		
Employer PF Contribution	1800	21600
Employer KSCE Welfare Fund Contribution	20	240
Gratuity*	721	8654
Total (B)	2541	30494
Deductions (C)		
Employee PF Contribution	1800	21600
Employee KSCE Welfare Fund Contribution	20	240
Total (C)	1820	21840
Total Fixed Pay (A+B)	29167	350000
Retention Bonus***	0	100000
Total (D)	0	100000
Net Monthly Salary(A-C)**	24806	297672
Total Compensation (A+B+D)		450006
*On completion of 5 years		
**Tax will be applicable as per the IT rules		
***Retention Bonus: The software engineer trainees completing the fresh graduate on boarding process will join us at a Fixed Annual Compensation of INR 3,50,000 (Indian Rupees Three Lakhs and Fifty Thousand Only). Over and above the Fixed Annual Compensation, a retention bonus of INR 1,00,000 (Indian Rupees One Lakh Only) will be offered to them. The retention bonus will be paid out in 2 equal instalments (1) at the completion of 12 months of employment with NeST Digital and (2) at the completion of 24 months of employment with NeST Digital. Thus, the Total Compensation of a Fresh Engineering Graduate will be Rs.4,00,000 for Year 1 and Rs.4,00,000 for Year 2. There will be merit pay increments as per the NeST performance management calendar and the increments will be based on the performance of the employee. There will be no change to the Retention Pay amounts in both years.		

[Signature]
THERATTIL

True Copy Attested

ANNEXURE B

1. Probation and Confirmation

You will be on probation for a period of 6 months from the date of joining. The management reserves the right to extend your probation period or terminate your employment without any prior notice during the probation period if your performance is not found satisfactory. You will continue to be on probation unless and until you are expressly confirmed in writing in the regular service of the company. Completion of your probation does not automatically entitle you to an increase in your remuneration and any change in status would be dependent on your performance during the period.

2. Notice Period

This engagement may be terminated by either party by giving each other, at any time, notice in writing of 2 months for Grade 1 to Grade 3 and 3 months for Grade 4 & above or at the option of the company by paying your remuneration in lieu of notice and expiring at any date.

3. Termination

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

4. Joining Documents

- Offer letter from NeST
- 10th and 12th (Final Certificate)
- UG and PG (Final Certificate and Mark-list)
- Relieving & experience letter from all the previous employers
- Color photographs passport size with white background
- PAN and Aadhaar card (Mandatory)

5. Non-Disclosure Agreement (NDA)

As per our policy, you will be required to sign a confidentiality agreement (NDA) on the date of joining.

6. Background Verification

There will be a detailed Background verification carried out as per the process at NeST by a third-party vendor and this offer is valid subject to clearance of the same.

True Copy Attested



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Kuttuvattur - 679531



Poornam Info Vision Pvt.Ltd.
An ISO 9001:2008 & 27001:2013 Certified Company

P.B.No.5406
CSEZ P.O.
Cochin,India-682037
Ph: +91-4842427971,2428918
www.poornam.com

PIV/HR/APP-L/JUN - 28

17th December 2021

Aravind S Kumar
Vellaikal House,
Kizhakkumpattukara
Jubilee Mission P.O.
Thrissur, Kerala - 680005
7356061807
aravindskumar315@gmail.com

Dear **Aravind**,

Welcome to the Poornam family!

Poornam has been working on the cutting edge evolution of Internet Infrastructure Services. We have come a long way, evolving from providing services to customers with physical hardware to the latest cutting edge technologies of cloud based Internet services. All of this has been possible due to our highly talented team of co-workers taking on the challenges and their efforts.

We believe your joining will continue taking this mantle forward and are excited to offer you this opportunity.

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

Thanks & Regards

Noble Joshy
Member of Executive Group


Dr. JOSEPH THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

True Copy Attested

PERSONAL AND CONFIDENTIAL

PIV/HR/APP-L/JUN - 28

17th December 2021

Aravind S Kumar
Vellaikal House,
Kizhakkumpattukara
Jubilee Mission P.O.
Thrissur, Kerala - 680005
7356061807
aravindskumar315@gmail.com

Dear Aravind,

Congratulations!

We have the pleasure in appointing you in our Company as **Junior Software Engineer - Train**
Your role will be that of a Junior Software Engineer. On completion of One year, you will
promoted to Software Engineer.

Here are the terms and conditions of our offer:

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Poornam Info Vision Pvt.Ltd.
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Ph: +91-4842427971,2428918
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ANNEXURE I – Salary for 1st Year

Name: Aravind S Kumar

Jr. Software Engineer – Trainee

Your compensation has been fixed as follows:

I. Fixed Compensation	Per Month (INR)	Annual (INR)
Basic salary + Dearness Allowance	₹8,351.00	₹1,00,212
House Rent Allowance #	₹2,505.00	₹30,060.00
Conveyance Allowance	₹668.00	₹8,016.00
Special Compensatory Allowance	₹3,925.00	₹47,100.00
II. Variable compensation		
Performance linked incentives	₹10,000.00	No. of months (where goals were met) x ₹10,000
III. Annual components / Retirals		
Employer's Provident Fund contribution*	₹1,002.00	₹12,024.00
Employer's ESI contribution **	₹734.00	₹8,808.00
Employer's EDLI contribution	₹68.00	₹816.00
Gratuity	₹375.00	₹4,500.00
Health Insurance ##	₹131.92	₹1,583.00
Gross Salary	₹17,759.92	₹213,119.00
IV Estimated Working Meal Allowance	₹5,000.00	₹60,000.00
Cost to the company (CTC) (I+II+III+IV)	₹22,759.92	₹273,119.00
Scenario with Performance Linked Incentive (PLI) (I+II+III+IV)		
Monthly CTC with PLI	₹32,759.92	
Annual CTC with 3 months PLI		₹303,119.00
Annual CTC with 6 months PLI		₹333,119.00
Annual CTC with 10 months PL		₹373,119.00

Performance Linked Incentive (PLI) : Monthly amount is the compensation in the particular month where an employee receives a performance incentive as per terms and conditions of the company. Annual amount is the total compensation for the year.

Net take home salary : Fixed compensation + Variable compensation – (Employee PF contribution* + Employee ESI contribution**)

* Rs. 1002 will be deducted towards employee's PF contribution

** Rs. 270 will be deducted towards employee's ESI contribution

*** Statutory dues such as TDS, Professional Tax etc shall also be deducted as per rules.

***All figures can vary as per company's terms and conditions.

True Copy Attested

JOSEPH THERATTIL
Manager





Poornam Info Vision Pvt.Ltd.
An ISO 9001:2008 & 27001:2013 Certified Company

P.B.No.5406
CSEZ P.O.
Cochin, India-682037
Ph: +91-4842427971, 2428918
www.poornam.com

ANNEXURE II - One Year Salary

Name: Aravind S Kumar

Software Engineer. Employee successfully completes one year.

After completion of 12 months in the company, your compensation will be as follows:

I. Fixed Compensation	Per Month (INR)	Annual (INR)
Basic salary + Dearness Allowance	₹11,353.00	₹136,236.00
House Rent Allowance #	₹3,406.00	₹40,872.00
Conveyance Allowance	₹908.00	₹10,896.00
Special Compensatory Allowance	₹5,334.00	₹64,008.00
II. Variable compensation		No. of months (where goals were met) x 10,000
Performance linked incentives	₹10,000.00	
Night shift Allowance (Approx 80 days annually)	No of night shifts x Rs.250	No. of night shifts x Rs.250
III. Annual components / Retirals		
Employer's Provident Fund contribution*	₹1,362.00	₹16,344.00
Employer's EDLI contribution	₹68.00	₹816.00
Gratuity	₹375.00	₹4,500.00
Health Insurance ##	₹132	₹1,583.00
Gross Salary	₹22,937.92	₹275,255.00
Working Meal Allowance	₹5,000.00	₹60,000.00
Cost to the company (CTC)	₹27,937.92	₹335,255.00
Scenarios with Performance Linked Incentive (PLI)		
Monthly CTC with PLI	₹37,937.92	
Annual with 3 months PLI		₹365,255.00
Annual with 6 months PLI		₹395,255.00
Annual with 12 months PLI		₹455,255.00
Sample scenarios with Night shifts and PLI		
Monthly CTC with 7 night shifts and PLI	₹39,687.92	
Annual with 7 night shifts/mo and 3 months PLI		₹386,255.00
Annual with 7 night shifts/mo and 6 months PLI		₹416,255.00
Annual with 7 night shifts/mo and 12 months PLI		₹476,255.00

Performance Linked Incentive (PLI) : Monthly amount is the compensation in the particular month where an employee receives a performance incentive as per terms and conditions of the company. Annual amount is the total compensation for the year.

Net take home salary : Fixed compensation + Variable compensation - (Employee PF contribution* + Employee ESI contribution**)

* Rs. 1002 will be deducted towards employee's PF contribution

Noble Joshy
Member of Executive Group

True Copy Attested

Dr. JOSE P THERATTIL
Principal

Poornam Info Vision Pvt. Ltd



PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College
Date: 05-April-2022

Dear Arun V G (Engineering-CSE)

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers' is up to 2.50 LPA - Package differs based on the Client, individual's skill set, and various other selection parameters.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photographs
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

True Copy Attested


DR. JOSE P THERATTIL
- Principal



Letter of Intent (LOI)

Superset ID: 1652191

January 07, 2022

Dear Athira Kp,

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

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

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

This LOI from Cognizant is valid for 2 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 2 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

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

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

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

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

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources

True Copy Attested


DR. JOSE P THERATTIL
Principal
College



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College

Date: 05-April-2022

Dear AWIN ANTO NEELANKAVIL (Engineering-CSE)

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers' is up to 2.50 LPA - Package differs based on the Client, individual's skill set, and various other selection parameters.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photographs
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

True Copy Attested


JOSE P. THERATTIL



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College
Date: 05-April-2022

Dear Jovia Johnson Chittilappilly (Engineering-CSE)

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers' is up to 2.50 LPA - Package differs based on the Client, individual's skill set, and various other selection parameters.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photographs
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

True Copy Attested


DR. JOSE P THERATTIL



Offer: Computer Consultancy
Ref: TCSL/DT20218187849/Trivandrum
Date: 03/11/2021

Ms. Delicia Reji
Kunnathussery Puthenpurayil (H),
Pulakode,
Chelakkara-680586,
Kerala.
Tel# -

Dear Delicia Reji,

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. 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.

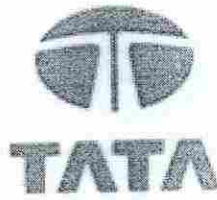
After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory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

TCS Confidential

TCSL/DT20218187849

True Copy Attested
Dr. JOSE P THERATTIL
Principal
College

TATA CONSULTANCY SERVICES



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.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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

True Copy Attested

Dr. Joseph Therattil
Principal
Jyothi Engineering College
Kannur



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



[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

True Copy Attested

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



GROSS SALARY SHEET

Annexure 1

Name	Delicia Reji
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	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
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 Program.

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

**** 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	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/DT20218187849

Dr. Jose P Therattil
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

CONSULTANCY SERVICES



PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College

Date: 05-April-2022

Dear Delma Shajan (Engineering-CSE)

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

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- Medical Fitness Certificate- saying you are fit enough to work night shifts
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Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

True Copy Attested


Mr. JOSE P THERATIL

Name:Divya Stephen

Letter of Intent

Dear Divya Stephen,

Greeting from L&T Technology Services Ltd.!

We are pleased to share with you this Letter of intent for the position of **Engineer (Trainee)**. We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Letter of Intent and subject to you meeting all the applicable requirements under this Letter of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms, conditions and detailed breakup of remuneration. Please note this Letter of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Letter of Intent is strictly between you and the Company. Please treat this Letter of Intent and the contents here as personal and confidential.

This Letter of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation and Masters in Engineering
- Found medically fit by the Company authorized doctors.
- **Submitting a Service Agreement, agreeing to serve the company for a period of up to 2 years and 6 months from the date of commencement of training cum employment.**
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Letter of Intent without any notice.

This Letter of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The date of commencement of training cum employment and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training cum employment. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stands cancelled.

During your employment with LTTS, you will be paid a Total Compensation of INR 5,50,000/- per annum. In addition to the above you will be paid a Deferred Retention Pay (DRP) of INR 2,50,000/- on your completion of 3 years of continuous service with the Company. In the event, you resign prior to your three-years completion, or/and serving notice period, the entire amount of DRP will not be paid. A detailed compensation sheet will be shared along with the appointment letter.

True Copy Attested



During your period of Training cum Employment, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations and policies of the company.

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Letter of Intent within three (3) days from the date of issue. If we do not receive your acceptance within the stipulated time frame, this Letter of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

**Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045**

We are confident you will be able to make a significant contribution to the success of our organization and look forward to working with you.

Yours truly,
For L&T Technology Services Limited

Prakash Krishnamoorthy
Head – Leadership Hiring and Strategic Talent Initiatives

Acceptance by applicant below

.....
I have read this Letter of Intent and accept the same

Name: Divya Stephen

College: JYOTHI ENGINEERING COLLEGE

Signature

Date:

True Copy Attested

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Contact No. - 679531



Continuous Skill Development Contract

Dear Edwin T Joy,

Candidate ID – 19939201

We are excited to have you part of our active pipeline of fresh hires from 2022 campus.

Further to our communication with respect to the completion of the **learning path successfully** towards eligibility for your onboarding as Full Time Employee (FTE) into Cognizant, we are required to provide you access into the Cognizant system as a **Pre-Hire to enable your learning path**.

Agreeing to the following terms and conditions would be mandatory.

1. It is hereby clarified that participation in this Continuous Skill Development Training Program ("CSD") shall not constitute you to be an employee of Cognizant nor obligates Cognizant for any purpose whatsoever. The scope of this CSD program does not include any supervisory responsibilities and that there is no agency, fiduciary or employer -employee relationship intended or created by reason of this document. There would be zero tolerance to plagiarisms and misconduct during the Training period. Any such incident reported will lead to immediate cancellation of FTE offer without any notice.
2. You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
3. You will be given a login id with which you can gain access to Cognizant's Network. The access can be utilized only for the purpose of enablement.
4. Cognizant holds all rights to downgrade or withhold or cancel this letter due to non-conformance of performance benchmark or moral code of conduct or for any reason upon providing written communication of the same to you. Upon such cancellation of this letter, your access and participation in the CSD shall stand terminated.
5. You will continue to go through learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during this enablement phase would be monitored through formal evaluations.
6. Prior to joining as a Full time employee (on the rolls) of Cognizant, you must have successfully completed the prescribed learning program. In the event of unsatisfactory performance, Cognizant reserves rights at its sole discretion to revoke its employment offer.
7. The timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant or as per any shift allocated per day or week-off.
8. You may be required to report to a Cognizant location as per requirement or as identified by Cognizant.
9. You are covered under Cognizant's calendar holidays of the respective location of training, and you would need to adhere with minimum attendance requirements. Prior approvals are a must towards any unavoidable absence during the program.
10. Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the Training period and may modify or amend the Cognizant GenC program terms and conditions from time to time.
11. There will be no stipend, or any monetary compensation paid in any form during the training period. However, upon successful completion of the Training program, you will be onboarded as an FTE and will be eligible for one time skilling bonus of **INR 25,000** (provided not already included in the full time offer).

True Copy

12. Cognizant will not encourage any claim with regard to compensation or other statutory payments under this document and it is hereby clarified that participation in this CSD program shall not entitle you for any benefits paid or made available to that of Cognizant employees.

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

14. Failing to accept the above terms will indicate that you are not interested in the offer extended by Cognizant and will stay void.

15. During the course of your Training program and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your training, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

16. Code of Conduct. You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf> and incorporated herein by reference.

17. You hereby consent for Cognizant to collect, process the data submitted by you for background verification.

You will also be required to submit the following documents at the time of reporting/onboarding.

- Pan Card
- Letter of Authorization

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the Training program as mentioned above.

Signature:

Date:

True Copy Attested



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

29th June 2022

Dear Ramgopal,

Subject: Offer of Employment as Software Development Engineer - I

Congratulations on making the cut!!

Pursuant to your performance during our interview, we are excited about the prospect of you joining our team at **Good Methods Software Solutions Private Limited**. (Hereinafter referred to as "Company") and would like to offer you the position of **Software Development Engineer - I** on permanent rolls. We trust that your knowledge, skill, and expertise will prove to be among our most valued assets.

You are requested to report to the office at the address and date mentioned below on your date of joining.

Date: 20th July 2022**Time: 10.00 am****Address: 10th Floor, Yamuna Building, Technopark, Phase III, Trivandrum.**

During the eventuality of unable to making it to office, owing to pandemic, a video call will be done to facilitate your onboarding at the discretion of the Company.

This offer of employment is valid up to **30th June 2022** and you are requested to kindly confirm your acceptance before the above-mentioned date.

Joining Bonus

You are eligible for a joining bonus of INR **Rs 50,000/-** subject to your joining on or before **20th July 2022** and the amount will be paid along with the salary processed after the completion of 90 days. The company reserves its right to recover this amount in case the tenure of your employment is lesser than 6 months starting from your date of joining. The amount will be recovered if the cause of cessation of employment is voluntary.

Compensation and Benefits

Your basic salary and other allowances will be as per ANNEXURE A annexed hereto and shall be effective from the date of joining.

The remuneration will be subject to deductions of P.F., E.S.I.C., Income Tax and such other deductions as are applicable under the law. You shall also be entitled for Gratuity as per the provisions of the Payment of Gratuity Act, 1972 or subject to any other law in India for the time being in force. No other compensation or benefits will accrue or be demanded by you, and you acknowledge the sufficiency of such consideration and benefits paid.

Leave

You shall be entitled to leave as per Company policy. In case of your joining the Company in between the calendar year, you will be entitled to leave corresponding to the number of days you have worked in such year on a pro rata basis.

Confidentiality

(a) During the course of your employment and thereafter you shall not at any time, unless with the consent of the company, disclose, divulge or make public any of the Confidential Information (as defined in the Employment Agreement) including any designs, processes, designs, financial information, drawings, trade secrets or other documents of the company that should not be disclosed, divulged or made public whether the same may be confided or become known to you in the course of your employment or otherwise. Neither shall you use any such Confidential information for your personal benefit or for the benefit of others.

Intellectual Property

Dr. JOSE P THERATTIL
Principal
Engineering
2022

ANNEXURE – A**Name: G Ramgopal****Designation: Software Development Engineer - I****Location: Trivandrum****TERMS OF REMUNERATION**

Particulars	Monthly	Annual
Basic Salary	29167	350004
<u>Allowances</u>		
HRA	11667	140004
Conveyance Allowance	2500	30000
Food Coupons	2200	26400
Special Allowance	7579	90948
<u>Reimbursements</u>		
Vehicle Maintenance Reimbursement	2400	28800
Telephone Reimbursements	1000	12000
Gross Salary	56513	678156
Employer's Contribution to PF	1800	21600
Employer's Contribution to LWF	20	240
Total Cost to Company	58333	700000
<u>Deductions</u>		
Employer's Contribution to PF	1800	21600
Employee's Contribution to PF	1800	21600
Employer's Contribution to LWF	20	240
Employee's Contribution to LWF	20	240
Net Salary (Before TDS)	54693	656316

Other Benefits:

- Flexible working hours and food round the clock
- Excellent Learning & Career Development Policies

Medical Insurance Policy for Employee and the applicable terms and conditions:

- A. Employee and his/ her immediate family are insured for a sum of up to Rs.7 lakhs/ annum.
- B. The term "Immediate family" refers to spouse and kids, and do not include dependent parents.
- C. The employee and their immediate family are covered under the policy from Day One. More details will be made available during on-boarding.

This is to certify that I have gone through and understood all the terms and conditions mentioned in the offer letter and I hereby accept and agree to abide by them:

Name in full:

Signature:


Dr. JOSE P THERATTIL
Principal

True Copy Attached

04 May 2022

GAYATHRI DINESH
POYILATH WARRIAM, PAINKULAM P.O
THRISSUR, 679531

Dear **GAYATHRI DINESH**,

Thank you for exploring career opportunities with **NeST Digital (P) LTD.**

You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of '**Software Engineer Trainee**' with annual compensation of **INR 350000 Per Annum (Three Lakh Fifty Thousand per annum)** and a **retention bonus of INR 100000 (One Lakh)**.

Your date of joining will be on **01 August 2022**.

Please note that this offer and your employment is valid subject to your successful completion of the education and eligibility criteria specified during the campus placement program. Nest Digital holds the sole discretion to withdraw this offer and terminate your employment with immediate effect if you do not meet the education and eligibility criteria on or before your joining date.

Kindly confirm your acceptance of this offer within 2 days or else this offer will be automatically withdrawn.

We are excited to have you join our team!

Sincerely,



Dileep Choyappally
Vice President & Head - HR

True Copy Attached



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

ANNEXURE A

NeST Digital Private Limited		
Salary Annexure		
Employee Name	GAYATHRI DINESH	
Job Title	Software Engineer Trainee	
Components	Monthly	Annual
Fixed (A)		
Basic Salary	15000	180000
House Rent Allowance	6000	72000
Basket of Allowance	0	0
Special Allowance	5626	67512
Total (A)	26626	319512
Others (B)		
Employer PF Contribution	1800	21600
Employer KSCE Welfare Fund Contribution	20	240
Gratuity*	721	8654
Total (B)	2541	30494
Deductions (C)		
Employee PF Contribution	1800	21600
Employee KSCE Welfare Fund Contribution	20	240
Total (C)	1820	21840
Total Fixed Pay (A+B)	29167	350000
Retention Bonus***	0	100000
Total (D)	0	100000
Net Monthly Salary(A-C)**	24806	297672
Total Compensation (A+B+D)		450006
<i>*On completion of 5 years</i>		
<i>**Tax will be applicable as per the IT rules</i>		
<p>***Retention Bonus: The software engineer trainees completing the fresh graduate on boarding process will join us at a Fixed Annual Compensation of INR 3,50,000 (Indian Rupees Three Lakhs and Fifty Thousand Only). Over and above the Fixed Annual Compensation, a retention bonus of INR 1,00,000 (Indian Rupees One Lakh Only) will be offered to them. The retention bonus will be paid out in 2 equal instalments (1) at the completion of 12 months of employment with NeST Digital and (2) at the completion of 24 months of employment with NeST Digital. Thus, the Total Compensation of a Fresh Engineering Graduate will be Rs.4,00,000 for Year 1 and Rs.4,00,000 for Year 2. There will be merit pay increments as per the NeST performance management calendar and the increments will be based on the performance of the employee. There will be no change to the Retention Pay amounts in both years.</p>		

05 August 2022

Gokul Das M
Nirmalyam (H),
Palakkotu Vayal,
Kozhikode,
Kerala-673008

Dear Gokul Das M,

Thank you for exploring career opportunities with **NeST Digital (P) LTD.**

You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **'Software Engineer Trainee'** with annual compensation of **INR 350000 Per Annum (Three Lakh Fifty Thousand per annum)** and a **retention bonus of INR 100000 (One Lakh)**.

Your date of joining will be on **16 August 2022.**

Your employment continuation with NeST is subject to you clearing your final examination successfully. All new joiners except those who have completed their graduation in 2020 and 2021 should produce their final examination mark list and Graduation certificate at the time of joining. Those who have appeared for the final exam and awaiting your results shall submit the mark list till the last semester during the time of joining and the final semester mark list and graduation certificate within 6 months of joining. Should you not clear your graduation with a pass certificate, your employment with NeST Digital stands void.

Kindly confirm your acceptance of this offer within 2 days or else this offer will be automatically withdrawn.

We are excited to have you join our team!

Sincerely,



Dileep Choyappally
Vice President & Head - HR

True Copy Attested



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

ANNEXURE A

NeST Digital Private Limited		
Salary Annexure		
Employee Name	Gokul Das M	
Job Title	Software Engineer Trainee	
Components	Monthly	Annual
Fixed (A)		
Basic Salary	15000	180000
House Rent Allowance	6000	72000
Special Allowance	5626	67512
Total (A)	26626	319512
Others (B)		
Employer PF Contribution	1800	21600
Employer KSCE Welfare Fund Contribution	20	240
Gratuity*	721	8654
Total (B)	2541	30494
Deductions (C)		
Employee PF Contribution	1800	21600
Employee KSCE Welfare Fund Contribution	20	240
Total (C)	1820	21840
Total Fixed Pay (A+B)	29167	350000
Retention Bonus***		100000
Total (D)		100000
Net Monthly Salary(A-C)**	24806	297672
Total Compensation (A+B+D)		450006
*On completion of 5 years		
**Tax will be applicable as per the IT rules		
<p>***Retention Bonus: The software engineer trainees completing the fresh graduate on boarding process will join us at a Fixed Annual Compensation of INR 3,50,000 (Indian Rupees Three Lakhs and Fifty Thousand Only). Over and above the Fixed Annual Compensation, a retention bonus of INR 1,00,000 (Indian Rupees One Lakh Only) will be offered to them. The retention bonus will be paid out in 2 equal instalments (1) at the completion of 12 months of employment with NeST Digital and (2) at the completion of 24 months of employment with NeST Digital. Thus, the Total Compensation of a Fresh Engineering Graduate will be Rs.4,00,000 for Year 1 and Rs.4,00,000 for Year 2. There will be merit pay increments as per the NeST performance management calendar and the increments will be based on the performance of the employee. There will be no change to the Retention Pay amounts in both years.</p>		

True Copy Attested

[Signature]



PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College
Date: 10-February-2022

Dear Haries Davis Pavarttikaran (B.Tech- CSE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Cochin, Kakkanad facility(Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photographs.
- 10th,12th and UG/PG education certificates – (whichever completed).
- E-Aadhar card- Mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Offer: Computer Consultancy
Ref: TCSL/DT20218199623/Trivandrum
Date: 10/11/2021

Mr. Harisanker P
Pallath House,
Cheroor,
Thrissur-680008,
Kerala.
Tel# 91-7560891701

Dear Harisanker P,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** per annum, as per the terms and conditions set out herein. 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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TCS Confidential

TCSL/DT20218199623

[Handwritten Signature]
JOSE P THERAYIL

TATA CONSULTANCY SERVICES



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.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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

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Dr. JOSE P THERATTIL
Principal

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TCSL/DT20218199623
Cheruthuruthy - 679531

TATA CONSULTANCY SERVICES



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
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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Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



GROSS SALARY SHEET

Annexure 1

Name	Harisanker P
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	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
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 Program.

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

**** 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	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/DT20218199623

Dr. JOSE P THERATTIL
Principal
Muthi Engineering College
Muthi - 679531

TATA CONSULTANCY SERVICES

Date : September 21, 2022

Dear Harsha K S ,

Email:harshaks116@gmail.com | Phone Number: +91 - 6238347826

Congratulations! We are excited to have you onboard and appreciate all the conversations we have had during the course of the selection process. At Quantiphi, we firmly believe in recognizing and appreciating the efforts and contributions of our most important asset, our people. The Total Rewards Package is designed to ensure that as a part of the Q family, we are committed to contribute towards your overall growth, holistic development and co-care. We sincerely hope that it contributes to a great present and an even better future for you, your family and your long term association with Quantiphi.

This detailed statement has been created to give you an insight into your benefits as full time employees at Q and a complete understanding of your compensation package post internship.

Please refer to the page 3 of this document for your TRS w.e.f. from **September 26, 2022** designated as **Intern - Framework Engineer** at our **Trivandrum, Kerala** office.

Regards
Ritesh Patel
Co-founder

Your Total Rewards Packages (INR) - 500,000



Your Compensation

This represents your total compensation, which includes your fixed and variable pay.



Health and Wellness

Initiatives taken by Q to promote health and wellness amongst its employees.



Performance Rewards

Incentives linked to your performance and what they mean to you.



Learning and Growing with Q

Programmes designed and conducted to promote upskilling, facilitating learning and aiding your career development and growth.



Benefits at Q

Unique offerings beyond your compensation structure that you will have access to.



Celebrating Life at Q

Q celebrates its employees and their contributions, recognising the need for rejuvenation and encourage independent thinking.

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Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

Virtuverse Program

As part of the onboarding process, you will be required to undergo an internship program. Details regarding the same are as follows:

1. Details:

- i. Our flagship internship programme 'Virtuverse' is designed to provide you access to vast domain knowledge on Machine Learning, Big Data etc.
- ii. This program aims to be both challenging and rewarding, while keeping the current guidelines issued by the Ministry of Health

2. Internship Duration: The internship program is for a duration of **(4) Four months.**

3. Performance Evaluation:

- i. During this internship period, your performance will be subject to continuous evaluation
- ii. Post completion of your internship period, your absorption in the company as a full time employee shall either be confirmed or if your performance is found unsatisfactory, the internship shall be terminated, both of which shall be done by written intimation to you and which will be at the sole discretion of the Company.

4. Compensation during internship:

- i. The remuneration of your internship during your tenure in the company on a cost-to-company basis shall be **Rs. 20,000** per month (**Rupees Twenty Thousand per month**)
- ii. You will be eligible for internet reimbursement of Rs. 600/- per month for your internship period.
- iii. Relocation reimbursement of **INR 25,000/-** is payable on actual bills produced at the time of reimbursement and is retractable if you resign within 12 months from the date of joining
- iv. You will be eligible for monthly hybrid allowance payable on the monthly basis over and above your monthly internship stipend.

5. Notice Period during internship:

This Contract is terminable by either party giving one month notice period for no cause. During the period of internship the company can terminate the contract by giving one week notice. At its sole discretion, the Company may consider accepting payment in lieu of notice period not served by an employee. If an employee has any unutilized leaves, adjustment of the same against any shortfall in notice period may also be considered at the Company's sole discretion.

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Dr. JOSE P THERATTIL
Principal
Engineering College

Total Rewards Package (Full Time Employee)

Particulars	Amount	Payable
Fixed Component	(INR) 400,000	Split Monthly (Refer to page 5)
QCDP	(INR) 100,000	Performance based payment in January 2024
TOTAL PACKAGE	(INR) 500,000	Annual

Clauses

- QCDP** - This payout is a way to recognise and reward exemplary performance of high performing and ambitious professionals. The Q-CDP component shall be paid out as per the Q-CDP policy guidelines and shall be refundable in case you decide to leave the organization as per the policy timelines
- Notice Period post Joining** - Your employment is contingent to a successful background/reference check that the Company may conduct at its discretion. For conducting background/reference check by the Company, all the documents listed at **Annexure** must be provided by you by uploading clear and legible copies of all the listed documents on the website of our background verification agency, the link of which will be shared with you on the day of joining or before. Such uploading must be completed by you within one day from your date of joining specified above.

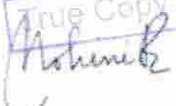
In the event you fail to do so, the Company shall, at its sole discretion:


- Withdraw this Offer Letter.
- Terminate your services without liability in case you have already joined the Company.

This employment is terminable by you after giving advance written notice as follows:

- 2 months if you choose to leave from the date of confirmation as full time employee

At its sole discretion, the Company may consider accepting payment in lieu of notice period not served by an employee. If an employee has any unutilized leaves, adjustment of the same against any shortfall in notice period may also be considered at the Company's sole discretion.

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Authorized Signatory


Dr. JOSE P THERATTIL
Principal
Engineering College
Phy - 679531

Agreed and Accepted
Harsha K S

Your Compensation

Particulars	Ratio	Annual	Monthly	Details
Basic Salary	50% of Total CTC	(INR) 200,000	(INR) 16,667	
HRA	50% of Basic	(INR) 100,000	(INR) 8,333	Tax Saver (Upto 50% in metro and 40% in non metro)
LTA	15% of Basic	(INR) 30,000	(INR) 2,500	Tax Saver (Used twice in 4 year slab)
Vehicle Fuel Reimbursement	Fixed	(INR) 21,600	(INR) 1,800	Tax Saver (2/4 wheeler petrol expenses)
Food Coupon	Fixed	(INR) 26,400	(INR) 2,200	Tax Saver (Upto 2200 per month)
Special Allowances	Balancing amount	(INR) 22,000	(INR) 1,833	Balancing amount
Gross Salary (A)	Fixed	(INR) 400,000	(INR) 33,333	Annual Gross Salary
Employers Contribution to Provident Fund (I)	12% of 15k/Basic as chosen	(INR) 21,600	(INR) 1,800	Statutory
Gratuity (II)	4.81% of Basic	(INR) 9,624	(INR) 802	Statutory
Total Employee Retirement Benefits (B)	Sum of (I) & (II)	(INR) 31,224	(INR) 2,602	Statutory
Net Salary	(A) - (B)	(INR) 368,776	(INR) 30,731	Annual Net Salary
Employee's Contribution to PF (I)	12% of 15k/Basic as chosen	(INR) 21,600	(INR) 1,800	Statutory
Professional Tax (ii)	Fixed	(INR) 200		Professional Tax Deduction
Total Deductions (i) + (ii)	Calculated	(INR) 24,000	(INR) 2,000	Total Annual Deductions
Total Annual Payout (Indicative)	Net Salary - Total Deductions	(INR) 28,731		Annual Salary Payout

Your employment is **contingent to a successful background/reference check** that the Company may conduct at its discretion. In the event you fail to do so, the Company shall, at its sole discretion:

1. Withdraw this Offer Letter.

2. Terminate your services without liability in case you have already joined the Company.

For background / reference check by the Company, all the documents listed at **Annexure** must be submitted by you by uploading clear and legible copies of all the listed documents on the website of our background verification agency, the link of which will be shared with you on the day of joining or before. Such uploading must



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College
Date: 05-April-2022

Dear Helna Thomas (Engineering-CSE)

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers' is up to 2.50 LPA - Package differs based on the Client, individual's skill set, and various other selection parameters.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photographs
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/TES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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- SUTHERATTIL



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College
Date: 10 February, 2022

Dear Hridi Krishna H (CSE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photographs.
- 10th, 12th and UG/PG education certificates – (whichever completed).
- E-Aadhar card- Mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

Talent Acquisition
Sutherland

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

Name:Jeena Varghese

Letter of Intent

Dear Jeena Varghese,

Greeting from L&T Technology Services Ltd.!

We are pleased to share with you this Letter of intent for the position of **Engineer (Trainee)**. We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Letter of Intent and subject to you meeting all the applicable requirements under this Letter of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms, conditions and detailed breakup of remuneration. Please note this Letter of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Letter of Intent is strictly between you and the Company. Please treat this Letter of Intent and the contents here as personal and confidential.

This Letter of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation and Masters in Engineering
- Found medically fit by the Company authorized doctors.
- **Submitting a Service Agreement, agreeing to serve the company for a period of up to 2 years and 6 months from the date of commencement of training cum employment.**
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Letter of Intent without any notice.

This Letter of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The date of commencement of training cum employment and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training cum employment. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stands cancelled.

During your employment with LTTS, you will be paid a Total Compensation of INR 5,50,000/- per annum. In addition to the above you will be paid a Deferred Retention Pay (DRP) of INR 2,50,000/- on your completion of 3 years of continuous service with the Company. In the event, you resign prior to your three-years completion, or/and serving notice period, the entire amount of DRP will not be paid. A detailed compensation sheet will be shared along with the appointment letter.


Dr. JOSE P THERATTIL
Principal
Engineering College
- 679531

True Copy Attested

Registered Office: L&T House, N.M. Marg, Ballard Estate Mumbai - 400001, INDIA
L&T Technology Services Limited is a subsidiary of Larsen & Toubro Limited



L&T Technology Services

During your period of Training cum Employment, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations and policies of the company.

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Letter of Intent within three (3) days from the date of issue. If we do not receive your acceptance within the stipulated time frame, this Letter of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

**Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045**

We are confident you will be able to make a significant contribution to the success of our organization and look forward to working with you.

Yours truly,
For L&T Technology Services Limited

**Prakash Krishnamoorthy
Head – Leadership Hiring and Strategic Talent Initiatives**

Acceptance by applicant below

.....
I have read this Letter of Intent and accept the same

Name: Jeena Varghese

College: JYOTHI ENGINEERING COLLEGE

Signature

Date:

True Copy retained

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



29-Jan-2022

Dear Jeswin Joji,
B.Tech, Computer Science & Engineering
Jyothi Engineering College, Thrissur

Candidate ID – 19939896

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR 450,500/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

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

Please note:

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

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

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

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[Signature]

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program
- c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

- a) You could be onboarded directly to business without any additional training.
- b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
- c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

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.



Maya Sreekumar
Vice President – Human Resources

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

Signature:

Date:

True Copy Attested

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


P. Jeyaraj
CHIEF EXECUTIVE OFFICER

Compensation and Benefits

Name: Jeswin Joji

Designation: Programmer Analyst
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
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*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

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
- 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

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

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

True Copy Attested

[Signature]
- THERATTIL



PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College
Date: 05-April-2022

Dear Jibin A Babu (Engineering-CSE)

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers' is up to 2.50 LPA - Package differs based on the Client, individual's skill set, and various other selection parameters.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photographs
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

True Copy Attested


Dr. JOSE P THERATTIL
Principal College



Retail Academy Offer Letter from Litmus7 Systems Consulting Private Limited--> Jissy Joy

1 message

Thu, 17 Mar, 2022 at 5:44 pm

Pratibha Raj <Pratibha@litmus7.com>

To: Jissy Joy <jissykunnath@gmail.com>

Cc: l7hr@litmus7.com <L7HR@litmus7.com>, Sini Peter <sini@litmus7.com>, Santhalakshmi C <santhalakshmi@litmus7.com>, Manju Rebecca Thomas <manjuthomas@litmus7.com>

Dear Jissy,

Congratulations! We are pleased to offer you the role of Trainee at Litmus7 Systems Consulting Private Ltd. Your expected date of joining with us is July 11, 2022. Please find attached your offer letter.

Kindly review the same and revert with the Signed copy of all pages (With date as well) at the earliest.

Also, attached is the NDA and IP Declaration Form. Please sign the same as well.

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

Best,

Pratibha Raj

Head - Human Resources

Mob: +1 (415) 860-4354



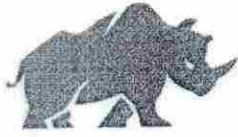
Shaping
the Future of Retail
Retail
Singularity

INDIA | USA | UK | ISRAEL www.litmus7.com

DISCLAIMER: The information in this e-mail is confidential and may be legally privileged. Any opinions, advice or communication whatsoever, contained herein are subject to the terms and conditions of the written and executed Agreement/Contract with Litmus7 by the intended recipient. In case of absence of such a written and executed Agreement/Contract, this communication shall not be legally binding and any responses/reactions resulting from this communication shall not be endorsed by Litmus7. Litmus7 does not guarantee that e-mail communications are secure or error-free, as information could be intercepted, corrupted, amended, lost, destroyed, arrive late or incomplete, or contain viruses.

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



DCKAP
POWERING DIGITAL COMMERCE

L76A, L Block, 21st Street
Anna Nagar East, Chennai - 600 102
91-44-2663 3535 / 36
infoindia@dckap.com

We take the pleasure and privilege to personally welcome you and wish you a very successful and rewarding career with DCKAP. We want to make sure that this will be a great career opportunity and you will get hands-on experience in Technology and Business.

A second home where you feel you belong with colleagues turned friends all along...

A dream to achieve, a goal to conquer...

The journey at DCKAP is about moments, memories, and a lot of happiness...

வாங்க வாங்க

Welcome to the DCKAP Community!

Best Regards,

Dipthi Rajagopal

**Dipthi Rajagopal
Head of HR
DCKAP Technologies
India**

Acceptance of the Offer:

I accept this offer as a contractor with DCKAP Technologies and agree to the above terms and conditions.

Name: Joel James Karikkandathil

Signature: *Joel James Karikkandathil*
Joel James Karikkandathil (Jul 11, 2022 17:15 GMT+5.5)

Date: Jul 11, 2022

True Copy Attested

Dr. Joseph Therattil
Dr. JOSEPH THERATTIL
Principal
Jyothy Engineering College
Cheruthuruthy - 679531








DCKAP Offer Letter - Joel James Karikkandathil

Final Audit Report

2022-07-11

Created:	2022-07-11
By:	DCKAP Technologies (hrteam@dckap.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAACsf80kEldRdyQAPhXMugQpz8CToz1T9A

"DCKAP Offer Letter - Joel James Karikkandathil" History

-  Document created by DCKAP Technologies (hrteam@dckap.com)
2022-07-11 - 11:20:39 AM GMT- IP address: 115.97.0.217
-  Document emailed to joeljamesk@dckap.com for signature
2022-07-11 - 11:21:43 AM GMT
-  Email viewed by joeljamesk@dckap.com
2022-07-11 - 11:38:29 AM GMT- IP address: 74.125.209.53
-  Document e-signed by Joel James Karikkandathil (joeljamesk@dckap.com)
Signature Date: 2022-07-11 - 11:45:00 AM GMT - Time Source: server- IP address: 157.46.153.223
-  Document emailed to Dipthi Rajagopal (dipthir@dckap.com) for signature
2022-07-11 - 11:45:02 AM GMT
-  Email viewed by Dipthi Rajagopal (dipthir@dckap.com)
2022-07-11 - 12:52:18 PM GMT- IP address: 74.125.209.57
-  Document e-signed by Dipthi Rajagopal (dipthir@dckap.com)
Signature Date: 2022-07-11 - 12:53:18 PM GMT - Time Source: server- IP address: 115.97.0.217
-  Agreement completed.
2022-07-11 - 12:53:18 PM GMT

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College

Date: 05-April-2022

Dear JOSE REJI KARIMADATHIL (Engineering-CSE)

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers' is up to 2.50 LPA - Package differs based on the Client, individual's skill set, and various other selection parameters.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photographs
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card-mandatory for address proof.
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- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

True Copy Attested


Dr. JOSE P THERATTIL

Date: 17-Dec-2021

JUMANA HASIN

Jyothi Engineering College

Appointment Offer: Software Engineer

Dear JUMANA HASIN,

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 2 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 **June 2022**.

True Copy Attested


DR. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

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
I	Fixed Remuneration (A)	Amount in INR
Sl. No.	Component	Monthly
1.	Basic Pay	9,000
2.	HRA	3,600
3.	Special Allowance	12,000
4.	Food Vouchers	2,100
5.	Employer's contribution to Provident Fund (As per Provident Fund Act 1952)	1,800
6.	Monthly Gross Earnings (Fixed)	28,500
II	Variable Remuneration :- Annual Target Performance Incentive (B) *	18,000
<p>* Target Performance Incentive (TPI) is the performance linked salary component for a financial year. The targets are set for half yearly and the TPI will be disbursed half yearly in accordance with the company guidelines that are applicable for the respective year. For the first year of your employment with IBS, the TPI will be calculated on a pro-rata basis, based on the number of months remaining in the given financial year, commencing from your Date of Joining.</p> <p>Gratuity will be paid as per Payment of Gratuity Act, 1972.</p>		

True Copy Attested

Dr. Jose P Therattil
Principal

Jyothi Engineering College
Cheruthuruthy - 679531



Continuous Skill Development Contract

Dear K Ajishkumar,

Candidate ID – 19958226

We are excited to have you part of our active pipeline of fresh hires from 2022 campus.

Further to our communication with respect to the completion of the **learning path successfully** towards eligibility for your onboarding as Full Time Employee (FTE) into Cognizant, we are required to provide you access into the Cognizant system as a **Pre-Hire to enable your learning path**.

Agreeing to the following terms and conditions would be mandatory.

1. It is hereby clarified that participation in this Continuous Skill Development Training Program ("CSD") shall not constitute you to be an employee of Cognizant nor obligates Cognizant for any purpose whatsoever. The scope of this CSD program does not include any supervisory responsibilities and that there is no agency, fiduciary or employer -employee relationship intended or created by reason of this document. There would be zero tolerance to plagiarisms and misconduct during the Training period. Any such incident reported will lead to immediate cancellation of FTE offer without any notice.
 2. You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
 3. You will be given a login id with which you can gain access to Cognizant's Network. The access can be utilized only for the purpose of enablement.
 4. Cognizant holds all rights to downgrade or withhold or cancel this letter due to non-conformance of performance benchmark or moral code of conduct or for any reason upon providing written communication of the same to you. Upon such cancelation of this letter, your access and participation in the CSD shall stand terminated.
 5. You will continue to go through learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during this enablement phase would be monitored through formal evaluations.
 6. Prior to joining as a Full time employee (on the rolls) of Cognizant, you must have successfully completed the prescribed learning program. In the event of unsatisfactory performance, Cognizant reserves rights at its sole discretion to revoke its employment offer.
 7. The timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant or as per any shift allocated per day or week-off.
 8. You may be required to report to a Cognizant location as per requirement or as identified by Cognizant.
 9. You are covered under Cognizant's calendar holidays of the respective location of training, and you would need to adhere with minimum attendance requirements. Prior approvals are a must towards any unavoidable absence during the program.
 10. Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the Training period and may modify or amend the Cognizant GenC program terms and conditions from time to time.
 11. There will be no stipend, or any monetary compensation paid in any form during the training period. However, upon successful completion of the Training program, you will be onboarded as an FTE and will be eligible for one time skilling bonus of **INR 25,000** (provided not already included in the full time offer).
- Dr. JOSE P. THERESA
Principal

12. Cognizant will not encourage any claim with regard to compensation or other statutory payments under this document and it is hereby clarified that participation in this CSD program shall not entitle you for any benefits paid or made available to that of Cognizant employees.

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

14. Failing to accept the above terms will indicate that you are not interested in the offer extended by Cognizant and will stay void.

15. During the course of your Training program and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your training, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

16. Code of Conduct. You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf> and incorporated herein by reference.

17. You hereby consent for Cognizant to collect, process the data submitted by you for background verification.

You will also be required to submit the following documents at the time of reporting/onboarding.

- Pan Card
- Letter of Authorization

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the Training program as mentioned above.

Signature:

Date:

True Copy Attested



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



29-Jan-2022

Dear Kailashnath K,
B.Tech, Computer Science
Jyothi Engineering College, Thrissur

Candidate ID – 19939841

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR 450,500/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

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

Please note:

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

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us.

True Copy

Dr. JOSE P THERATTIL
Principal
Engineering
Jyothi Engineering College
Thrissur - 679509

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

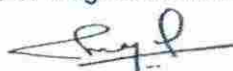
Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

- a) You could be onboarded directly to business without any additional training.
- b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
- c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

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.



Maya Sreekumar
Vice President – Human Resources

True Copy Attested


Dr. JOSEPH THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

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

Signature:

Date:

Compensation and Benefits

Name: Kailashnath K

Designation: Programmer Analyst
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
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
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Incentive Indication (per annum)**			22,500
Annual Total Compensation			382,488
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			401,988

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
- 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

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

SI No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

True Copy Attested

Dr. JOSE R. THEATTIL
Principal Engineer
Engineering Authority

From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy



Keerthana k:s

BIBIN JOY
PLACEMENT & TRAINING OFFICER
Jyothi Engineering College
Cheruthuruthy, Thrissur - 679531

Keerthana ks <kskeerthana75@gmail.com>

UST Campus Update::Congratulation!!! You have been Selected @UST

1 message

Campus Relations <Campus.Relations@ust.com>

Fri, Jun 10, 2022 at 9:55 AM

Cc: "Timi Abraham(UST,IN)" <Timi.Abraham@ust.com>, "Sudarshini Puttappa(UST,IN)" <Sudarshini.Puttappa@ust.com>, "Jyoti Dash(UST,IN)" <Jyoti.Dash1@ust.com>, "Geethu Ramesh(UST,IN)" <Geethu.Ramesh@ust.com>

Dear Candidate

Greetings from UST!

Thank you for applying with UST. We are happy to inform you that you have cleared all the rounds in the selection process.

Congratulations and we look forward to seeing you in the UST family!

Further details to follow shortly!

Regards,

Campus Hiring Team


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

True Copy Attested



Retail Academy Offer Letter from Litmus7 Systems Consulting Private Limited--> Kevin Varghese

1 message

Pratibha Raj <Pratibha@litmus7.com>

Tue, 28 Jun 2022 at 3:30 pm

To: kevinvarghese1999@gmail.com

Cc: l7hr@litmus7.com <L7HR@litmus7.com>, Sini Peter <sini@litmus7.com>, Santhalakshmi C <santhalakshmi@litmus7.com>

Dear Kevin,
Congratulations! We are pleased to offer you the role of Associate Engineer at Litmus7 Systems Consulting Private Ltd. Your expected date of joining with us is July 11, 2022. Please find attached your offer letter.

Kindly review the same and revert with the Signed copy of all pages (With date as well) at the earliest.

Also, attached is the NDA and IP Declaration Form. Please sign the same as well.

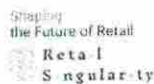
We look forward to having a long and successful relationship with you.

Best,

Pratibha Raj

Head - Human Resources

Mob: +1 (415) 860-4354



INDIA | USA | UK | ISRAEL www.litmus7.com

DISCLAIMER: The information in this e-mail is confidential and may be legally privileged. Any opinions, advice or communication whatsoever, contained herein are subject to the terms and conditions of the written and executed Agreement/Contract with Litmus7 by the intended recipient. In case of absence of such a written and executed Agreement/Contract, this communication shall not be legally binding and any responses/reactions resulting from this communication shall not be endorsed by Litmus7. Litmus7 does not guarantee that e-mail communications are secure or error-free, as information could be intercepted, corrupted, amended, lost, destroyed, arrive late or incomplete, or contain viruses.

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Dr. JOSE P THERATTIL
Principal
College



PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College
Date: 05-April-2022

Dear Marvel Babu (Engineering-CSE)

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers' is up to 2.50 LPA - Package differs based on the Client, individual's skill set, and various other selection parameters.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photographs
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips
(Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil
Nadu, PIN 600063

True Copy Attested


Dr. JOSE P THERATTIL



PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College

Date: 05-April-2022

Dear Medwin Paul (Engineering-CSE)

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers' is up to 2.50 LPA - Package differs based on the Client, individual's skill set, and various other selection parameters.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photographs
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

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Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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Dr. JOSE P THERATTIL
Principal



PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College
Date: 10-February-2022

Dear Muhammed Inshadh (B.Tech)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photographs.
- 10th, 12th and UG/PG education certificates – (whichever completed).
- E-Aadhar card- Mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

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Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College



13-Jun-2022

Dear Nair Midhun Ramachandran,
B.Tech, Computer Science & Engineering
Jyothi Engineering College, Thrissur

Candidate ID – 19801682

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

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

Please note:

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

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

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

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

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Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Thrissur - 679555

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

- a) You could be onboarded directly to business without any additional training.
- b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
- c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

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.



Maya Sreekumar
Vice President – Human Resources

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Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

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

Signature

Date:

Compensation and Benefits

Name: Nair Midhun Ramachandran

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
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*	7349	88,188
Annual Gross Compensation			359,988
Incentive Indication (per annum)**			22,500
Annual Total Compensation			382,488
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			401,988

Note: The Insurance amount may vary subject to market conditions from time to time.

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
- 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

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

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Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

Dr. JOSE P THERATIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



APPOINTMENT LETTER

February 7, 2022

Dear Nitin Madhu,

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,

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure VI. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other

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Dr. JOSE P. THERIAKUL
Principal
Engineering College
479531

the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Nitin Madhu, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Nitin Madhu

Position: Project Engineer

Career Group: TRB - II

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

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Principal
Jyothi Engineering College
Cheruthuruthy - 679531

Total Cost to Company per annum

3,50,004

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:

- you being "active" in the services of the company through to retention date as applicable
- your employment has not been terminated for poor performance or for cause prior to retention date
- you have not resigned voluntarily or abandoned your job as of the retention date

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

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

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

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

You shall keep the contents of this letter confidential

Dr. JOSE THERESA
Principal
Jyothi Engineering College
Cheruthuruthy - 670541

August 19, 2022

HRD/3T/1003403384/22-23

Mr. Rishikesh V
Cherangottu Koleri,
Lakkidi, Palakkad,
Ottapalam-679301
India

Ph: +91-7561828751

Dear Rishikesh,

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

True Copy Attested


Dr. JOSE P. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2022.08.19 17:08:12 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

August 19, 2022

HRD/1003403384/22-23

Mr. Rishikesh V
Cherangottu Koleri,
Lakkidi, Palakkad,
Ottapalam-679301
India

Ph: +91-7561828751

Dear Rishikesh,

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:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment ("Offer Letter" hereinafter).

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.

"Company" refers to Infosys Limited.

"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" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **03-Oct-2022**.

Location

Your location for employment is **MYSORE, India**.

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 Letter, hereby give your irrevocable consent to the above.

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

ANNEXURE - I

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

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

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

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

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	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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Dr. Jose P Therattil
Dr. JOSE P THERATTIL
Principal
Sree Engineering College
Thuv - 679531

ANNEXURE - II
(Compensation post successful completion of six months)

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

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

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

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)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

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

Date: 27/06/2022

Ref: IBS/OFF/2062008/2022

Thekkeparambil House,
Althara
Palakkad
Kerala
678551
INDIA

Offer of Employment: Executive - Engineer L1

Dear Rockson Augustine,

Following your interview with IBS Software Private Limited (the "**Company**"), the Company is pleased to appoint you as Engineer L1 - E1 in the Company, subject to your acceptance of the terms and conditions contained herein. You are requested to read the terms, understand your rights and duties mentioned in this agreement that will become applicable from date of joining, request for clarification wherever required and accept this offer of employment only if you undertake to comply with terms of the employment

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and your employment will be subject to you submitting the documents and certificates specified in Annexure 1, prior to or on the joining date or such other additional period granted by the Company at its discretion. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.
- b) 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 undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider requesting you to provide approval for conducting verification of documents and records submitted by you. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification.

2. Posting

Your initial posting would be at the Company office situated at Smart City 4th Floor- Kochi. However

Your services are 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

You are requested to report at the Company office situated at Smart City 4th Floor- Kochi on 13/07/2022 at 9.30 AM ("Joining Date"), unless a different joining date is approved by the Company in writing. From your date of joining of the employment, this offer shall become employment agreement and your employment will be governed based on terms mentioned in this agreement.

4. Salary/Compensation

Your compensation details shall be as stated in Annexure II to this agreement.

5. Working Week & Leave

- a) The normal working days per week and working hours per day of the Company are from Monday to Friday and from 8.30 A.M to 5.30 P.M., with a lunch break of 45 minutes, respectively. The normal working days and normal hours of work can be changed by the Company to suit the exigencies of work programmes and emergencies.
 - i. You can adjust your working hours on a normal working day for effective achievement of business goals, along with your personal requirements.
 - ii. The entry timing can be anytime between 8 AM and 10 AM on a normal working day and the exit timing will be between 5 PM and 7 PM.
 - iii. Attendance shall be mandatory between 10 AM and 5 PM.
 - iv. Every employee should clock minimum 41.25 hours at work (excluding lunch break) every week. Any time less than this has to be applied as leave.
 - v. The flexible working hours will not be applicable for resources on client/product support, as they are already on a revised shift schedule defined by a roster.
- b) Holidays would be as per the list declared by the Company from time to time.
- c) As an employee of the Company you will be entitled to 11 days earned leave and 11 days casual leave per annum. In addition, you will also be eligible for sick leave, maternity leave as per the Maternity Benefit Amendment Act, 2017 or paternity leave, as applicable and examination leave as per leave policy of the Company. No other leave will be applicable.

6. Promotion

Promotions will be based on your performance, contribution and as per the rules and regulations of the Company the then relevant and applicable.

7. Travel

You may be required to travel within India and overseas for the purpose of work and/or training whenever required by the Company and you may be required to remain outside

ANNEXURE II

SALARY/COMPENSATION STRUCTURE

JOB Level: E1	
Compensation Components	Annual amount in INR
Fixed Earning:	
Basic Salary	108000
House Rent Allowance	43200
Special Allowance	169200
Employer's Contribution towards PF	21600
Food Coupons	0
Technology Allowance	0
Annual Gross Fixed Earning (A)	342000
Target Variable Earning:	
Performance linked Incentive	18000
Annual Gross Target Variable Earning (B)	18000
Total Annual Gross Compensation (CTC) (A)+(B)	360000
<p>Target variable remuneration (TVR) is the performance linked salary component for a financial year. The targets shall be set and the disbursement will be made in accordance with the company guidelines that are applicable for the respective year. For the first year of your employment with IBS, the TVR will be calculated on a pro-rata basis, based on the number of months remaining in the given financial year, commencing from your Date of Joining.</p> <p>This variable payable shall be subject to changes as per the then policy notified by the Company during course of your employment</p> <p>Gratuity will be paid as per Payment of Gratuity Act, 1972.</p>	

In addition to the Gross Fixed Earning, 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. 1,50,000/- 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.

The Company provides transportation facilities to its employees as per policy. A monthly conveyance charge would be deducted from your Gross Fixed Earning if you wish to avail Company transportation. This conveyance charge is fixed based on your residential location and your Job Level.

You will not be entitled to any payment, amenities or benefits other than those mentioned above.

True Copy Attested

August 19, 2022

HRD/3T/1000570592/22-23

Ms. Rosemerin Justin
Peramangalath House
Thrissur
Thrissur-680581
India

Ph: +91-7907493448

Dear Rosemerin,

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: 2022.08.19 14:11:11 IST
Reason: Digitally Signed
Location: Bangalore

True Copy Attested

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

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

August 19, 2022

HRD/1000570592/22-23

Ms. Rosemerin Justin
Peramangalath House
Thrissur
Thrissur-680581
India

Ph: +91-7907493448

Dear Rosemerin,

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:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment ("Offer Letter" hereinafter).

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.

"Company" refers to Infosys Limited.

"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" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **03-Oct-2022**.

Location

Your location for employment is **MYSORE, India**.

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 Letter, hereby give your irrevocable consent to the above.

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Kuthi Engineering College
Kuthi - 679531

ANNEXURE - I

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

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Rosemerin Justin			
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				

True Copy Attested

Dr. Jose P Therattil
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

ANNEXURE - II
(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Rosemerin Justin
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)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

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 as per the provisions of the Payment of Gratuity Act.

 Gmail GTP

Sarath C.P.

BIBIN JOY
PLACEMENT & TRAINING OFFICER
Jyothi Engineering College
Cheruthuruthy, Thrissur - 679531

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More

 Labels

Offer with Virtusa - Congratulations!!!!

Inb



GTP India <GTP-India@virtusa.com>

to Neethan

Dear Candidate,

Congratulations!!!!

We are delighted to have you on board and hope you will enjoy yo

Once again congratulations and welcome to Virtusa family. We lo

At Virtusa each one of us play a significant role in achieving our C

We believe in a work culture that combines fun with discipline & i

Your date of joining and location would be mentioned in offer lett
onboarding once your education is completed. For now this email

Considering current situation, your joining will happen virtual as c

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

Cognizant

Letter of Intent (LOI)

Superset ID: 1746075

January 07, 2022

Dear SARATH SASI,

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

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

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

This LOI from Cognizant is valid for 2 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 2 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

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

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

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

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar

Vice President - Human Resources

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



SHAFNA
ASHRAF

ibsssoftware

www.ibsplc.com

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Alathuruthy - 679531

August 19, 2022

HRD/3T/1003259221/22-23

Ms. Shelmy Shabu
Pavartikaran House, P.O.
Near St. Joseph Church, Manakody
Thrissur-680012
India

Ph: +91-9633287946

Dear Shelmy,

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: 2022.08.19 17:07:00 IST
Reason: Digitally Signed
Location: Bangalore

True Copy Attested

Dr. Jose P Therattil
DR. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

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

August 19, 2022

HRD/1003259221/22-23

Ms. Shelmy Shabu
Pavartikaran House, P.O.
Near St. Joseph Church, Manakody
Thrissur-680012
India

Ph: +91-9633287946

Dear Shelmy,

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:

Definition

The following terms shall have the following meanings for the purpose of this Offer of Employment ("Offer Letter" hereinafter).

"Affiliates" means any entity that controls, is controlled by, or is under common control with the Company.

"Company" refers to Infosys Limited.

"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" shall mean and include all the training that shall be imparted to you on joining the Company.

Joining

Your scheduled date of joining the employment of the Company will be **03-Oct-2022**.

Location

Your location for employment is **MYSORE, India**.

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 Letter, hereby give your irrevocable consent to the above.

True Copy Attested


DR. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

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

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Shelmy Shabu
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				

True Copy Attested

Dr. Jose P Therattil
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Gheruthuruthy - 679531

ANNEXURE - II
(Compensation post successful completion of six months)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Shelmy Shabu
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

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)	<div>26,250</div> <div>27,500</div> <div>30,000</div>		
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			

OTHER BENEFITS			
Scheme	Amount In INR	Interest	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 as per the provisions of the Payment of Gratuity Act

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Page 1 of 18

Date: 06/07/2022

Ref: IBS/OFF/2291046/2022

EMKE gardens,
Kutloor
Thrissur
Kerala
680013
INDIA

Offer of Employment: Executive - Engineer L1

Dear Shiza Shihab Puvamparambil,

Following your interview with IBS Software Private Limited (the "Company"), the Company is pleased to appoint you as Engineer L1 - E1 in the Company, subject to your acceptance of the terms and conditions contained herein. You are requested to read the terms, understand your rights and duties mentioned in this agreement that will become applicable from date of joining, request for clarification wherever required and accept this offer of employment only if you undertake to comply with terms of the employment.

Terms and conditions of the Offer

1. Pre-requisites

- This appointment and your employment will be subject to you submitting the documents and certificates specified in Annexure 1, prior to or on the joining date or such other additional period granted by the Company at its discretion. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.
- 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 undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider requesting you to provide approval for conducting verification of documents and records submitted by you. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification.

2. Posting

Your initial posting would be at the Company office situated at Smart City 4th Floor- Kochi. However

ibsoftware

IBS Software Private Limited
Regd. Office: 521 - E24, IBS, Technopark Campus,
Thiruvananthapuram 695561, Kerala, India.
CIN: U72200KA20154190333333

Steno: +91 471 4524200, Fax: +91 471 2700078
corporatesales@ibspc.com | www.ibspc.com

Page 2 of 18

Your services are 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

You are requested to report at the Company office situated at Smart City 4th Floor- Kochi on 13/07/2022 at 9.30 AM ("Joining Date"), unless a different joining date is approved by the Company in writing. From your date of joining of the employment, this offer shall become employment agreement and your employment will be governed based on terms mentioned in this agreement.

4. Salary/Compensation

Your compensation details shall be as stated in Annexure II to this agreement.

5. Working Week & Leave

- The normal working days per week and working hours per day of the Company are from Monday to Friday and from 8.30 A.M. to 5.30 P.M., with a lunch break of 45 minutes.


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Continuous Skill Development Contract

Dear Sijo George,

Candidate ID – 19938980

We are excited to have you part of our active pipeline of fresh hires from 2022 campus.

Further to our communication with respect to the completion of the **learning path successfully** towards eligibility for your onboarding as Full Time Employee (FTE) into Cognizant, we are required to provide you access into the Cognizant system as a **Pre-Hire to enable your learning path**.

Agreeing to the following terms and conditions would be mandatory.

1. It is hereby clarified that participation in this Continuous Skill Development Training Program ("CSD") shall not constitute you to be an employee of Cognizant nor obligates Cognizant for any purpose whatsoever. The scope of this CSD program does not include any supervisory responsibilities and that there is no agency, fiduciary or employer -employee relationship intended or created by reason of this document. There would be zero tolerance to plagiarisms and misconduct during the Training period. Any such incident reported will lead to immediate cancellation of FTE offer without any notice.
2. You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
3. You will be given a login id with which you can gain access to Cognizant's Network. The access can be utilized only for the purpose of enablement.
4. Cognizant holds all rights to downgrade or withhold or cancel this letter due to non-conformance of performance benchmark or moral code of conduct or for any reason upon providing written communication of the same to you. Upon such cancelation of this letter, your access and participation in the CSD shall stand terminated.
5. You will continue to go through learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during this enablement phase would be monitored through formal evaluations.
6. Prior to joining as a Full time employee (on the rolls) of Cognizant, you must have successfully completed the prescribed learning program. In the event of unsatisfactory performance, Cognizant reserves rights at its sole discretion to revoke its employment offer.
7. The timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant or as per any shift allocated per day or week-off.
8. You may be required to report to a Cognizant location as per requirement or as identified by Cognizant.
9. You are covered under Cognizant's calendar holidays of the respective location of training, and you would need to adhere with minimum attendance requirements. Prior approvals are a must towards any unavoidable absence during the program.
10. Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the Training period and may modify or amend the Cognizant GenC program terms and conditions from time to time.
11. There will be no stipend, or any monetary compensation paid in any form during the training period. However, upon successful completion of the Training program, you will be onboarded as an FTE and will be eligible for one time skilling bonus of **INR 25,000** (provided not already included in the full time offer).

True Copy

JOSEPH THERAPY

12. Cognizant will not encourage any claim with regard to compensation or other statutory payments under this document and it is hereby clarified that participation in this CSD program shall not entitle you for any benefits paid or made available to that of Cognizant employees.

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

14. Failing to accept the above terms will indicate that you are not interested in the offer extended by Cognizant and will stay void.

15. During the course of your Training program and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your training, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

16. Code of Conduct. You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf> and incorporated herein by reference.

17. You hereby consent for Cognizant to collect, process the data submitted by you for background verification.

You will also be required to submit the following documents at the time of reporting/onboarding.

- Pan Card
- Letter of Authorization

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the Training program as mentioned above.

Signature:

Date:

True Copy Attested



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Poornam Info Vision Pvt.Ltd.
An ISO 9001:2008 & 27001:2013 Certified Company

P.B.No.5406
CSEZ P.O.
Cochin, India-682037
Ph: +91-4842427971, 2428918
www.poornam.com

PIV/HR/APP-L/JUL - 09

07th July 2022

Sourav K

27/2162

Kalliyadath House

Puthiyara P.O

Kozhikode

Kerala - 673004

9446337766

souravkalliyadath@gmail.com

Dear **Sourav** ,

Welcome to the Poornam family!

Poornam has been working on the cutting edge evolution of Internet Infrastructure Services. We have come a long way, evolving from providing services to customers with physical hardware to the latest cutting edge technologies of cloud based Internet services. All of this has been possible due to our highly talented team of co-workers taking on the challenges and their efforts.

We believe your joining will continue taking this mantle forward and are excited to offer you this opportunity.

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

Thanks & Regards

Noble Joshy

Member of Executive Group

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Poornam Info Vision Pvt.Ltd.
An ISO 9001:2008 & 27001:2013 Certified Company

P.B.No.5406
CSEZ P.O.
Cochin,India-682037
Ph: +91-4842427971,2428918
www.poornam.com

PERSONAL AND CONFIDENTIAL

PIV/HR/APP-L/JUL - 09

07th July 2022

Sourav K

27/2162

Kalliyadath House

Puthiyara P.O

Kozhikode

Kerala – 673004

9446337766

souravkalliyadath@gmail.com

Dear Sourav ,

Congratulations!

We have the pleasure in appointing you in our Company as Junior Software Engineer - Trainee. Your role will be that of a Junior Software Engineer. On completion of One year, you will be promoted to Software Engineer.

Here are the terms and conditions of our offer:

1. JOINING

Your date of appointment is effective from the date of joining, inclusive of the training period, commencing from 20th July , 2022.

2. LOCATION

Your place of Joining is our office in Kochi, Kerala. You may also join virtually, through our Virtual Private Network, if your supervisor has granted you permission to work from home.

ANNEXURE I – Salary for 1st Year

Name: Sourav K

Jr. Software Engineer – Trainee

Your compensation has been fixed as follows:

I. Fixed Compensation	Per Month (INR)	Annual (INR)
Basic salary + Dearness Allowance	₹8,351.00	₹1,00,212
House Rent Allowance #	₹2,505.00	₹30,060.00
Conveyance Allowance	₹668.00	₹8,016.00
Special Compensatory Allowance	₹3,925.00	₹47,100.00
II. Variable compensation		
Performance linked incentives	₹10,000.00	No. of months (where goals were met) x ₹10,000
III. Annual components / Retirals		
Employer's Provident Fund contribution*	₹1,002.00	₹12,024.00
Employer's ESI contribution **	₹734.00	₹8,808.00
Employer's EDLI contribution	₹68.00	₹816.00
Gratuity	₹375.00	₹4,500.00
Health Insurance ##	₹131.92	₹1,583.00
Gross Salary	₹17,759.92	₹213,119.00
IV Estimated Working Meal Allowance	₹5,000.00	₹60,000.00
Cost to the company (CTC) (I+III+IV)	₹22,759.92	₹273,119.00
Scenario with Performance Linked Incentive (PLI) (I+II+III+IV)		
Monthly CTC with PLI	₹32,759.92	
Annual CTC with 3 months PLI		₹303,119.00
Annual CTC with 6 months PLI		₹333,119.00
Annual CTC with 10 months PL		₹373,119.00

Performance Linked Incentive (PLI) : Monthly amount is the compensation in the particular month where an employee receives a performance incentive as per terms and conditions of the company. Annual amount is the total compensation for the year.

Net take home salary : Fixed compensation + Variable compensation – (Employee PF contribution* + Employee ESI contribution**)

* Rs. 1002 will be deducted towards employee's PF contribution

** Rs. 270 will be deducted towards employee's ESI contribution

*** Statutory dues such as TDS, Professional Tax etc shall also be deducted as per rules.

***All figures can vary as per company's terms and conditions.

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JOSE P THERATTIL
 Principal
 Jyothi Engineering College
 -679531

ANNEXURE II - One Year Salary

Name: Sourav K

Software Engineer. Employee successfully completes one year.

After completion of 12 months in the company, your compensation will be as follows:

I. Fixed Compensation	Per Month (INR)	Annual (INR)
Basic salary + Dearness Allowance	₹11,353.00	₹136,236.00
House Rent Allowance #	₹3,406.00	₹40,872.00
Conveyance Allowance	₹908.00	₹10,896.00
Special Compensatory Allowance	₹5,334.00	₹64,008.00
II. Variable compensation		No. of months (where goals were met) x 10,000
Performance linked incentives	₹10,000.00	
Night shift Allowance (Approx 80 days annually)	No of night shifts x Rs.250	No. of night shifts x Rs.250
III. Annual components / Retirals		
Employer's Provident Fund contribution*	₹1,362.00	₹16,344.00
Employer's EDLI contribution	₹68.00	₹816.00
Gratuity	₹375.00	₹4,500.00
Health Insurance ##	₹132	₹1,583.00
Gross Salary	₹22,937.92	₹275,255.00
Working Meal Allowance	₹5,000.00	₹60,000.00
Cost to the company (CTC)	₹27,937.92	₹335,255.00
Scenarios with Performance Linked Incentive (PLI)		
Monthly CTC with PLI	₹37,937.92	
Annual with 3 months PLI		₹365,255.00
Annual with 6 months PLI		₹395,255.00
Annual with 12 months PLI		₹455,255.00
Sample scenarios with Night shifts and PLI		
Monthly CTC with 7 night shifts and PLI	₹39,687.92	
Annual with 7 night shifts/mo and 3 months PLI		₹386,255.00
Annual with 7 night shifts/mo and 6 months PLI		₹416,255.00
Annual with 7 night shifts/mo and 12 months PLI		₹476,255.00


Performance Linked Incentive (PLI) : Monthly amount is the compensation in the particular month where an employee receives a performance incentive as per terms and conditions of the company. Annual amount is the total compensation for the year.

Net take home salary : Fixed compensation + Variable compensation - (Employee PF contribution* + Employee ESI contribution**)

* Rs. 1002 will be deducted towards employee's PF contribution

Noble Joshy
 Member of Executive Group

Poornam Info Vision Pvt. Ltd


 Dr. JOSE P THERATTIL



29-Jan-2022

Dear Sreehari LNU,
B.Tech, Computer Science
Jyothi Engineering College, Thrissur

Candidate ID – 19939974

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

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

Please note:

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

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

Investment in skill and capability development of our campus selects even before they join us.

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Jyothi

Jyothi Engineering College
Thrissur
686011
0479531

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

- a) You could be onboarded directly to business without any additional training.
- b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
- c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

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.



Maya Sreekumar
Vice President – Human Resources

True Copy Attested



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

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

Signature:

Date:

Compensation and Benefits

Name: Sreehari LNU

Designation: Programmer Analyst
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
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*	7349	88,188
Annual Gross Compensation			359,988
Incentive Indication (per annum)**			22,500
Annual Total Compensation			382,488
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			401,988

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
- 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

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

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Dr. JOSE V. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College
Date: 10 February, 2022

Dear SREEKANTH P (CSE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Cochin, Kakkanad facility(Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photographs.
- 10th,12th and UG/PG education certificates – (whichever completed).
- E-Aadhar card- Mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Kakkanad - 679531



Sreeelakshmi H Kumar

BIBIN JOY
PLACEMENT & TRAINING OFFICER
Jyothi Engineering College
Cheruthuruthy, Thrissur - 679531

UST Campus Update::Congratulation!!! You have been Selected @UST

1 message

Fri, 10 Jun 2022 at 9:57 am

Campus Relations <Campus.Relations@ust.com>

Cc: Timi Abraham(UST,IN) <Timi.Abraham@ust.com>, Sudarshini Puttappa(UST,IN) <Sudarshini.Puttappa@ust.com>, Jyoti Dash(UST,IN) <Jyoti.Dash1@ust.com>, Geethu Ramesh(UST,IN) <Geethu.Ramesh@ust.com>

Dear Candidate

Greetings from UST!

Thank you for applying with UST. We are happy to inform you that you have cleared all the rounds in the selection process.

Congratulations and we look forward to seeing you in the UST family!

Further details to follow shortly!

Regards,

Campus Hiring Team

True Copy Attested

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Sufail Badusha T

EMP ID : 51332

Blood Group : AB+

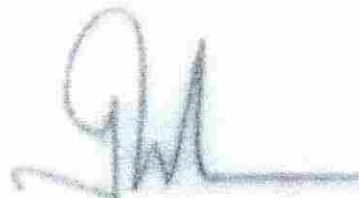


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DIGITAL

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

Authorised Signatory



www.nestdigital.com

Date: 27/06/2022

Ref: IBS/OFF/2061034/2022

D/O Thomas M C,
Manjaly (H)
Thrissur
Kerala
680611
INDIA

Offer of Employment: Executive - Engineer L1

Dear Tiya Thomas,

Following your interview with IBS Software Private Limited (the "Company"), the Company is pleased to appoint you as Engineer L1 - E1 in the Company, subject to your acceptance of the terms and conditions contained herein. You are requested to read the terms, understand your rights and duties mentioned in this agreement that will become applicable from date of joining, request for clarification wherever required and accept this offer of employment only if you undertake to comply with terms of the employment

Terms and conditions of the Offer

1. Pre-requisites

- a) This appointment and your employment will be subject to you submitting the documents and certificates specified in Annexure 1, prior to or on the joining date or such other additional period granted by the Company at its discretion. Your appointment will be subject to verification of your certificates against the information provided by you in your resume and during the interview.
- b) 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 undertaken by the Company. In this regard, you will be receiving a consent form from IBS designated service provider requesting you to provide approval for conducting verification of documents and records submitted by you. You are required to return a signed consent form in accordance with the instructions provided therein. This is for initiating your background verification.

2. Posting

Your initial posting would be at the Company office situated at Smart City 4th Floor- Kochi. However

ibsoftware

IBS Software Private Limited
Regd. Office: 521 - 524, Hila, Technopark Campus,
Trivandrum 695581, Kerala, India.
CIN: U72200KL2614FPC036668


JOSE P THERATTIL

Phone: +91 471 6614260, Fax: +91 471 2700078
corporateaffairs@ibspk.com | www.ibspk.com

TOMSUN PAVOO P
Trivandrum

Sub: Letter of Offer

Dear TOMSUN,

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 "Developer I - Software Engineering", 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 12/08/2022. 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

True Copy Attested

[Signature]
S. JONATHAN
HUMAN RESOURCES

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before 12/08/2022. 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.

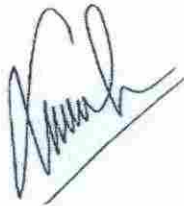
If you accept this offer of employment, you are required to join your employment on or before 12/08/2022. If you are unable to report on the above date you are required to inform us in writing.

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

TOMSUN, PAVOO P

Execution by the Employee:

I, TOMSUN PAVOO P, 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


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

True Copy Attached

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Annexure 1 (A)

Name: TOMSUN PAVOO P,
Designated as: "Developer I - Software Engineering"

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.

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College
Date: 10 February, 2022

Dear Ullas S (CSE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photographs.
- 10th, 12th and UG/PG education certificates – (whichever completed).
- E-Aadhar card- Mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc-A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Letter of Intent (LOI)

Superset ID: 2215624

January 07, 2022

Dear Vani Prakashan Choyyan,

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

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. You are also eligible for an One-time Skill Bonus* of **INR 25,000/-**. The detailed information on compensation and benefits will be provided in your Offer Letter.

***One-time Skill Bonus** will be based on the technical competency demonstrated thru skill based assessment, Interview and GenC Training post joining/Internship.

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

This LOI from Cognizant is valid for 2 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 2 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

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

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

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

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

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar

Vice President - Human Resources

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



TATA CONSULTANCY SERVICES



**AJITH
SANKAR O**

Card No 219774
Associate No 1950960

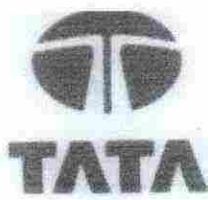
Attested

Tata Consultancy Services Ltd

TCS House, Raveline Street, Fort
Mumbai 400001, India

Jose
Dr. JOSE P THEATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531





Ref: TCSL/DT20207048852/1442866/Trivandrum

Date: 15 July 2021

MR. AJITH SANKAR O
232 A Oduvangattil (Ho),
Cherpulasseery, Palakkad,
Kerala-679514.
Tel# 918129137064

Sub: Joining Letter

Dear Mr. Ajith Sankar O,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **05th August 2021**, your joining location is **Bangalore**, work location is **Bangalore** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Copy Attested



Private and Confidential

TATA CONSULTANCY SERVICES
Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021
Corporate Identification Number (CIN): L22210MH1995PLCO84781



TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

Based on your performance and number of attempts to clear the TCS Xplore Program, you are eligible for both Readiness Incentive of **INR20000** and Competency Incentive of **INR20000**. Your incentive will be given along with your salary.

Note :

- If you do not join the organization on the specified date, you will be eligible only for Competency incentive and not for the Readiness incentive.
- Readiness incentive will not be given if a request for re-joining is initiated by you. :
- You need to serve minimum tenure (12 months from the date of joining) with the organization. If you do not serve the minimum tenure mentioned above, the incentives provided will be recovered.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com
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Corporate Identification Number (CIN): L22210MH1995PLCO84781



Dr. JOSE P. THIRATTIL
Principal Engineering Officer
Cheruthuruthy - 679531



We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development



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

THE Copy Attested



Jose P
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cherathuruthy - 679531

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Page | 3

TATA CONSULTANCY SERVICES

Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India

Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com

Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021

Corporate Identification Number (CIN): L22210MH1995PLCO84781



OFFER OF EMPLOYMENT

November 15, 2021

QI-HR740864/2020
Ms. Agna EA,
Eluvathingal (H)
P.O Kandassankadav,
Kramuck, 68061

Dear Agna

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.

True Copy Attested

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- 689581

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



ERATTIL
hege

W: Offer of Employment

Anand Murali <anandmurali22@yahoo.com>
Reply-To: Anand Murali <anandmurali22@yahoo.com>
From: "blesmirosejoseph@gmail.com" <blesmirosejoseph@gmail.com>

Wed, Feb 9, 2022 at 8:37 PM

Sent from Yahoo Mail on Android

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

From: "Anand Murali" <anandmurali22@yahoo.com>
To: "blesmirosejoseph@gmail.com" <blesmirosejoseph@gmail.com>
Cc:
Sent: Wed, 9 Feb 2022 at 8:36 pm
Subject: Fw: Offer of Employment

Sent from Yahoo Mail on Android

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

From: "Hena Nair" <hena@triaxia.in>
To: "Anand Murali" <anandmurali22@yahoo.com>
Cc:
Sent: Wed, 9 Feb 2022 at 3:56 pm
Subject: Offer of Employment
Dear Mr. Anand,

We are pleased to offer you the full-time **Junior Software Developer** at **Triaxia Infotech Pvt Ltd** with a start date of July 6th, 2021. It is our opinion that your abilities will be the perfect fit for our company.

Congratulations!

Please take the time to review our offer. It includes important details about our offering.

To ensure success as a Software Developer, you should have a good understanding of basic programming languages, the ability to learn new technology quickly, and the ability to work in a team environment. Ultimately, a top-class Software Developer provides valuable support to the design team while continually improving their coding and design skills.

Working hours

- This is a full-time position requiring approximately **45 hours per week**. Your regular weekly schedule will be from **Monday to Friday**.
- Expected hours of work are from **9:30 AM to 6:30 PM**.

Compensation and Salary

- The starting annual salary for this position is Rs. 1,44,000/- to be paid on a monthly basis by direct deposit starting from August 5th, 2021.
- The salary revisions will be carried out annually on the basis of your performance, code of conduct, and appraisal interview.

No Copy Attested



Jose P
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

enefits

As an employee of Triaxia Infotech Pvt Ltd, you will be eligible for the benefits the company offers, such as medical insurance, casual, paid, and medical leaves, and other benefits.

Location

You will be based at our Company's Kochi office located at **Triaxia Infotech Pvt Ltd, 1st Floor, Nippon Kerala Center, Kinfra Hi-Tech Park, HMT Colony P.O, Kalamassery, Kerala, India 683 503.**

Other details and benefits will be shared with you at the time of joining.

Please indicate your agreement with these terms and accept this offer by responding to the mail before 30th June 2021, Friday.

We look forward to welcoming you to our team.

If you have any queries or need further clarification, please don't hesitate to contact me by mail or phone.

Thanks & Regards**Hena Nair K P**

HR Manager

Triaxia Infotech Pvt. Ltd.

+91-9745848900 | hena@triaxia.in

www.triaxia.in | LinkedIn

1st Floor Nippon Kerala Center, Kalamassery, Kochi, 683503

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Jose P Therattil
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



TRIASSIC
SOLUTIONS PVT LTD



True Copy Attested

AYISHA ABDUL RAVOOOF

EMP ID: T0603



Dr. JOSE P THERAATIL
Principal
Jyothi Engineering College
Cheruthuruthy - 676531

TSPL/EMPL/342/2021-22

07th June 2021

Ayisha Abdul Ravoof
Kaladiyil House
Krishnapuram
Kalathodu, Ollukkara PO, Thrissur

Dear Mr. Ayisha,

Sub: Appointment as Engineer - Trainee

1. We are pleased to offer you an appointment in our organization as **Engineer - Trainee** on probation.
2. Your proposed salary is referred in Annexure-A.
3. Your employment with us will be governed by terms and conditions referred in Annexure-B.
4. Please note that if your response to this offer is not communicated within the aforementioned date, the offer stands automatically withdrawn thereafter, unless and until the date is extended by us and communicated to you in writing.
5. At the time of joining, you are requested to submit **self-attested copies** of the following:
 - (a) Certificates supporting your educational qualification from 10th onwards along with mark sheet*
 - (b) 6 colour passport size photographs
 - (c) Valid Passport, PAN Card, Voter's ID Card, Aadhar Card
 - (d) Experience certificate, Relieving letter and latest payslip from last employer (in original)
 - (e) Medical fitness Certificate **

* Our offer to you has been made based on information furnished by you at the time of interview. However if there is a discrepancy in the copies of the documents / certificates given by you as a proof in support of above or if any contradiction with regard to information already furnished to us comes to our notice, the Company reserves the right to cancel the Offer of appointment without showing reasons therefore.

** Employment as per this offer is subject to your being found medically fit. Please produce medical fitness certificate from a registered Senior Medical Practitioner.
6. You will be on 6 months' probation period from the date of joining, on completion of which, you will be confirmed, based on a performance review.

True Copy Attested



Jose P Therattil
Dr. JOSE P THERATTIL
Principal
Sri Engineering College
Muthuruthy - 679531



Get IT right

Plot2, 1G, Leela Infopark, Technopark, Trivandrum, Kerala -695581

7. As a new member of TRIASSIC SOLUTIONS PRIVATE LIMITED, we welcome you aboard and look forward to a long and mutually fruitful association.

Yours Sincerely,

For TRIASSIC SOLUTIONS PRIVATE LIMITED

Sabeeda Shaji
HR Manager

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Intended Offer Letter ::

Ayisha Abdul Ravoof :: Triassic
Solutions Pvt Ltd Inbox ☆



Sabeeda Shaji 03/06/2021
to me, Syed, Vivek ✓



Dear Ayisha Abdul Ravoof,

Welcome to the Triassic Family!

Congratulations! It's our pleasure to offer you the position of **Trainee Engineer** at Triassic Solutions Pvt Ltd.

Further to discussion, you will be offered an Annual **CTC of INR 3,20,000/-**. Please indicate your acceptance of our offer on or before **04th June 2021**. Please feel free to get in touch with me for any clarification.

We look forward to your acceptance and on the date of joining, a detailed appointment letter shall be released.

Copy Attested



Work Location

Work From Home

Date of Joining

June 07, 2021

Jose P Therattil
Dr. JOSE P THERATTIL
Principal
Engineering College
Chittoor - 675531

ClaySys Technologies Pvt Ltd (ClaySys/Company) - Employment Offer and Agreement

Date: 14th July, 2021.

27

Divya Shibu P
Parakkal House,
Udhaya Nagar,
Anakkallu, Avinissery PO,
Thrissur. Pin - 680306

Dear Divya,

We are pleased to offer you the position of 'Software Engineer (L1)'. Attached are the specific terms and conditions of our offer – please read these important details carefully, including your compensation detailed on page 5.

Acceptance and Commencement

Your appointment will be effective on your joining date on **2nd August, 2021**. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to:

- Respond via email to hr@claysys.com or present an Acceptance letter at the ClaySys office, to communicate acceptance of the offer and to confirm your joining date. Please note that if you do not respond with your acceptance, you will not be allowed to join on the joining date specified above.
- Any change of joining date must be sent to hr@claysys.com at least 5 days prior to your original joining date. The new joining date must be a weekday (except Saturday & Sunday) and should be no later than 5 days from the joining date specified above. On the joining date at 10:00 a.m., please note that it is important to be on time to complete the joining formalities. If you arrive late, you will not be allowed to join and must reschedule your joining date. On your joining date, please bring (i) the original and 1 photocopy of this letter duly signed and dated by you; (ii) 3 self photographs (passport sized, color photos with a white background), (iii) the originals and 2 sets of photocopies of the following documents:
 - Education degree certificate. Photocopies should include both front and back sides of certificate.
 - Relieving letter or resignation acceptance letter from your most recent employer.
 - Proof of identity. Bring 2 sets of photocopies of the following documents: passport, driving license, aadhar card, voter's identification card and PAN card.
 - If you have stated in your application to ClaySys that you are differently abled, please bring the disability certificate as per the prescribed format, duly filed & signed.

* Please note that all of the above documents are mandatory and you will not be allowed to join without them.

Employee Name: **Divya Shibu P** Signature:

Page 1

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Dr. JOSE V. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthi - 679631

JOYOTHI ENGINEERING COLLEGE
CHERUTHURUTHI - 679631

10:36

LTE 87%

Confirmation Letter Inbox

Anoop M C 8/7/2021

to me, SUNILKUMAR, HANISH, NEENA, SUDHA, Ni...



Dear Ano Joseph,

We are happy to inform you that your employment is confirmed in our organization with the below details.

Position: IT Coordinator**Grade:** Assistant Manager**Department:** MD & CEO's Office**CTC(Per Month):** Rs 22,367/-**Documents Required:**

- 1) MAFIL Personal Data Form.
 - 2) Attested Certificates (10th, +2, Graduation).
 - 3) Aadhar Card
 - 4) Pan Card
 - 5) Bank Passbook Copy
 - 6) Guarantor ID Proof
 - 7) Fitness Certificate.
 - 8) Passport size photo (4 numbers)
 - 9) Stamp paper(200 RS)
 - 10) Police verification certificate
 - 11) Recently remitted Tax receipt (Land) in the name of Guarantor.
- If guarantor is a government servant, can submit last month salary slip instead of tax receipt.

We shall send you the offer letter at the first day of joining and expected to join by 12 July 2021.

Note: Please Contact Ms. Sudha (HR - Coordinator) for any clarification required in the documents to be submitted on the day of joining.

Ph: 8606509143

Thanks & Regards,

Anoop M. C.

Technology Analyst (IT) | MD & CEO Office

Mail ID : techanalyst08@manappuram.com | Mobile No :9400325365

This e-mail and any attachments thereto may contain confidential information and/or information protected by Intellectual property rights for the exclusive attention of the intended addressees named above. If you have received this transmission in error, please immediately notify the sender by return e-mail and delete this message and its attachments. Unauthorized use, copying or

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Dr. J. J. S. S. S.
Principal
Jyothi Engineering College
Cheruthuruthy - 679531





ADVENSER

PARTNERS IN ENGINEERING EXCELLENCE



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Yedumohan P. M.

EMP CODE : YPM549

[Signature]
Dr. JOSE P. THEKATIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531





ADVENSER
PARTNERS IN ENGINEERING EXCELLENCE

LETTER OF OFFER

08 June 2021

To,
Mr. Yedumohan P M
Paruthikattil House,
Karumathra P.O
Thrissur, Kerala – 680589

Dear Yedumohan,

Further to the interview and the discussions we had with you, we are pleased to offer you the post of **Digital Marketing Executive** in our organization.

You are entitled for a remuneration of **₹20,000/- (CTC)** per month (You will receive the salary in 02 portions i.e., 70% on 05th and remaining 30% on 20th of every month). You will be in a performance review/ probation for a period for three (03) months. Any changes in your salary or designation are subject to your performance and will be in effect after the annual revision. Also please note after your probation period you will be enrolled for the Employee Provident Fund Scheme and a deduction of ₹3,600/- will be made from your salary.

You are requested to assume duties on, **14 June, 2021** failing which, this offer would automatically stand withdrawn.

You are required to submit the following documents at the time of your joining duties with the firm.

- 1) Three (03) Passport size photograph not more than 6 months old (white background).
- 2) Self Attested Copy and Originals of I D proof (Aadhar Card & PAN Card).
- 3) Self Attested Copies and Originals of SSC, HSC, Graduation certificates.
- 4) Relieving/ Experience letter from the previous employer, if any.

You shall enter into a Service Agreement, Non-Disclosure Agreement and Confidentiality Agreement. The terms of employment incorporated in the appointment letter will be issued to you as and when you report for joining. The above-mentioned agreements, along with the terms of employment as set forth in the appointment letter shall govern the employment offered to you.

We welcome you and are delighted that you have chosen to be part of our team. We hope your association with us will be mutually beneficial, pleasant and fulfilling.

Yours faithfully,
For Advenser Engineering Services Pvt Ltd


Harikrishnan K
Director




Dr. JOSE P. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



APPOINTMENT LETTER

AES/HRD/092

14/06/2021

To,

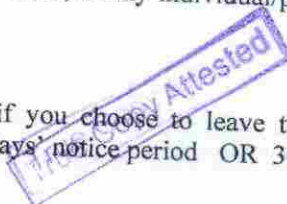
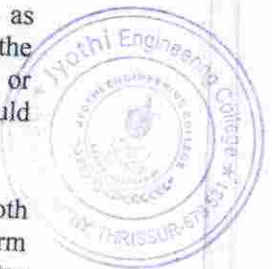
Mr. Yedumohan P M
Paruthikattil House,
Karumathra P.O
Thrissur, Kerala – 680589

Dear Yedumohan,

We are pleased to inform you that you have been appointed as **Digital Marketing Executive** from **14/06/2021** and you will be reporting to the Digital Marketing Manager.

You are entitled for a remuneration of **₹20,000/- (CTC)** per month (You will receive the salary in 02 portions i.e. 70% of salary on 5th and remaining 30% on 20th of every month). You will be in a performance review/probation for a period for three (03) months. **Any changes in your salary or Designation is subject to your performance and will be in effect at the time of annual revision done by management.**

- Your terms of employment and salary details are strictly private and confidential and details in this letter or any other service related documents must not be disclosed and discussed to others, and any non-compliance thereof will be viewed and considered strictly.
- You are required to submit the following documents.
 - 1) 2 Passport size photographs not more than 6 months old (white background)
 - 2) Copy of ID proof.
 - 2) Last Salary Slip, Salary Certificate, Last Company's Appointment Letter.
 - 3) Relieving letter from last employer.
 - 4) SSC, HSC, Graduation, PG, Diploma certificates/degree.
- You shall conduct yourself with discipline and professional ethics within the company as well as outside and shall make your best efforts to protect and further interest of the company to the maximum extent possible. You should not make use of the company, its clients', customers' or associates' data, facilities, equipment or any office property for private work. Personal work should not be conducted during or after office hours.
- You are required to sign a Service Agreement, a Non-Disclosure and non-compete Agreement, both of which will be effective and valid from the date of joining the Organization. The above shall form essential part of your service conditions. You are required to abide by the terms set forth in this letter as well as in the agreements mentioned *supra*, thereby ensuring complete secrecy on your part to the affairs of the business of the company as well as nondisclosure of the information/ data of the client partly or wholly at any time now or in future, to any individual/party whether internal or external by any means.
- As stated in the Service Agreement, if you choose to leave the organisation during the service Agreement period, you should give 90 days' notice period OR 30 working days' notice along with 2 months' gross salary in lieu thereof.



Jose
Dr. JOSE THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679331



ADVENSER
PARTNERS IN ENGINEERING EXCELLENCE

- After the Service Agreement period, you can leave the organization by giving 30 working days' notice.
- At any time, if your services are found unsatisfactory, the company has the right to terminate your services after giving you one month's notice or 1 month's salary in lieu thereof.
- At any time during the currency of employment, if you are found guilty of misconduct, moral turpitude, an act of indiscipline, disobedience, insubordination, incivility, insobriety, dishonesty or corrupt practice or breach of any of the terms or conditions of this appointment, or the provisions of the service agreement, NDA or confidentiality agreement, or if you are found to be unfit or incompetent to discharge the duties attached to your office or entrusted to you, or if you are declared bankrupt or insolvent or if it is found at any time that the information/personal data given by you in application form is found to be false or incorrect or found to have been knowingly suppressed by you, your services, notwithstanding anything contained in any other clauses or agreements, shall be terminated forthwith without any notice/ notice pay.
- You will be requested to undergo medical tests and examinations from time to time as may be deemed necessary by the Company to ensure your physical fitness.
- The Company will expect you to discharge the responsibilities entrusted to you with the highest standards of initiative, efficiency and economy.
- You shall abide by all such regulations as promulgated by the Company from time to time, without any demur.

Thanking You

For Advenser Engineering Services Pvt. Ltd.


Harikrishnan K
Director



True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531





Ref No.: AT/22/052

Date: 21/07/2022

OFFER LETTER

Dear Ms. Vrinda Vinoj,

Congratulations! We welcome you to the **APPS TEAM** family.

We are pleased to confirm that you have been selected to work for M/s. Apps Team Technologies Private Limited. We are delighted to make you the following job offer.

1. JOB POSITION & WORK LOCATION

The position we are offering you is that of **Software Developer** and your primary work location shall be at Kochi. You shall be reporting to your **Reporting Manager** for matters connected to your employment. Your employment with us will be governed by terms and conditions specified in the Employment Contract executed with you.

2. SALARY & PERKS

Your Annual CTC including all benefits will be **Rs. 4,90,008/- (Rupees Four Lakh Ninety Thousand & Eight)**. A Detailed breakup of your salary is attached as Annexure A.

Your compensation is strictly confidential between you and organization and it should not be discussed with anyone nor divulged to anyone in any manner whatsoever. Disclosing this information would lead to violation of the confidentiality policy.

True Copy Attested

Dr. J. P. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



3. JOINING DETAILS

Your date of joining shall be on **25/10/2022** at Infopark Kochi Office. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you.

On the date of joining, you are requested to contact HR department by 11:00 AM IST for completing the joining formalities. Kindly bring original and hard copies of the documents listed below. Originals Certificates and documents shall be returned to you after the verification process.

Sl No.	Description
1	Offer Letter of Apps Team Technologies Pvt. Ltd. Signed by the employee.
2	Offer Letter or Revision Letter of Present Employer (If Any)
3	Offer Letter or Revision Letter of Previous Employer (If Any)
4	Experience & Relieving Letter of Present Employer (If Any)
5	Experience & Relieving Letter of Previous Employer (If Any)
6	Present employer's Pay slips (Latest 3 Months, if any)
7	Highest full-time Academic Certificate (Degree or Provisional)
8	Highest full-time Education Mark sheet
9	SSLC certificate
10	PAN Card (In case you have not yet applied for PAN card, Please apply and submit a copy of the PAN Card Application acknowledgment).
11	ID Proof (preferably Aadhaar & passport)- Self-Attested copy of Photo identity / Proof of residential address document
12	5 passport size photographs with white background
13	Signed NDA
14	IPR Undertaking (Annexure B)
15	Medical Declaration Form (Annexure C)



- I hereby acknowledges and agrees that breach of any of the terms stated in this undertaking may cause the Company irreparable damage and harm and therefore, without prejudice to any other rights or remedies that the Company may have, I agrees that the Company shall be entitled to seek extraordinary relief in court, including without limitation, specific performance, preliminary or permanent injunctions or other appropriate remedy without the necessity of posting a bond or other security. If any court of competent jurisdiction as stated in the Employment contract holds that the restrictions contained in this undertaking are unreasonable on any criteria, the said restrictions shall be deemed to be reduced to the extent necessary in the opinion of such Court to make them reasonable.

I solemnly swear to abide by the terms contained in this letter of undertaking.

Signature:

Date:

Name:

Address:

Witnesses:

a.

b.

True Copy Attested


Dr. JOSE P. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531





ANNEXURE- C

Medical Declaration Form

Applicant ID

Associate ID

First Name: Last Name:

Gender: Male/Female

Date of birth (DD/MM/YYYY)

Blood Group

Candidate's Medical History:

Candidate's Medical Details	Yes/No	Please provide the details
Do you have any defect or problem of vision?		
Have you ever been diagnosed to have any Psychiatric ailment including Depression, Anxiety Neurosis, Phobic Disorders, Schizophrenia, Manic Depressive Psychosis or any other Psychiatric illness?		
Have you ever been diagnosed with an alcohol or drug abuse problem? If yes, are you on treatment for the same?		
Have you ever been disqualified on medical grounds from any previous employment opportunity?		
Have you ever been suffering from any Medical condition that may require you to take Medical Leave over the next 12 months?		

Candidate's Declaration:

I declare that, to the best of my knowledge, the answers to the questions in this form are correct and that I am not suffering from any disease/illness that I have not revealed.

Signature:

Name:

Date:

Copy Attested

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



wd: grade card

message

varun vincent alapatt <varunalapatt123@gmail.com>
x: thekkekaraassociates@gmail.com

Fri, Aug 12, 2022 at 6:16 PM

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

From: **Varun vincent alapatt** <varunalapatt123@gmail.com>
Date: Fri, Aug 12, 2022, 8:23 AM
Subject: grade card
To: Varun vincent alapatt <varunalapatt123@gmail.com>

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

From: <HumanResources-In@cognizant.com>
To: <varunalapatt123@gmail.com>
Cc:
Bcc:
Date: Fri, 19 Nov 2021 11:35:43 +0530
Subject: Cognizant Offer Letter

Dear Varun Vincent Alappat,

Warm greetings from Cognizant!

Congratulations and welcome to the Cognizant family. We are delighted to offer you a role with Cognizant (details in the attached offer letter) and the offered role is the foundation for a rewarding career with Cognizant. Our holistic Learning and Development programs will groom you further for an enriching and exciting career with us.

Attached offer letter includes important details about your compensation, benefits, and terms and conditions of your employment. While you read through the offer, we would like you to make a note of the following:

- This offer is based on internal parity and the overall structure in Cognizant.
- Cognizant incentive schemes are the best in the industry.
- One of our major USPs is the annual bonus that rewards outstanding performers.

You will receive a mail from CognizantHR@cognizant.com to help you with the pre-joining formalities. In case of additional queries or concerns, you can raise query at <https://campus2cognizant.cognizant.com/Pages/PreLogin>

We are looking forward to having you on-board, and we believe that you will make a successful career for yourself at Cognizant.

We wish you all the best for your future endeavors.

True Copy Attested



Jyothi
Principal
Jyothi Engineering College
Thrissur
679531

Best Regards
Cognizant HR India

This e-mail and any files transmitted with it are for the sole use of the intended recipient(s) and may contain confidential and privileged information. If you are not the intended recipient(s), please reply to the sender and destroy all copies of the original message. Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email, and/or any action taken in reliance on the contents of this e-mail is strictly prohibited and may be unlawful. Where permitted by applicable law, this e-mail and other e-mail communications sent to and from Cognizant e-mail addresses may be monitored. This e-mail and any files transmitted with it are for the sole use of the intended recipient(s) and may contain confidential and privileged information. If you are not the intended recipient(s), please reply to the sender and destroy all copies of the original message. Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email, and/or any action taken in reliance on the contents of this e-mail is strictly prohibited and may be unlawful. Where permitted by applicable law, this e-mail and other e-mail communications sent to and from Cognizant e-mail addresses may be monitored.

----- Forwarded message -----
From: <HumanResources-In@cognizant.com>
To: <varunalapatt123@gmail.com>
Cc:
Date: Fri, 19 Nov 2021 11:35:43 +0530
Subject: Cognizant Offer Letter

Dear Varun Vincent Alappat,

Warm greetings from Cognizant!

Congratulations and welcome to the Cognizant family. We are delighted to offer you a role with Cognizant (details in the attached offer letter) and the offered role is the foundation for a rewarding career with Cognizant. Our holistic Learning and Development programs will groom you further for an enriching and exciting career with us.

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We are looking forward to having you on-board, and we believe that you will make a successful career for yourself at Cognizant.

We wish you all the best for your future endeavors.

Best Regards
Cognizant HR India

Copy Attested

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531




This e-mail and any files transmitted with it are for the sole use of the intended recipient(s) and may contain confidential and

For any action taken in reliance on the contents of this e-mail is strictly prohibited and may be unlawful. Where permitted by applicable law, this e-mail and other e-mail communications sent to and from Cognizant e-mail addresses may be monitored. This e-mail and any files transmitted with it are for the sole use of the intended recipient(s) and may contain confidential and privileged information. If you are not the intended recipient(s), please reply to the sender and destroy all copies of the original message. Any unauthorized review, use, disclosure, dissemination, forwarding, printing or copying of this email, and/or any action taken in reliance on the contents of this e-mail is strictly prohibited and may be unlawful. Where permitted by applicable law, this e-mail and other e-mail communications sent to and from Cognizant e-mail addresses may be monitored.


8 attachments


 **JEC16CS120_MonJun20_Consolidated Grade Card_225074.pdf**
661K

 **Varun Vincent Alappat.pdf**
963K


 **Cognizant India Employee IP Agreement.PDF**
327K

 **FAQ.PDF**
464K

 **Flexible Benefit Plan.PDF**
524K

 **India Employment Agreement.PDF**
614K

 **Instruction Document.PDF**
522K

 **Cognizant Offer Letter.eml**
4690K

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Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531





APPOINTMENT LETTER

September 10, 2021

Dear CHARLES 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.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:



- #### 4. Responsibilities:

- 5. Conflict of Interest:**

- ## 6. Confidentiality:

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1. Medical Assistance Program (MAS)**: This is a medical scheme covering you, your spouse and your children to the extent of Rs. 5,00,000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI)**. This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.

2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.

If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific predefined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

1. Your Life and Accident Cover :

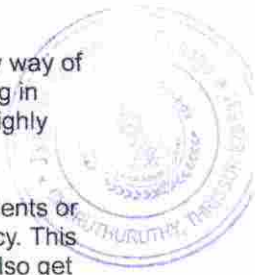
a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance, Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per

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Signature of the Principal
Principal
Principal College
my - 679531

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tens by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to c towards building your retirement corpus and leverage the compounding interest earned by the corpus year o You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

☒ Accept☐ Decline☒ **Signature** CHARLES JOSHY 10/9/2021 7:22 PM

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

Registered Office:

Wipro Limited

Doddakannelli

Sarjapur Road

Bengaluru 560 035

India

T : +91 (80) 2844 0011

F : +91 (80) 2844 0054

E : info@wipro.com

W : wipro.com

C : L32102KA1945PLC020800

20994006

True Copy Attested



Joshi
Dr. J. C. Joshi
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Udeshi, Prajakta [C] 2/8/2021

to me ▾



58
⋮

Hi Senna Mariya Pius,

Congratulations!

Thank you for taking time for discussions with us. Further to your interviews, we are excited to extend an offer for the role of a **Digital Associate**, for a contractual role of 11 months, at **Amazon Development Center India**, Chennai. Details of the offer break-up is mentioned in the attached document.

Components	Amazon Offer (INR)
Base Salary	248,100

Total compensation (Annual): INR 248,100

The proposed date of joining is **6th September 2021**. *We look forward to receive your 'acceptance' on this offer as well as on the date of joining. (Date of Joining is subjected to background check clearance).*

PS : I will initiate the background check for your candidature. You will be receiving the Formal Contract Copy post document submission for verification. Quick action on the same would be highly appreciated

Team Amazon looks forward to welcome you!

Please respond by tomorrow 10:00 AM and feel free to reach out to me for any clarifications.

Regards,

Prajakta Udeshi



December 2, 2021

HRD/3T/1002358924/21-22

Mr. Roopak Joseph
Muthumala (House), Kamballur Po, Kamballur
Kasaragod District
Kasaragod-670511
India

Ph: +91-7025871538

Dear Roopak,

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: 2021.12.02 20:27:38 IST
Reason: Digitally Signed
Location: Bangalore

True Copy Attested

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



JOSE P. THEERATTIL
Principal
Jyothi Engineering College
Cheruvu - 679531

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

Certification signature by Richard Lobo
<richard_lobo@infosys.com> Validity Unknown
Digitally signed by Richard Lobo
Date: 2021.12.02 20:27:38 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



Dr. Jyoti Theravatil
Principal
Jyothi Engineering College
Thiruvurthy - 679531



Letter of Intent

Doc Ref. No.: QO20220020

Date of Issue: 6th January 22

Dear Lillit Francis,

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
- **One-time Retention Bonus:** INR 25000 (On completion of one year from the date of joining)
- **Location:** Any of the QuEST Global offices (as per business requirement)
- **Working Hours:** As per Location Norms
- **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 successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

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 Engineering Services Private Limited

True Copy Attested

Neha Das

Neha Das
Deputy Manager - University Relations

Candidate Signature: _____

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: Embassy Tech Village, Building 7B, Primrose, Outer ring Road, Devarabeas anahalli, Varthur Hobli, Bangalore East Taluk, Bangalore - 560103

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

www.quest-global.com



Dr. JOSE P. THEERATTIL
Principal
Mother Engineering College
Thiruvananthapuram - 679531



OFFER OF EMPLOYMENT

October 26, 2021

QI-HR727865/2020
Mr. Jasir P B,
32/301, Jalakam,
Puthupalli Street, Nurani Post,
Palakkad-678004

Dear Jasir

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

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5. Medical Benefits

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

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



Study with us

Your offer

7 July 2021

Dear Sreejith

We are delighted to have made you an offer, to study at the University of Hertfordshire. Our offer is subject to the terms set out below and the other documents sent with this offer.

Your details

Full name Sreejith Parambil Mohan

University ID number 20062699

Your course

The details of the course on which we are offering you a place are set out below; please check them carefully and let us know immediately if you believe there is anything wrong. You can do this by replying to our email quoting the University ID number (20062699).

Course title MSc (SW) Cyber Security
with Sandwich Placement

Course code CMCSM

Point of entry Year 1

Mode of study Full time

Place of study UH Hatfield Campus

Start date September 2021

We will advise you of your precise start date nearer the time

Length of course

2 Years

True Copy Attested

Jose P
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Your offer

our offer is **conditional**.

Conditions

his offer is academically unconditional

his offer is made subject to the above conditions, which you will need to meet before you can be accepted onto the course.

English language requirement

your offer has an English language condition included, this is expressed as an IELTS requirement. If you do not have the required IELTS for entry, our Pre-sessional courses can help you to achieve this level.

Whilst we will accept tests of English other than IELTS, providing they are at the correct level for entry, if you are intending to undertake an IELTS we would recommend that you undertake one of the new UKVI Secure English Language Test (SELT) Academic IELTS or Trinity College Tests of English (UK only) – in light of recent changes made by the Home Office to English language provision.

Should you not meet the English language requirements for the course and need to undertake a pre-sessional English course we will be unable to accept any other English test providers as evidence of your English language ability for entry to the pre-sessional course.

Please visit the Home Office website for details of approved test centres where you may undertake one of the new style SELT IELTS.

Visa

You will have to obtain a visa to study in the UK before you can take up your place. For further information, please visit our website.

Before you can apply for a visa, we have to issue you with a Certificate of Acceptance for Studies (CAS). We can only do so if you meet certain criteria, which are set out in our **Codes of Practice** document, included with this offer, relating to our sponsorship of International students. Please read the **Codes of Practice** carefully as it will apply to you if you accept this offer. Please note in particular that we reserve the right, in certain circumstances, not to issue a CAS or to withdraw a CAS even after you have accepted this offer. If we do not issue a CAS, you will not be able to obtain a visa, and you will not be able to take up your place at the University.

By requesting a CAS, you are confirming that you are fully aware of your responsibility to abide by the conditions of your Tier 4 visa, should a CAS be issued to you. This includes not exceeding working hour restrictions as stated on your visa/BRP, registering with the police (if applicable) and also your obligation to leave the UK when your visa expires. Further details about your responsibilities as a Tier 4 student are available on the UKCISA website.

True Copy Attested

Dr. JOSE P. THEERATTIL
Principal
Jyoti Engineering College
Thiruvady - 679531



Tuition fee 2021

£15500

The tuition fee for the 2021 academic year is set out above and is provided on the basis that you are an international student for fees purposes. If you are unsure or believe this is not the case please contact us as soon as possible. Your fee status may be reassessed if you have provided any incorrect information.

For further information about your tuition fees, including when they are due and the circumstances in which they may change for future years of your course please see the **Fees and Finance Policy** which is sent with this offer. If we anticipate there will be any additional course specific costs (for example, specialist equipment, art supplies, laboratory overalls or contributions to field trips) these will be highlighted in the **About your course** factsheet which is also sent with this offer.

Please note that graduates of a University of Hertfordshire undergraduate degree (either in the UK or at a partner institution overseas) and who are starting a new postgraduate taught course at the university may be eligible to receive a 20% reduction of fees. See eligibility criteria for the 'UH Graduate Scholarship' in our Fees and Funding policy that's included with your offer.

Accepting this offer

We very much hope you choose to study with us, so the next step will be to formally accept this offer.

By accepting this offer, you are entering into a legal contract to study with the University of Hertfordshire, subject to you fulfilling the conditions (if any) of the offer.

To accept this offer, you must either pay a deposit of **£5000** (which will be offset against your first year tuition fee) or provide us with satisfactory evidence that your fees will be paid by a sponsor. The final deadline for the payment of deposits or receipt of evidence of sponsorship is 06/08/2021. If we have not received either by this date, this offer will be deemed to have been withdrawn. Please refer to section 10 of the Fees and Finance Policy for details of how the deposit (which contains a non-refundable element) may be paid or the evidence of sponsorship provided.

If you do not require a Tier 4 visa then you are not required to pay a deposit of £5000, to accept this offer please email international@herts.ac.uk

We will acknowledge receipt as soon as reasonably possible.

There is more information about the contract in the **Key Facts** document sent with this letter, so do please read it carefully (as well as the other accompanying documents) before accepting our offer.

On our part there are any conditions which have to be met before we can guarantee to run the course, these will also be set out in the **About your course** factsheet.

Changing your mind

You have a legal right to change your mind about accepting this offer within 14 days of doing so. Further information about this right, and how to exercise it, can be found in Section 23 of our **Key Facts**



Handwritten signature
Jyothi Engineering College
Thiruvananthapuram
Kerala
79531

document sent with this offer.

We look forward to welcoming you to the University of Hertfordshire and wish you every success with your academic studies.

Warm regards



Kelly Crosby
Head of Admissions
University of Hertfordshire

True Copy Attested


Dr. JOSE P. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531





The George Institute
for Global Health India

George Institute for Global Health

308 Elegance Tower
Plot No. 8, Jasola District Centre
New Delhi – 110025
INDIA

T +91 11 4158 8091-93
F +91 11 4158 8090

info@georgeinstitute.org.in
www.georgeinstitute.org.in

CIN – U74900TG2007NPL055085

05 January 2022

Rinsy Rahman
Nadakkavil House, Chelakkara,
Thrissur-680586, Kerala.

Sub: Internship Offer

Dear Rinsy,

George Institute for Global Health (hereinafter referred to as the Institute) is pleased to offer you an internship opportunity on the following terms and conditions:

1. The period of this offer will be from 10 January 2022 to 30 June 2022.
2. Your location for the purpose of assignment will be the Institute's office at Delhi.
3. Our office timings are Monday to Friday, 9:00 am- 5:00 pm.
4. You will work under the guidance and supervision of Dr. Oommen John, Senior Research Fellow or any other person as decided by the Institute.
5. The scope of the work will be as mutually agreed, to learn and assist in doing evidence synthesis reviews, but is subject to change as per the requirements of the Institute.
6. Time off may be granted by the supervisor as long as the assignment is not adversely affected. However, the intern is not expected to work if he/she is unwell but it is important that the supervisor be informed of any absences.
7. You will not be paid any amount during the term of the opportunity. You will also not be entitled to any benefits that employees of the Institute are usually entitled to including but not limited to life/non-life insurance.
8. This is not an offer of employment, and successful completion of the internship opportunity does not entitle you to employment with the Institute.
9. The Institute may withdraw the offer by providing 15 days' notice at any time for any reason not prohibited by law. In case of disciplinary reasons, such notice shall not apply, and the offer shall be terminated with immediate effect. In addition, upon conclusion of this opportunity you will return all Institute -owned property, equipment and documentation.
10. The Intellectual Property Rights on all internship work shall rest with the Institute or a party to whom the Institute agrees that such rights will vest. The intern agrees to notify the Institute immediately about any inventions, improvements, designs, creations or other developments



Dr. Joseph Therattil
Principal
Jyothi Engineering College
Thrissur - 679331



Intern acknowledges that by virtue of the assignments in the abovementioned clause(s), they will have no proprietary or other rights in the Works (other than non-assignable moral rights).

11. As an Intern, you hereby agree that you will maintain confidentiality and not publish, disclose, divulge nor use any of the data and/or information both during the internship period and afterwards. Confidential data and information includes data and information of the Research Study and the Organization that is not available in the public domain. The data and information could be held either in paper or in electronic form or both. If breach of confidentiality is proved, necessary legal action may be initiated.
12. You will also be required to comply with: (a) the office and security policies of GI premises; (b) GI's policy prohibiting harassment (including but not limited to sexual harassment) and discrimination; and (c) such other policies as GI may make known to you.
13. The Intern must faithfully and diligently perform their duties and use their best endeavors to promote the interests of the Institute and refrain from doing anything that may adversely affect the interests of the Organization.
14. The Intern must obey all reasonable and lawful directions of the organization and must observe and comply with the rules expressed or implied from time to time by the Organization to ensure the effective and safe operation of GI.
15. In case of any dispute and/ or difference arising between the parties, the matter shall be referred to the courts of appropriate jurisdiction in New Delhi/Hyderabad.
16. Kindly note that the documents and information shared before/during the internship period are confidential material and property of the Institute and they may not be shared with any outside agency/ individual without the express written consent of the Institute.
17. The Intern must maintain a healthy, professional working relation with others within the organization and must maintain conducive work environment.
18. This letter constitutes the complete understanding between the Intern and George Institute for Global Health.

We hope that your time with the Institute will be successful and rewarding.

Please indicate your acceptance of this offer by signing below and returning it to HR and confirm having read and understood the above terms and conditions.

For George Institute for Global Health

Neeti Sharma
Digitally signed by Neeti Sharma
Date: 2022.01.05 11:46
Reason: I am the author

Neeti Sharma
Head-Human Resources

ACCEPTED AND AGREED:
By:

Signature
Rinsy Rahman

Date 05/01/2022

True Copy Attested



Dr. JOSE P. JERATHIL
Principal
Jyothi Engineering College
Cheruthuruthy - 695331



University of
East London

3 October 2021

Student reference: 2183845

This is your unique student number which you should use in all correspondence with UEL.

OFFER LETTER

Dear Miss Jofiya Sajan,

Welcome to the University of East London!

We are delighted to confirm your **unconditional place** as follows:

Course:	MBA (Project Management) (with Placement)
Entry Year:	1
Mode of Attendance:	Full time
Start Date:	24 January 2022
Expected completion date:	20 January 2024
Tuition Fee for 2021/2 academic year:	£15720
International Scholarship - £2500:	£2500
Deposit Payable:	£9915

Please note that this offer relates only to your academic suitability for this programme.

If you have previously lived or studied in the UK, you will be required to provide us with full information and relevant documentation about these studies if you have not already done so. We will confirm if we are able to support a student visa application.

About the placement year - 2 academic semesters

The placement component is up to an academic year, 2 academic semesters, in duration, which starts after you have successfully completed the taught modules, and before the dissertation stage. A tuition fee is applicable for the placement

True Copy Attested



Jyothi Engineering College
P. THEPATIL
1994



SCHOLASYS



AAYUSH P REJI

TECHNICAL SUPPORT ENGINEER

This Copy Attested

Dr. J. J. Joshi
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Date of Joining : 16-08-2021
Date of Birth : 23-10-1998
Blood Group : O+Ve
Contact No : +91 8157827380

Issuing Authority

This card should always be displayed by
the holder while on duty
Please return this card if found

Scholasys Technologies & Solutions
Papal Tower, ST. Nagar,
Thrissur-680 001, Kerala

 info@scholasys.com

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



February 7, 2022

HRD/3T/1001951978/21-22

Ms. Aiswarya Suresh
Kannassan House, Panangattukara Po ,
Wadakancherry,
Thrissur kerala-680623
India

Ph: +91-9745795022

Dear Aiswarya,

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

Copy Attested

Dr. J. JOSE
Principal
Jyothi Engineering College
Cheruvu - 679541



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

Certification signature by Richard Lobo
richard_lobo@infosys.com
Date: 2022.02.07 16:12:34 IST
Reason: Digitally Signed
Location: Bangalore



February 7, 2022

IRD/1001951978/21-22

Ms. Aiswarya Suresh
Kannassan House, Panangattukara Po ,
Wadakancherry,
Thrissur kerala-680623
India

Ph: +91-9745795022

Dear Aiswarya,

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 **10-Feb-2022**.

Location

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

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

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

Training

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

Copy Attested



Dr. J. JOSE P. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Ms. Aiswarya Suresh
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

True Copy Attested

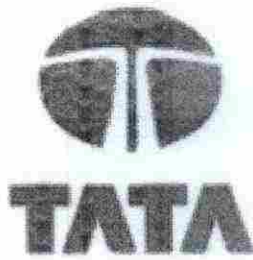
Dr. JOSEPH THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Ms. Aiswarya Suresh			
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				

True Copy Attested



8

February 05 2022

Ref No.TCS/1952128

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Mr. Akhil M R (Employee ID: 1952128) is a bonafide employee of Tata Consultancy Services. His designation is Systems Engineer.

This certificate is being issued on his request to enable him to complete BGC formalities.

for TATA CONSULTANCY SERVICES

Biswajit Chatterjee

Mr. Biswajit Chatterjee
Senior General Manager - Human Resources

Note :- Signature on the document is in the nature of facsimile signature of authorized representative of TCSL.

True Copy Attested

Dr. Jose Thierattil
Dr. JOSE THIERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House Raveline Street 21 D S Marg Fort Mumbai 400 001 India

Tel 91 22 6778 9999 Fax 91 22 6778 9000 e-mail corporate.office@tcs.com website www.tcs.com

Registered Office 9th Floor Nirmal Building Nariman Point Mumbai 400 021

October 19, 2021

HRD/3T/1002132043/21-22

Ms. Aleena Shaji
Poovathanam House, Varode P.O
Ottapalam
Palakkad-679102
India

Ph: +91-6282979065

Dear Aleena,

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: 2021.10.19 17:29:09 IST
Reason: Digitally Signed
Location: Bangalore

Attested



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



Handwritten signature
Jyoti Engineering College
Thiruvananthapuram
531



13

Ref: TCSL/DT20207048687/1555344/Pune

Date: 31 August 2021

MS. ANAKHA K R

Kalarikkal House Po Karuvannur Karuvannur,
Karuvannur, Thrissur,
Kerala-680711.

Tel# 919074824157

Sub: Joining Letter

Dear Ms. Anakha K R,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **01st October 2021**, your joining location is **Bangalore**, work location is **Bangalore** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

True Copy Attested

Jose P Therasil

Dr. JOSE P THERASIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Private and Confidential

TATA CONSULTANCY SERVICES

Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Karasattom P.O., Thiruvananthapuram - 695 581, Kerala, India
Telephone : +91 471 6629400, Fax : +91 471 6629405, Website : www.tcs.com
Registered Office: Normal Building, 8th Floor, Nariman Point, Mumbai - 400 021

Page | 1

ZC/HRA/2122/203
24th January, 2022

Anila T A
Tharayil House,
Pavaratty P.O.
Thrissur - 680507
Kerala.

Dear Anila,

Appointment Letter

We are pleased to appoint you as **Software Engineer** at Zerone Consulting Private Limited with effect from **24th January, 2022**.

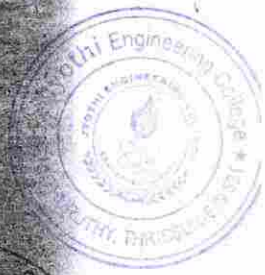
Your total compensation will be **Rs. 2,86,916/-** per year. The Company reserves the right to change your compensation and benefits, as it deems necessary.

The breakup of the Salary is as follows:

Particulars	Amount (in Rupees)
Basic Salary	11,600.00
House Rent Allowance	5,800.00
Conveyance Allowance	2,000.00
Statutory Bonus <i>Advance payment against bonus payable under Payment of Bonus Act.</i>	2,320.00
Monthly Gross	21,720.00
PF Contribution by Employer	1,632.00
Monthly CTC	23,352.00
Gratuity <i>Gratuity eligibility as per the Payment of Gratuity Act.</i>	6,692.00
Annual CTC	2,86,916.00
<i>You are also eligible for Medical Insurance and Life Insurance benefits in accordance with company policy.</i>	

You will be on probation for a period of six (6) months from the date of joining. This period of probation is subject to extension at the discretion of the management of the Company.

[Signature]
GEORGETTATIL
Principal
Engineering College
Thrissur - 675531



If you decide to leave us after completing the bond period, you are required to serve a notice period of Forty Five (45) Days. Before quitting your employment, you shall give written notice to the company.

Two original Appointment Letters are made. One set of the original Employment Agreement and Appointment Letter will be kept by you and the other set will be kept by the Company.

As a Company employee, you will be expected to abide by the Company rules and policies. You are required not to disclose confidential Company information to any person except for carrying out your job responsibilities.

Yours sincerely,

For Zerone Consulting Private Limited,

Terms Accepted:

Jeyash Puthuparambil
Managing Director

Signature of the employee

Name:

Date :

True Copy Attested

HRD/3T/1002133413/21-22

Infosys
Navigate your next
August 23, 2021

15

Mr. Aniljith M S
Mullakkal House, Thrikarthika
Enkakkad P O , Wadakan cherry, Thrissur
Thrissur-680589
India

Ph: +91-7025644636

Dear Aniljith,

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: 2021.08.23 14:54:44 IST
Reason: Digitally Signed
Location: Bangalore

True Copy Attested



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



Perattil
Principal
Jyothi Engineering College
679531



16

February 06 2022

Ref No. TCS/1942471

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Ms. Anjali Anne Prathap (Employee ID: 1942471) is a bonafide employee of Tata Consultancy Services. Her designation is Systems Engineer.

This certificate is being issued on her request to enable her to complete BGC formalities.

for TATA CONSULTANCY SERVICES

Biswajit Chatterjee

Mr. Biswajit Chatterjee
Senior General Manager - Human Resources

Note :- Signature on the document is in the nature of facsimile signature of authorized representative of TCSL.

February 06 2022

TCS/1942471

Head of HR

Mr. Biswajit Chatterjee

Biswajit Chatterjee

Chatterjee

Resources

True Copy Attested

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House Raveline Street 21 D S Marg Fort Mumbai 400 001 India

Tel 91 22 6778 9999 Fax 91 22 6778 9000 e-mail corporate.office@tcs.com website www.tcs.com

Registered Office 9th Floor Nirmal Building Nariman Point Mumbai 400 021



Anjali

Anjali Engineering College
Thiruvudiyakotta
79531



BestDoc

17

01/02/2022

Dear Miss. Anjitha M J
Congratulations!!!

With reference to the discussion, you had with us we are pleased to make an offer of your employment with us as **Software Engineer**. You are required to report on duty on or before **02-February-2022** on the following terms and conditions.

*This is a formal letter and once you report in the company you will be given the appointment letter.

*Your emolument by way of annual fixed salary is **INR 3,00,000/-**.

*This may change periodically based upon your performance and overall company performance.

*You will be governed by the service Rules and Regulations of the company which are in force and may come in force from time to time.

*In the first instance you will be on probation for a period of six months from the date of your joining. Where after the probation period may be either extended at the discretion of the management or may be dispensed with either earlier or on completion or thereafter till confirmation. Unless confirmed in writing, you will be deemed as probationer after the expiry of the initial or extended period of probation. Your services are liable to be terminated with one week notice during the initial or extended period of probation.

*This offer is subject to satisfactory references.

*Validity of this offer letter will be till the proposed date of joining only.

*NOTE: This offer letter is strictly private and confidential. So, it should not be used for getting counter offers.

Please provide scanned copies of the following documents for record at least one week before the time of joining.

- a) All Educational Certificates including Mark Sheet.
- b) Relieving letter or Services Certificate, if employed previously.
- c) Aadhar Card and PAN Card
- d) Passport Size Photograph

Best wishes for a long happy rewarding career with us.

for BestDoc Technology Pvt Ltd.
Afsal Salu

Cofounder, CEO





OFFER OF EMPLOYMENT

February 11, 2022

QI-HR790898/2022

Ms. Anju Vincent,
Vadakkethala House, Karuthedathu Parampil(H),
Main Road, Kuriachira, Thrissur-680006

Dear Anju,

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, 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

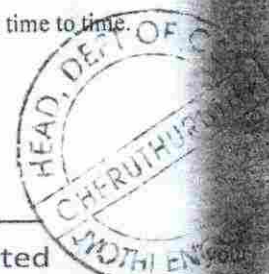
Leave

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.

True Copy Attested



QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUUS 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

THIRUVANTHAPURAM
Engineering College
690531





Upon joining us, you are required to sign QuEST's standard agreements including Non-competition and Non-disclosure 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 **March 7, 2022**. Kindly confirm acceptance by signing and returning the duplicate of this letter.

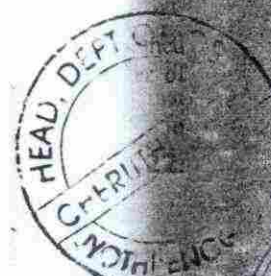
This offer to join QuEST will expire if offer acceptance is not confirmed in writing within two (2) working days of offer release and/or in case of not reporting on the offer effective date.

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

True Copy Attested



I confirm and accept the above terms and conditions.

Name :

Place :

Signature :

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, Thiruvananthapuram, Kerala- 695581

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

www.quest-global.com

November 15, 2021

19

IRD/3T/1002392686/21-22

Ms. Archana C K

Pavana House, Maravanchery Lane, Punkunnam P O
Pavana House Maravanchery Lane, Punkunnam P O"
Thrissur-680002
India

Ph: +91-8592931184

Dear Archana,

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

VVP and Head Human Resources - Infosys Limited

Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.11.15 15:33:51 IST
Reason: Digitally Signed
Location: Bangalore

True Copy Attested



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



Dr. JOSE P THERATTIL
Principal
Engineering College
Thruthy - 679531

IBM

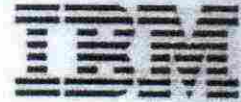
ARCHANA S



True Copy Attested



Jose
Dr. JOSE P. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



July 9, 2021

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear ARCHANA S

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

We invite you to join us as a Associate System Engineer, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.

True Copy Attested

DO YOUR BEST WORK EVER.



Jose P Therattil
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cherturuthy - 679531

NAME	DATE	TIME	PLACE	STATUS
1	2	3	4	5
6	7	8	9	10
11	12	13	14	15
16	17	18	19	20
21	22	23	24	25
26	27	28	29	30
31	32	33	34	35
36	37	38	39	40
41	42	43	44	45
46	47	48	49	50
51	52	53	54	55
56	57	58	59	60
61	62	63	64	65
66	67	68	69	70
71	72	73	74	75
76	77	78	79	80
81	82	83	84	85
86	87	88	89	90
91	92	93	94	95
96	97	98	99	100

July 9, 2021

IBM India Private Limited

Manyata Embassy Business Park,

G2 Block, Nagwara Outer Ring Road,

Bangalore - 560045, India.

Tel : 91-80-49139999

<http://www-07.ibm.com/in/careers/>

Dear ARCHANA S

We are pleased to offer you the position of Associate System Engineer, in band O6G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Initially, you will have to undergo an IBM trainee program specially designed for all college campus hires. This training is to enable you to acclimatize to the industry and post qualifying, accelerate your transition to a live project.

You must complete your formal course of education, including final semester examinations to establish your qualifications, before joining. Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% or 6.5 CGPA in Bachelors & Post-Graduation and 60% or 6.0 CGPA in SSLC or X, HSC, PUC, XII, Diploma or the equivalent, failing which IBM may, at its sole discretion, withdraw this offer of employment.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e July 14, 2021. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

To confirm your acceptance of this offer, you are required to.

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block G3 Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045.

If you have questions about your First Day Documentation, send an email to eschoolhring@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed onboarding forms &

True Copy Attached



Dr. JOSE P. RAO
Principal
Jyothi Engineering College
Bhadrachalam - 517301

accenture



Arjun Jayaraj

13319860

Name : Arjun Jayaraj

Emergency Contact :

Person : Jyothi E

Tel. No: +91 8547421251

This Card is property of Accenture.
If found please return to :

Accenture Solutions Pvt. Ltd.

Plant-3, Godrej & Boyce Complex,

LBS Marg, Vikhroli (W)

Mumbai 400079.

Maharashtra. India

Tel: 022 6600 3000

www.accenture.com

Copy
by Attested

Jyothi
Dr. JOSE P. THEERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



BE YOURSELF,
MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date:11-Aug-2021

Arjun Jayaraj
C9891282

VADAKKE VEEDUPALAPPURAM (P.O) OTTAPALAM

9746557287

Dear Arjun Jayaraj,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

True Copy Attested

Version 2.1 (Feb 2021)

1

candidate's Signature

[Signature]
Principal
Engineering College
-679531



22-Nov-2021

Dear Arun Raju,
B.Tech, Computer Science & Engineering
Jyothi Engineering College, Thrissur

Candidate ID – 18985298

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR Rs. 450,500/-. This Includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

Please note:

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

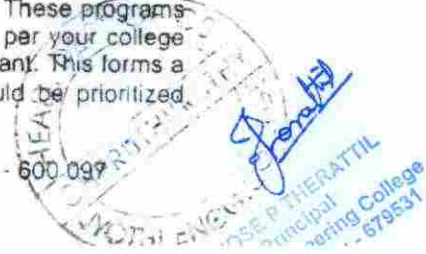
This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant.

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

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

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

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





Ref: TCSL/DT20207047723/1443186/Trivandrum

Date: 15 June 2021

MS. ARYA MANOJ

6/226 'Kamal' Sivapuri Compound Wynad Road, Calicut-1 null,

Near Fathima Hospital, Calicut,

Kerala-673001.

Tel# 917356640499

Sub: Joining Letter

Dear Ms. Arya Manoj,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **22nd July 2021**, your joining location is **Chennai**, work location is **Chennai** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

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Dr. JOSE P. THIRATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



24

10 February 2022

Private and Confidential

Ashik A U

Phone No: 9947999722

Email: ashikusman04@gmail.com

OFFER OF EMPLOYMENT

Dear Ashik A U,

Congratulations! With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Software Engineer** in Sinergia Media Labs with the joining date on 11 February 2022. We hope that you will contribute significantly to the company's growth.

The location of reporting will be Sinergia Labs, C107, Ground Floor, Smartcity, Kakkanad, Cochin.

1. Salary

Your gross remuneration (Cost to Company) is mentioned in Annexure A. Salary shall be paid on a monthly basis. Please refer to Annexure A for details on your salary structure. Any bonus or variable pay is linked to performance or other specified milestones, and will be objectively determined by the Company. The package includes basic salary plus allowances and such perquisites as the Company deems appropriate, which are within the income tax law and at no tax disadvantage to the Company. All taxes as are applicable under the relevant Acts will be deducted by the Company at source. Your employment with the Company is contingent upon your acceptance, of NDA document. These documents will be made available to you upon your acceptance of the offer.

2. Probation

To assess your fit within Sinergia Media Labs, the first Six (6) months of your employment will constitute a probationary period. Confirmation will be based on the ability to deliver the projects which includes learning new technology

3. Hours of Work

The company's core hours of operation are Monday to Friday from 9:00 to 18:30. Though our core working timing is mentioned above, employees can work flexibly based on the specific requirement of the project. There are times where you may be required to work beyond your existing working hours depending upon the business requirements/exigencies from time to time.

4. Travel

As per the requirements of your position, you will be expected to travel up to the client site based on the requirement of the client. You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work.

5. Performance Review

There may be annual review to outline the direction and various key result areas. Subsequently, reviews may be conducted, if necessary, depending upon your performance or change in responsibilities, at the discretion of the Company. Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are ordinarily given on an annual basis.

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www.simelabs.com



Dr. JOSE P. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

EMPLOYMENT OFFER LETTER

Capgemini Ref: 5085300 /992857,

10/13/2021,

ATHIRA C
Athira Palloor, Palat – Road, Ottapalam (P.O), Palakkad, 679101,
Ottapalam ,,
India

Confidential

Dear ATHIRA C,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with Capgemini Technology Services India Limited ('Capgemini' or 'Company') starting from 10/14/2021 (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Analyst/A4**

B) You will be required to work at the Company's offices in location **Bangalore**

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh and Two only)**. Please refer **Annexure-A** for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only)**. Please refer **Annexure -B** for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:

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Page 4 of 23

Handwritten signature and stamp.

July 13, 2021

29

HRD/3T/1002136225/21-22

Mr. Bibin Thomas
Karamullil (H), Adukkom (P.O),
Kottayam (Dist),
Pala-686580
India

Ph: +91-9745627164

Dear Bibin,

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: 2021.07.13 14:36:28 IST
Reason: Digitally Signed
Location: Bangalore

True Copy Attested



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



Fwd: Joining formalities - LatentView Analytics - Off-campus Hiring 2021

Binwin Viju <binwinviju225096@gmail.com>
To: pkd17it034@gecksp.ac.in

Mon, Aug 2, 2021 at 7:04 PM

(28)

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

From: **Talent Acquisition Team** <abinaya.r@latentview.com>
Date: Mon, Aug 2, 2021 at 6:39 PM
Subject: Joining formalities - LatentView Analytics - Off-campus Hiring 2021
To: Binwinviju <binwinviju225096@gmail.com>
Cc: Talent Acquisition <talentacquisition@latentview.com>, HR INDIA <hrindia@latentview.com>, Shameem Meera (LatentView) <shameem.meera@latentview.com>, Nivetha Subramanian (LatentView) <nivetha.subramanian@latentview.com>

Hi Binwin Viju,

Greetings from LatentView Analytics!!!

In continuation of the communication we had earlier, your date of joining will be on **5-Aug-2021**. Your joining will be done Virtually.

We request you to share a soft copy of the below documents for internal records on the date of your joining and to submit the hard copy of the documents along with originals for verification once the office reopens.

- **Passport Size Photo** - 5 Numbers (Photograph should with white background with a full-face view neutral facial expression and both eyes open)
- **Marksheets:**
 1. 12 Marksheet/Certificate (for full-time school education)
 2. 10th Marksheet/Certificate and Diploma Marksheet and Certificate (in case you have completed diploma after 10th standard)
- **Under Graduation:**
 1. Degree Certificate/Course Completion Certificate
 2. Sem-wise Marksheets/Consolidated Marksheets
- **Post Graduation (if applicable):**
 1. Degree Certificate/Course Completion Certificate
 2. Sem-wise Marksheets/Consolidated Marksheets
- **Identity Documents:**
 1. Aadhar card (full number, unmasked) - Compulsory
 2. Pan Card (full number, unmasked) - Compulsory
 3. Passport first and last page (if available)
 4. Voter ID/ Drivers License
- **Work Experience (if applicable):**
 1. Offer Letters of all previous employment
 2. Service Letter/Experience Letters of all previous employment (document with the period of employment)
 3. 3-month payslips of your previous employment to LatentView
- **Bank Proof:**
 - *The account should be an individual account and not a joint account
 - 1. Cancelled cheque leaf/Passbook/Account Statement (unmasked) - Need a/c number, name as per a/c, IFSC code, and Bank branch address - Single document with these details
- **PF Passbook:** Passbook of your first PF account where a UAN number was involved (to be downloaded from the EPFO portal)
- **Soft Copy of signed Offer Letter with your Date of joining:** (Digitally Signed / Manually Signed)
- **Updated Resume**

Nivetha <nivetha.subramanian@latentview.com> or Shameem <shameem.meera@latentview.com> from the HR team will be you SPOC for onboarding and they will send you an email with the detailed steps to the day prior to your onboarding. Please reach out to them for any clarifications.

Wishing you all the best!

Thank you

Regards,
R Abinaya
Talent Acquisition | Mob : +91 7569826363

Trusted Analytics Partner to the
World's Most Recognized Brands

True Copy Attested



Dr. JOSE P. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

OFFER OF EMPLOYMENT

Ref : TPTS_I/HR/2021/1042

Date : 28th July 2021

To,

Mr. Adithyan K

E mail : adithyan039@gmail.com

Mobile: +91 9605277980

Subject: Offer of Employment

Dear Adithyan

Congratulations!

Further to our discussion, we are delighted to offer you the role of **Development Engineer** in Three Phase Techno Solutions from 2nd Aug 2021 as per the terms and conditions stated below.

Basic salary	:	INR 3,500/- per month.
Accommodation allowance	:	INR 2,000/- per month.
Transportation allowance	:	INR 1,500/- per month.
Petrol allowance	:	INR 1,000/- per month.
Mobile allowance	:	INR 500/- per month.
Internet allowance	:	INR 500/- per month.
Medical allowance	:	INR 500/- per month.
Others	:	INR 500/- per month.

True Copy Attached


Dr. JOSE P. THEKKATIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

Total salary per month will be INR 10,000/- during probation period of 3 months.

Your salary will be revised to INR 13,000/- per month, after successfully completing 3 months of probation.

TERMS:

- ✓ Workweek from Monday through Saturday
- ✓ Annual leave entitlement as per Labour law
- ✓ Probation period is 3 months from the date of joining
- ✓ You are required to work for a minimum of 12 months after completing probation period
- ✓ The notice period for termination of employment is 3 months for both parties
- ✓ Three Phase Techno Solutions retains the right to seek compensation in case the candidate resigns from his position earlier than above specified 12 months after probation. Notwithstanding this Three Phase Techno Solutions retains the right to remove the employee in case of underperformance.

We trust the above is acceptable to you. Please confirm your acceptance of this offer within 2 days of receipt of this letter/mail. If you have any questions, please do not hesitate to contact us at any time.

For Three Phase Techno Solution (I) Pvt Ltd

Sanjhay K. Velandy
Business Head


Accepted: (Signature & Date)

28/07/2021



True Copy Attested


Dr. JOSE P. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

29



TATA CONSULTANCY SERVICES



**BIVIN
CHALISSERY**

Card No 216633
Associate No 1950714

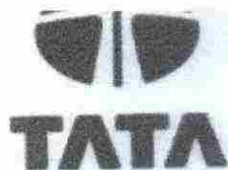
True Copy Attested

Tata Consultancy Services Ltd.

TCS House, Raveline Street Fort
Mumbai 400001 India



Dr. J. P. Tharattil
Principal
Jyothi Engineering College
Cheruthuruthy - 679301



Offer: Computer Consultancy
Ref: TCSL/DT20207052487/Trivandrum
Date: 09/01/2021

M. Bivin Babu Chaliserry
5 Little Flower Road,
Mission Quarters, East Fort,
Trissur-680005,
Kerala.
Tel# 91-9645439195

Dear Bivin Babu Chaliserry,

Subject: 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. 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/DT20207052487

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vishnaya Building 6th Floor, Infopark, Kuzhampal PO., Kochi 682 030 India
Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

1
Dr. J. S. P. THE TATTA
Principal
Engineering College
Trivandrum-682031
Notified



Ref: TCSL/DT20207052487/1442620/Trivandrum
Date: 14 June 2021

MR. BIVIN BABU CHALISSERY
275 Little Flower Road,
Mission Quarters, East Fort, Thrissur,
Kerala-680005.
Tel# 919809776777

Sub: Joining Letter

Dear Mr. Bivin Babu Chalissey,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **15th July 2021**, your joining location is **Bangalore**, work location is **Bangalore** and your stream is **EIS & IOT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



OFFER OF EMPLOYMENT

November 27, 2021

QI-HR749464/2020
Mr.Christy Sunil,
Chakkungal House,
Pariyapuram P.O,
Perinthalmanna,
Malappuram-679321

Dear Christy,

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.

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



Jose H
JOSE P THERATTIL
Principal
Engineering College
W - 679531

1 March 2022

Private and Confidential

Harish S

Phone No: +91-9061227126

Email: harishsnair2k@gmail.com

OFFER OF EMPLOYMENT

Dear Harish S

Congratulations! With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Software Engineer** in Sinergia Media Labs with the joining date on 4th March, 2022. We hope that you will contribute significantly to the company's growth.

The location of reporting will be Sinergia Labs, C107, Ground Floor, Smartcity, Kakkanad, Cochin.

1. Salary

Your gross remuneration (Cost to Company) is mentioned in Annexure A. Salary shall be paid on a monthly basis. Please refer to Annexure A for details on your salary structure. Any bonus or variable pay is linked to performance or other specified milestones, and will be objectively determined by the Company. The package includes basic salary plus allowances and such perquisites as the Company deems appropriate, which are within the income tax law and at no tax disadvantage to the Company. All taxes as are applicable under the relevant Acts will be deducted by the Company at source. Your employment with the Company is contingent upon your acceptance, of NDA document. These documents will be made available to you upon your acceptance of the offer.

2. Probation

To assess your fit within Sinergia Media Labs, the first Six (6) months of your employment will constitute a probationary period. Confirmation will be based on the ability to deliver the projects which includes learning new technology

3. Hours of Work

The company's core hours of operation are Monday to Friday from 9:00 to 18:30. Though our core working timing is mentioned above, employees can work flexibly based on the specific requirement of the project. There are times where you may be required to work beyond your existing working hours depending upon the business requirements/exigencies from time to time.

4. Travel

As per the requirements of your position, you will be expected to travel up to the client site based on the requirement of the client. You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work.

5. Performance Review

There may be annual review to outline the direction and various key result areas. Subsequently, reviews may be conducted, if necessary, depending upon your performance or change in responsibilities, at the discretion of the Company. Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are ordinarily given on an annual basis.

6. Document Submission

Your continued employment with the Company is subject to submission of the following documents within one week of the date of joining employment. Hence, we request you to carry the originals of the documents along with a photocopy with you on the date of joining for verification/submission:

- Relieving letter from your present employer and experience certificate(s) from present and previous employer(s), if applicable. (These may be shared later if not available currently.)
- Last drawn salary slip and salary certificate from your present employer
- Documents that certify educational qualifications
- Passport, PAN, and Aadhar Card
- Digital copy of your passport-size photograph
- Provident Fund details to continue with employee and employer contribution
- Form 16 (if applicable)

The Company may undertake background verification at any juncture, and this offer letter assumes that all information provided by you are true, complete and up to date.

7. Notice Period:

Should you wish to resign your employment (any time even during probationary period) with **Sinergia Media Labs**, you will be required to provide **60 days** written notice to enable us to transition to your work. The resignation date only starts from the date of confirmation from the management team of Sinergia Media Labs. Two week prior notice needs to be provided prior to the actual start of the resignation period. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the two months' notice period.

8. Policies and Practices:

The employment terms contained in this offer letter, while binding, are not exhaustive in nature and are subject to employment agreement and the Company's policies in effect from time to time.

9. Expiration of this offer Letter

This offer of employment expires by COB 4 March 2022 unless accepted by you on or before then.

Please confirm your acceptance of this appointment letter (along with Schedule A), by signing this letter, at indicated places and return a copy to us.

On successful completion of the onboarding process, your employment with the company will stand confirmed subject to the terms and conditions as per company policies. Your employment will be governed by the rules, regulations and policies of the Company. The terms of this offer letter shall remain confidential and it should not be disclosed to any third party.

Welcome to Sinergia Media Labs. We wish you a long , rewarding and fulfilling career and look forward to having you join us.

Yours Sincerely,


Derrick Sebastian
Chief Executive Officer




Dr. Jyothi
Principal
Jyothi Engineering College
Chenduruthy - 679531

True Copy Attested

6. Document Submission

Your continued employment with the Company is subject to submission of the following documents within one week of the date of joining employment. Hence, we request you to carry the originals of the documents along with a photocopy with you on the date of joining for verification/submission:

- Relieving letter from your present employer and experience certificate(s) from present and previous employer(s), if applicable. (These may be shared later if not available currently.)
- Last drawn salary slip and salary certificate from your present employer
- Documents that certify educational qualifications
- Passport, PAN, and Aadhar Card
- Digital copy of your passport-size photograph
- Provident Fund details to continue with employee and employer contribution
- Form 16 (if applicable)

The Company may undertake background verification at any juncture, and this offer letter assumes that all information provided by you are true, complete and up to date.

7. Notice Period:

Should you wish to resign your employment (any time even during probationary period) with **Sinergia Media Labs**, you will be required to provide **60 days** written notice to enable us to transition to your work. The resignation date only starts from the date of confirmation from the management team of Sinergia Media Labs. Two week prior notice needs to be provided prior to the actual start of the resignation period. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the two months' notice period.

8. Policies and Practices:

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9. Expiration of this offer Letter


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Please confirm your acceptance of this appointment letter (along with Schedule A), by signing this letter, at indicated places and return a copy to us.

On successful completion of the onboarding process, your employment with the company will stand confirmed subject to the terms and conditions as per company policies. Your employment will be governed by the rules, regulations and policies of the Company. The terms of this offer letter shall remain confidential and it should not be disclosed to any third party.

Welcome to Sinergia Media Labs. We wish you a long, rewarding and fulfilling career and look forward to having you join us.

Yours Sincerely,


Derrick Sebastian
Chief Executive Officer



True Copy Attested


Dr. Jose P. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

Annexure A

simelabs					
	Monthly Components	CTC (Monthly)	Sub Total	CTC (Annual)	Sub Total
A	Basic Allowance				
	Full Basic	₹11,667.00	₹11,667.00	₹140,004.00	₹140,004.00
B	Total Monthly Allowance				
	HRA	₹4,667.00	₹17,480.00	₹56,004.00	₹209,760.00
	Telephone Allowance	₹1,000.00		₹12,000.00	
	LTA	₹2,000.00		₹24,000.00	
	Special Allowances	₹9,813.00		₹117,756.00	
C	Total Statutory Benefits				
	Labor Welfare Fund	₹20.00	₹20.00	₹240.00	₹240.00
D	Total Monthly Gross (A+B+C)				
E	Annual CTC			₹29,167.00	₹350,004.00

Note:

All the aforesaid emoluments would be subject to taxation as per the prevailing laws & finance department will affect the disbursement as per the policies & procedures of the organization.

ACCEPTANCE

I, Harish S son/daughter of A Haridasan, living at Haritha(H), Azhiyannur PO, Palakkad, have read the appointment letter and have understood the contents therein. I hereby confirm my acceptance of appointment.

Employee Signature

(Name)

Harish S

Place: Palakkad

Date: 04-Mar-2022



True Copy Attested

Dr. JOSE P. THEKATIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

Ref No: xxxx
26-Aug-2021

Private & Confidential

Ms. Hima T
Bangalore

Dear Hima T

With reference to the discussions you have had with us, we are pleased to make you an offer for the position of a **Associate Software Engineer - Trainee** at **Torry Harris Business Solutions (THBS)**; Bangalore, India.

THBS is a global software company with presence in Europe, Far East, India, Middle East and USA. Our goal is to be an industry leader with a reputation for excellence, focus on quality and our emphasis on absolute customer satisfaction. As we endeavor to expand our business in the international markets, we are keen to have you on board.

We believe that **THBS** can offer you the right mix of professional growth, leadership opportunities, business experience and financial gains over the long term. The career growth potential for you is tremendous and you will have the unique satisfaction of influencing and building a leading software company.

Your **Gross Salary** will be **Rs. 350,000/- (Rupees Three Lakh Fifty Thousand Only)** per annum. You will be entitled for a **Performance Linked Pay** of up to **Rs. 50,000/- (Rupees Fifty Thousand Only)** per annum, payable as per the Performance Linked Pay Policy.

You will be on **Probation** for a period of **6 (Six)** months from the date of joining. A performance review will be done as per the Company's policy for confirmation.

Your appointment is conditional upon you being certified medically fit by a registered medical practitioner and is contingent upon the successful completion of a background investigation process.

THBS also reserves the right to withdraw this offer made to you even after the acceptance of such an offer by you; if **THBS** becomes aware of any material information that may have been concealed or misrepresented by you at the time this offer was made.

This is only an offer letter and does not entitle you for an appointment. On completion of all the joining formalities and fulfilling all documentation requirements, you will be formally appointed and inducted into the organization. On successful completion of your training, you will be posted in any location of **THBS** depending on the requirement of the projects. This will be informed to you on completion of your training.

You are requested to return the duplicate copy of this offer duly signed to indicate your acceptance of the compensation package and employment with **30-Aug-2021**.

At the time of joining, it is a **mandatory requirement** for you to submit the following documents:

- Four recent passport size photographs
- Photocopies of all relevant educational certificates and mark sheets starting from Grade X Photocopies of all the pages of your passport or driving license or voter ID card

Looking forward to having you on board!

For Torry Harris Business Solutions (P) Ltd,



G. Shivdayal Charan
Manager - HRD

Accepted By:

Hima T
Date:

Dr. JOSE J. THEATTIL
Principal
Arathi Engineering College
Arathuruthy - 675531



36
 **converj**



Jackson James

E00016



J. Patel

Principal
The PATIL Engineering College
Ruthuruthy - 679531



Date : 12th January 2022

Letter of Probation Extension

Dear Jackson James [Emp id: E00016],

We are pleased to inform you that your title will be **Software Engineer** with effect from 19th January 2022.

We also would like to inform you that your probation will be extended until July 18th 2022 during which we expect you to clear the semester arrears with respect to your B. Tech degree.

All other terms and conditions of your appointment will remain the same. Converj wishes you well.

Sincerely

Varghese K Abraham
Co-Founder
Converj Global Private Limited



tige Technostar, Level 8, Building 3,
danakundi Industrial Area 2, Phase 1, Brookfield,
galore - 560048, Karnataka, India.
U74999KA2019PTC130829

Ph: +91 80 6862 8800

Email: info@converj.com

www.converj.com

Dr. P. Tharayil
Principal
Engineering College
Cheruthuruthy - 679531

 **converj**



Shilpa Sivadas
E00014



59

Copy Attested



 **converj**

Level 8, Building 3, Prestige Technostar,
Brookfield, Bengaluru - 560048



Dr. J. JOSE P. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Date : 12th January 2022

Letter of Confirmation

Dear Shilpa Sivadas [Emp id: E00014],

We are pleased to inform you that you have been confirmed to the position of **Associate Software Engineer** with effect from 19th January 2022.

All other terms and conditions of your appointment will remain the same. Converj congratulates you on your confirmation and wishes you well.

Sincerely

Varghese K Abraham
Co-Founder
Converj Global Private Limited

True Copy Attested

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Infosys®



Shinoz Mohammed Pp
1171205



Fully Vaccinated

Book Your Seat

Refreshed On
18-Aug-2022

True Copy Attested



Dr. JOSEPH THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

September 9, 2021

HRD/1002393577/21-22

Mr. Shinoz Mohammed Pp
Rahnaas Koorada, Ayankalam Po, Thavanur Via
Near Koorada Juma Masjid
Kuttippuram-679573
India

Ph: +91-9048131370

Dear Shinoz,

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 **20-Sep-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.

True Copy Attested

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



September 9, 2021

HRD/3T/1002393577/21-22

Mr. Shinoz Mohammed Pp
Rahnaas Koorada, Ayankalam Po, Thavanur Via
Near Koorada Juma Masjid
Kuttippuram-679573
India

Ph: +91-9048131370

Dear Shinoz,

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: 2021.09.09 16:41:09 IST
Reason: Digitally Signed
Location: Bangalore

True Copy Attested

Jose
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



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

HRD/3T/1002381715/21-22

Infosys

Navigate your next

September 3, 2021

61

Mr. Sidharth U

Ponnath House

"Ponnath House Post Perumudiyur Pattambi"

Pattambi-679303

India

Ph: +91-7907409930

Dear Sidharth,

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: 2021.09.03 12:06:57 IST
Reason: Digitally Signed
Location: Bangalore

True Copy Attested

True Copy Attested



Dr. JOSEPH THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

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

SijinK

Date : 08/02/2022

Phone Number : 9656815318

Dear SijinK

We are pleased to confirm our offer of employment to you for a regular full-time position with Sinergia Media Labs as a , Software Engineer effective from 7 February 2022 .

As discussed, this offer is conditional upon completion of satisfactory references that could include, but is not necessarily limited to, a review of past employment and education records.

The details of our offer, including the terms and conditions of your employment, are attached as Schedule "A" & Schedule "B" & Schedule "C".

Please take the time to review our offer carefully. This letter, along with the enclosed schedules, outlines the obligations of both Sinergia Media Labs LLP and yourself with respect to your employment conditions, and is governed by the laws of India. It details the terms and conditions of your employment with Sinergia Media Labs LLP, and will form our agreed upon employment contract with you once signed.

Accepting employment will be conditional upon agreeing to and signing the attached copy of this letter and the attached Schedule(s), initialing each page in the right-hand corner, and returning it to me upon your earliest convenience, but prior to your first day of employment Sijin, we look forward to welcoming you to the Sinergia Media Labs team and wish you a successful and rewarding career with us.

Sincerely,



Derrick Sebastian
Chief Executive Officer


I, SijinK, acknowledge that I have read, understood and accepted this offer and the terms and conditions contained in the attached Schedule (s), and agree to be bound by the terms and conditions of employment as outlined therein.

Sijin K
08/02/2022



True Copy Attached




Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

7 February 2022

Private and Confidential

Sijin K

Phone No: 9656815318

Email: sijink108@gmail.com

OFFER OF EMPLOYMENT

Dear Sijin K,

Congratulations! With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Software Engineer** in Sinergia Media Labs. We hope that you will contribute significantly to the company's growth.

The location of reporting will be Sinergia Labs, C107, Ground Floor, Smartcity, Kakkanad, Cochin.

1. Salary

Your gross remuneration (Cost to Company) is mentioned in Annexure A. Salary shall be paid on a monthly basis. Please refer to Annexure A for details on your salary structure. Any bonus or variable pay is linked to performance or other specified milestones, and will be objectively determined by the Company. The package includes basic salary plus allowances and such perquisites as the Company deems appropriate, which are within the income tax law and at no tax disadvantage to the Company. All taxes as are applicable under the relevant Acts will be deducted by the Company at source. Your employment with the Company is contingent upon your acceptance, of NDA document. These documents will be made available to you upon your acceptance of the offer.

2. Probation

To assess your fit within Sinergia Media Labs, the first Six (6) months of your employment will constitute a probationary period. Confirmation will be based on the ability to deliver the projects which includes learning new technology.

3. Hours of Work

The company's core hours of operation are Monday to Friday from 9:00 to 18:30. Though our core working timing is mentioned above, employees can work flexibly based on the specific requirement of the project. There are times where you may be required to work beyond your existing working hours depending upon the business requirements/exigencies from time to time.

4. Travel

As per the requirements of your position, you will be expected to travel up to the client site based on the requirement of the client. You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work.

5. Performance Review

There may be annual review to outline the direction and various key result areas. Subsequently, reviews may be conducted, if necessary, depending upon your performance or change in responsibilities, at the discretion of the Company. Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are ordinarily given on an annual basis.



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



True Copy Attested

Annexure A

simelabs					
	Monthly Components	CTC (Monthly)	Sub Total	CTC (Annual)	Sub Total
A	Basic Allowance				
	Full Basic	₹11,667.00	₹11,667.00	₹140,004.00	₹140,004.00
B	Total Monthly Allowance				
	HRA	₹4,667.00	₹17,480.00	₹56,004.00	₹209,760.00
	Telephone Allowance	₹1,000.00		₹12,000.00	
	LTA	₹2,000.00		₹24,000.00	
	Special Allowances	₹9,813.00		₹117,756.00	
C	Total Statutory Benefits				
	Labor Welfare Fund	₹20.00	₹20.00	₹240.00	₹240.00
D	Total Monthly Gross (A+B+C)		₹29,167.00		
E	Annual CTC		₹350,004.00		

Note:

All the aforesaid emoluments would be subject to taxation as per the prevailing laws & finance department will affect the disbursement as per the policies & procedures of the organization.

ACCEPTANCE

I, Sijin k son/daughter of Sasikumar k, living at Wandoor, have read the appointment letter and have understood the contents therein. I hereby confirm my acceptance of appointment.

Employee Signature

(Name)

Place:

Wandoor

Date:

07/02/2022

Jose P
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

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**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

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Strictly Private and Confidential

Date:12-Aug-2021

Sreelakshmi Cheruvara
C9896288

ETTIYAMPARABHATH SREELAKSHMI NILAYAM EZHUMAZHAD
9539060488

Dear Sreelakshmi Cheruvara,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Jose P Therattil
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

True Copy Attested

Version 2.1 (Feb 2021)

1



SD
candidate's Signature

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law [#]	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

* Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

*As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Version 2.1 (Feb 2021)

True Copy Attested




candidate's Signature

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Chittoor 751003

accenture



Sreelakshmi Cheruvara
13316036

Name : **Sreelakshmi Cheruvara**
Emergency Contact
Person : **Saraswathi C**
Tel No : **+91 9745558121**

This card is the property of Accenture
if found please return to :

Accenture Solutions Pvt. Ltd.
Plant-3, Godrej & Boyce Complex

LBS Marg, Vikhroli (W).

Mumbai 400079

Maharashtra, India

Tel : 022 - 66003000

www.accenture.com

Jose P Therattil

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531





Date : 12th January 2022

Letter of Confirmation

Dear Sreerag Nandan [Emp id: E00012],

We are pleased to inform you that you have been confirmed to the position of Software Engineer with effect from 19th January 2022.

All other terms and conditions of your appointment will remain the same. Converj congratulates you on your confirmation and wishes you well.

Sincerely

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

Varghese K Abraham
Co-Founder
Converj Global Private Limited



True Copy Attested



converj



Sreerag R Nandan

E00012

Jose P

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



True Copy Attested



Ceino Technologies Pvt. Ltd.

#7, 1st Floor, Sahya, Cyber park, KSITIL SEZ, G A College PO, Calicut - 673014 .

18th April, 2022

To,

Sruthi Elsa Shaji
Valiyaveetil House, Snehaveedhi Raod,
Mannuthy PO, Thrissur,
Kerala-680651

Re: Offer of employment

Dear Ms. Sruthi,

Ceino Technologies is pleased to offer you the position of Associate Business Analyst in our organization. We are excited about the potential you bring to our company.

As we discussed during your interviews, you will be working in our Calicut office, where our research and development team for Web, Java and Android technologies is located. You will report directly to a Software Engineering Manager or Tech Lead. After finishing orientation for new developers, you will be assigned to a development project.

Salary	Gross salary of Rs.1,68,000 per year payable monthly
Title	Associate Business Analyst
Employment Location	Calicut, Kerala
Start date	April 20 th , 2022
Probation period	6 months
Notice period for termination of employment	3 months

We look forward to your arrival at our company and are confident that you will play a key role in our company's growth and success. Kindly send us an acceptance of this offer letter within two days of receiving the letter.

Sincerely,

Bijoy Augustine,
HR Manager
P.P. Madhu Augustine, MD.



True Copy Attested

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Date : 12th January 2022

Letter of Confirmation

Dear Tessa Shyju [Emp id: E00015],

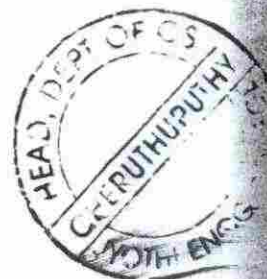
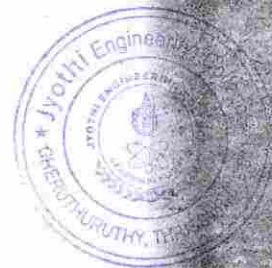
We are pleased to inform you that you have been confirmed to the position of **Associate Software Engineer** with effect from 19th January 2022.

All other terms and conditions of your appointment will remain the same.
Converj congratulates you on your confirmation and wishes you well.

Sincerely

Varghese K Abraham
Co-Founder
Converj Global Private Limited

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



 converj



Tessa Shyju
E00015



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

True Copy Attested



Dated: 15 December 2021
EXP/HR/2021/ 1612

Vincy Anto,
Chittilappilly House,
Vayalar Street, Gosaikunnu,
Kuriachira P.O-680006,
Thrissur, Kerala, India

Employment Letter: Associate Software Engineer

Dear Vincy,

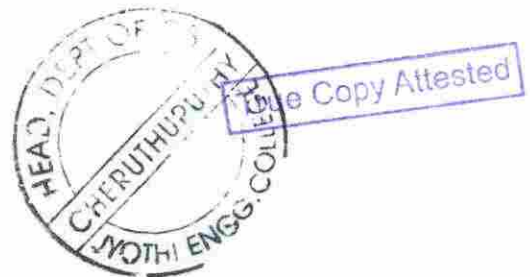
We are pleased to offer you the position of "Associate Software Engineer". Your employment with us will be subject to the following terms and conditions:

- 1. Date of Appointment:** This employment letter is effective from **15 December 2021**.
- 2. Remuneration:** Your Cost To Company is **Rs. 3,60,000 /- (Rupees Three Lakhs and Sixty Thousand only)** per annum. The detailed split up is enclosed in Annexure 1. Any further salary revision and/or promotion will be in accordance with the policy of the Company. It is to be noted that your salary information is confidential and you are expected not to divulge the information pertaining to your monthly remuneration, to your team members or peers.
- 3. Place of Posting:** Your initial posting is at Kochi. However, your services are transferable to any other place or office of the Company, or to any subsidiary or associate company, whether existing or still to be formed and/or offices/divisions of any of the clients or customer of the Company or affiliate companies mentioned above, at anytime, anywhere in India or abroad. Such transfer/deputation will not create any right for you to ask for revision in your compensation or other terms and conditions of employment and will be in accordance with the Company rules being in force at that time.
- 4. Probation:** You will be under probation for a period of **6 (six) months** (inclusive of all days) from the date of appointment. The management will evaluate your performance during the probation period, and in case your performance is not up to the desired level, the period may be extended further, or if your performance is below the expectation of the management, your service is liable to be terminated without any notice or compensation, and without prejudice to any other right or claim the company has, as a result of such termination. On successful completion of your initial or extended probation period, you may be absorbed in the regular cadre of the company on such terms and conditions, as may be decided by the company.

Experion Technologies (India) Pvt. Ltd.
407, 4th Floor, Thejaswini, Technopark
Trivandrum - 695 581, Kerala
www.experionglobal.com

T: +91 471 3047317
F: +91 471 3047314
hr@experionglobal.com
CIN: U72200KL2006PTC019336

Dr. JOSE P THERATTIL





Vincy

Anto

Emp. ID: 1612



experion
technologies

Jose P Therattil

DR. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

4th Floor, Athulya Building, Infopark SEZ, Kochi 682 042

www.experionglobal.com



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18th February 2021

Conditional Offer Letter

Vincy Anto

Chittilappilly House, Vayalar street,

Gosaikunnu, P.O. Kuriachira-680006,

Thrissur, Kerala, India

Dear Vincy,

Further to the selection process you had with us, we are pleased to offer you an exciting career with Experion Technologies (India) Pvt. Ltd.

Your formal training period of three months, **Initial Learning Program (ILP)** will start as soon as you complete your university examinations and you will be eligible for a **stipend of INR 15,000 per month** during the period. You will have a series of online training to undergo before your formal training period which will help you to perform during the training period.

Successful completion of the **Initial Learning Program** and submission of **Provisional Certificate of your Graduation** from your Institution/University are the prerequisites to avail **Formal Employment Offer** from Experion.

The general terms and conditions of the **Employment Offer** are as follows:

1. On successful completion of the Initial Learning Program, you shall be appointed on probation for a period of 6 (six) months as '**Associate Software Engineer**' at grade **A1**.
2. Your remuneration on joining Experion shall be **INR 360,000/-** (Rupees Three Lakhs and Sixty Thousand only) per annum cost to the company.
3. You are eligible for attending the next level selection process for being part of Experion Elite batch, which is optional for you. Your remuneration on joining Experion Elite batch

Experion Technologies (India) Pvt. Ltd.
407, 4th Floor, Thejaswini, Technopark
Trivandrum - 695 581, Kerala
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T: +91 471 3047317
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hr@experionglobal.com
CIN: U72200KL2006PTC019336



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

True Copy Attested



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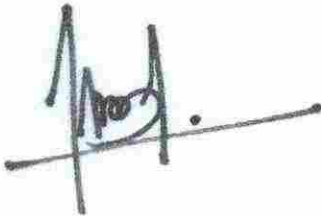
shall be **INR 500,000/-** (Rupees Five Lakhs only) per annum cost to the company. The regular Employment Letter is valid in case you do not qualify the selection process for the Elite batch.

4. Your job location shall be either at our **Thiruvananthapuram (Technopark)** or **Kochi (Infopark)** office based on our project requirements at the time of joining the Company.

Kindly sign the copy of this letter indicating your acceptance of the above terms and conditions of this offer and return the same (soft copy) to us.

We welcome you to build an exciting career with Experion!

For Experion Technologies (I) Pvt. Ltd.,



Jijo Joseph
AGM – Human Resources

I, _____, acknowledge that I have read, understood and accept this Conditional Offer and other terms and conditions of employment as outlined therein, and agree to send the certificate copies of the qualifying examinations once I receive it from the University.

Signature

Date

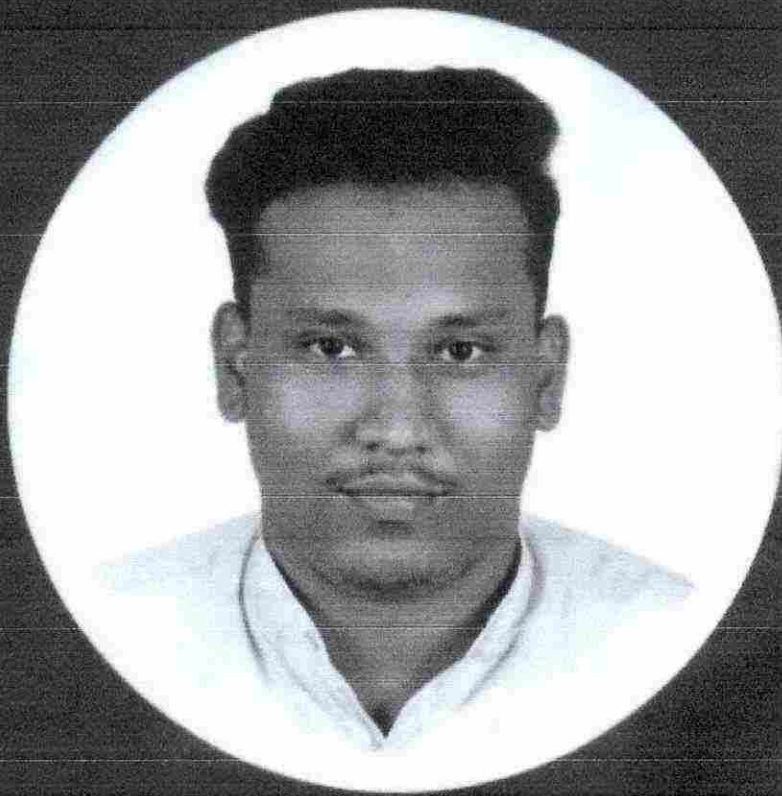
Experion Technologies (India) Pvt. Ltd.
407, 4th Floor, Thejaswini, Technopark
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T: +91 471 3047317
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CIN: U72200KL2006PTC019336




Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Chertthuthuruthy - 695631

True Copy Attested



Yashif VS

Junior Software Engineer

VS/388

True Copy Attested



VOFOX
Solutions (P) Ltd

Jose P Therattil

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

Company Address : Vofox Solutions Pvt Ltd,
Vofox Square, VIP Road,
JLN Stadium Metro Station,
Kaloor, Kochi- 682017
Kerala, India
Telephone: +91-484-4049006
E-mail: info@vofoxsolutions.com

Current Address : Vallikkad House, Mannalur Post,
Ettanur, Thenkurissi,
Palakkad (DT), Kerala
PIN: 678502

DOB : 28/05/1999

Blood Group : AB+

Date of Joining : 26/11/2021

Authorized Signature



True Copy Attested

If found please return to the company address

Emergency Contact #: 9048643858


Dr. JOSE P. THERATTIL
Principal
Vellore Engineering College
Thiruvananthapuram - 679531

September 12, 2021

Yashif V.S,
Vallikkad House, Mannalur P.O,
Ettanur, Thenkurissi,
Palakkad, Kerala

Dear Yashif,

Congratulations!

We are pleased to offer you the position of Junior Software Engineer in our organization as an Independent Contractor.

The main terms and conditions of your employment are given below:

- **Compensation:** As you begin your career at Vofox, you will be given a consolidate pay (CTC) of Rs.1,20,000 per annum.
- **Probation and Confirmation:** The first 6 months of your employment will be a period of probation, after which your services would be confirmed. However, if we are not happy with your skills and performance, we may deny confirmation or extend your probation period.
- You are not supposed to request for relieving letter or experience certificate, if you leave our organization before 2 years from the date of join.
- **Performance Appraisal:** Your performance will be evaluated every month from the date of your joining. Based on your performance, your salary will be revised after completion of one year with us, under normal circumstances.
- **Work Hours:** We normally work from Monday through Friday, and you are required to maintain a productive hour of 8 hours 30 minutes a day. However, you might be asked to work in different time shifts if your project demands it.
- **Notice Period:** You will have to serve a three-month notice period in Vofox, from the date of acceptance of your resignation, otherwise your resignation will not be accepted.
- **Other Employee Benefits:**
- **Gratuity Scheme:** You are eligible for gratuity in accordance with the Payment of Gratuity Act, 1972.
- **Medical Insurance:** Vofox offers a medical insurance coverage of upto INR 2,00,000 applicable for self, spouse and two children.
- **Fitness & Entertainment Facility:** Vofox offers an inhouse Gym facility for the permanent employees which can be availed based on the company policy.
- During your employment with the company, initially you will be posted in Cochin, however you may be deputed to any locations on the same terms and conditions of the employment at the sole discretion of the management.

Copy Attested



1/12/21

SPATIL College 531

are required not to divulge, communicate, or pass on any information in any related to any aspect of the company to anyone not employed by the company. indulgence in such activity shall render you liable for termination with immediate effect notwithstanding any other terms mentioned in this letter or in any other letters.

You are required to strictly maintain the secrecy of and not to divulge or communicate in any manner, any information regarding your remuneration/terms of employment to any other employee of the company except your immediate superior. Any such disclosure is a serious case of indiscipline and would render you liable for suitable disciplinary action.

If you choose to accept this offer, please send us originals of the following documents within two weeks from the date of receiving the offer letter:

- Documents that certify educational qualifications
- Training Certificates
- Copy of Experience Certificate if any
- Your passport size photograph
- Copy of ID Proof

You will need to produce all original documents for verification on the date of joining. (Virtual joining)

Joining Details:

Date : 26th November 2021, Friday
Time : 9.00 AM
Office Address : Vofox Solutions Pvt Ltd,
Vofox Square VIP Road,
ILN Stadium Metro Station,
Kaloor, Ernakulam,
Kerala 682017



Please reply to confirm your acceptance of this offer. If we do not hear from you within 12 p.m of 13th November 2021 from the day you receive this offer letter, we will assume that you are not interested and will withdraw the offer.

Sincerely,
For Vofox Solutions Inc

Sonika Roji
Manager-Human Resource
Vofox Solutions Inc

True Copy Attested

[Handwritten Signature]

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

accept the offer and agree to join on or before 26th Nov, after which the offer stands invalidated.

Candidate Name & Signature

September 8, 2021

HRD/3T/1002393944/21-22

Mr. Abhiram Bhaskar
Abhiramam (House)
Karimba (P O)
Palakad-678597
India

Ph: +91-8943430779

Dear Abhiram,

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: 2021.09.08 13:59:06 IST
Reason: Digitally Signed
Location: Bangalore

True Copy Attested

Dr. JOSE P. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

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

September 8, 2021

RD/1002393944/21-22

Mr. Abhiram Bhaskar
Abhiramam (House)
Karimba (P O)
Palakad-678597
India

Ph: +91-8943430779

Dear Abhiram,

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 **20-Sep-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.

True Copy Attested



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Abhiram Bhaskar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee

I. 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

II. 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
--	-----

III. 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

INCENTIVE COMPONENTS	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%
RAINING 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

September 8, 2021

HRD/3T/1002393944/21-22

Mr. Abhiram Bhaskar
Abhiramam (House)
Karimba (P O)
Palakad-678597
India

Ph: +91-8943430779

Dear Abhiram,

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

SEVP and Head Human Resources - Infosys Limited



Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.09.08 13:59:06 IST
Reason: Digitally Signed
Location: Bangalore

True Copy Attested

Dr. Joseph Therattil

Dr. JOSEPH THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



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

BINI MARIA BENNY JOSEPH
104869184

23-Aug-2021

Dear BINI MARIA,

Congratulations! Effective 13-Sep-2021, your services will be transferred to Amazon Development Centre (India) Private Limited, your team will be 1579-AWS Customer Service in Bangalore and your business title will be TCSA (Core), level 3. And, your reporting manager will be Saniya Abdul Wasim. All other employment terms and conditions will remain same as per original appointment letter.

Effective 13-Sep-2021, your Annual Base Pay will be Rs. 408,080 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. Your Base Pay is inclusive of both the employer's and the employee's provident fund contributions. Your Base Pay will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. All other compensation will remain unchanged.

If in the event that visa approval or other non-controllable delays (as determined by Amazon in its discretion) result in your internal transfer occurring in Amazon's next compensation year (on or after April 1), your compensation set out in this offer letter may be modified to reflect the adjusted position in that new compensation year in line with Amazon's usual local compensation model and review processes. Any such modification will be confirmed to you in writing.

Confidential Information

During your employment, you will have access to highly confidential information of Amazon India. Even the work done by you for Amazon India is highly confidential. This role change may require you to execute a Confidentiality, Non-competition and Invention Assignment Agreement for protection of such confidential information. In such case, your role change would be subject to and conditional upon you signing and returning the Confidentiality, Non-competition and Invention Assignment Agreement to Amazon India and complying with the terms thereof, at all times.

Relocation

For detailed information about your relocation benefits, please review the related documents. If your employment from our Company terminates for any reason before you have completed twelve months of active employment from 13-Sep-2021, you will be responsible for reimbursing our Company for any relocation expenses paid to you or incurred by the Company on your behalf, on a prorated basis.

Copy Attested

Joseph

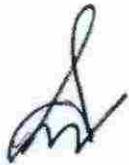
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



We are confident in your ability to take on new challenges and we look forward to your continued contributions to the company's success.

Thanks again for your efforts. Please contact your manager or your HR Business Partner with any questions.

For Amazon Development Centre (India) Private Limited



K V S Surendra Raju
Senior Manager, Employee Services

ACCEPTANCE

I agree to and accept this transfer and the terms set forth above.

Copy Attested



Dr. JOSE P. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



15

Infosys



True Copy Attested

Delma Davis

1067086

Josep

Dr. JOSE P. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 695531



HRD/ROLE CHANGE/2021/10/1067086

October 14, 2021

Delma Davis
Emp. No. 1067086
CIS

Dear Delma,

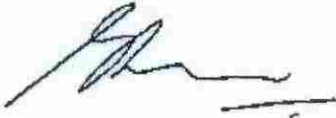
Congratulations! In recognition of your performance, we are happy to progress you to the Role designation of **Senior Systems Engineer** effective **October 01, 2021**.

The job description, competencies and performance measures applicable to you in your revised Role Designation will be made available to you on Harmony shortly.

All other terms and conditions of your employment remain unchanged.

Here's wishing you success in your new role!

Best regards,



Richard Lobo
EVP and Head – Human Resources – Infosys Limited

Attested



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR per month)				
ROLE	Systems Engineer			
ROLE DESIGNATION	Systems Engineer Trainee			
1. MONTHLY COMPONENTS				
BASIC SALARY	15,000			
BASKET OF ALLOWANCES	4,478			
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850			
MONTHLY GROSS SALARY	22,328			
2. ANNUAL COMPONENT				
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150			
3. RETIRAL BENEFITS				
PROVIDENT FUND - 12% of Basic Salary	1,800			
GRATUITY - 4.81% of Basic Salary	722			
FIXED GROSS SALARY (1+2+3)	25,000			
TOTAL GROSS SALARY	25,000			
OTHER BENEFITS				
Scheme	Eligible Amount in INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.				
The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				

True Copy Attested

Jose P

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
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 (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an 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)	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				



True Copy Attested

Handwritten signature

Dr. JOSE P THERATTIL
Principal
Vythi Engineering College
Cheruthuruthy - 679531



20

**STRICTLY CONFIDENTIAL
LETTER OF OFFER**

Date: 30-Aug-2021
S. No: 2115 / Vacancy ID:58034

Dear Harikrishna Menothuparambil Pushpan,

National Identification Number: PAN: GJHPP9367M

With reference to your recent interview with us, we are pleased to make an offer of employment to you as **Trainee Test Engineer**.

You are required to join duty on or before **01-Sep-2021** at our office in Hyderabad.

Your gross salary and other benefits forming part of your compensation is hereby detailed and enclosed as Annexure A & B.

On your date of joining, you shall be issued an Appointment Letter. You will also be required to sign a Non-Disclosure Agreement with us.

You will be on probation for a period of 120 (One hundred and twenty) days. Being a career growth company there will be a performance review at the end of your probation period.

Following are the documents that must be produced/submitted on the day of joining.

1. Original offer letter with your acceptance.
2. Education Certificates.
3. Appointment letter and latest salary increment letter of your previous employment.
4. Experience Certificates and Relieving Letter from the previous employers.
5. Recent salary slip issued by your current employer.
6. Aadhar card, PAN and Copy of passport (front and back).
7. Four passport size photographs.
8. Form 16 issued by your current employer.

Your employment is liable to be terminated in the event of non-submission of documents 1, 2, 3 & 4 listed above.

In addition to the above, once you accept this offer, we will consider it as a consent from you to proceed with background verification checks through our empaneled agency.

Copy Attested

Jose P Therattil

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

Page 1 of 4



Your offer may be withdrawn either if you do not join us on the proposed date or if you do not confirm your acceptance within three working days from the date of offer.

For Ivy Software Development Services Private Limited

I accept and agree:

Anil Murari

Anil Kumar Murari
Head - Human Resources & Administration (India)

Signature

Date: ____/____/____

Attested



Jose P Therattil

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

Page 2 of 4

IVY Software Development Services Private Limited

5th Floor, "B" Block, Divyasree Omega, Plot No 13/E, Survey No.13 (part), Kondapur, Hyderabad, Telangana 500084. INDIA
Telephone: +91 40 4472 1000 | GSTIN: 36AADCI6283R1ZS | CIN: U72500TG2014PTC095528

www.ivy.global

Ref : BIS/HR/EXP/12/2021
Date : 05TH September, 2021

TO WHOMSOEVER THIS MAY CONCERN

This is to certify that **Ms. Neeva Johny**, Employee ID # 27, was employed with us from 01st of December, 2019 to 31st of August, 2021.

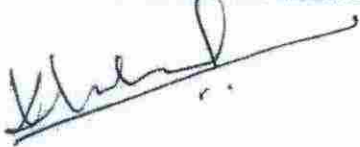
She was designated as **Frontend Software Developer** at the time of leaving the organisation.

She is highly dedicated professional, having true devotion to her duties. We found her hardworking, Punctual and with outstanding performance, during her tenure.

Ms. Neeva Johny is really an asset to any organisation and we have no hesitation in recommending her for a better placement at any other organisation. She is leaving the company on her own accord.

We wish Ms. Neeva Johny all the best in her future endeavours.

Personnel and HR Manager



BIS Technology vendors



True Copy Attested



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

17th November 2021

To,

Mr. Noel Erinjery

Erinjery House

3rd Left, Karikattukara Lane

Kuriachira P.O

Thrissur - 680006

Sub: - Appointment Letter

Dear Noel,

We refer to the recent discussions we had with **Faircode Technologies Pvt. Ltd.** (The "Company"), subject to your acceptance of

Prerequisites:

- 1) This appointment and continuance of your employment will be subject to you clearing the background verification exercise undertaken by the company. A consent form is attached along with this required to return a signed consent form for initiating the background verification on the date of joining.
- 2) You will have to bring 2 copies of your latest passport size color 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.

True Copy Attested



Date: 01/06/2021

44

Dear **SHIBY K FRANCIS**

Re: OFFER OF THE JUNIOR FLUTTER DEVELOPER WITH E4 TECHNO SOLUTIONS

We are pleased to offer you the position of FLUTTER DEVELOPER on the terms set forth below.

You will be reporting to Ansib , project manager. Your duties and responsibilities shall be communicated to you at the time of joining.

You are scheduled to start work from 01/06/2021. At the end of TWO(2)months your performance shall be reviewed and if found to be exemplary, your salaries shall be revised as per company policy . In this role, you will report directly to me.

By accepting this offer, you represent and warrant that your employment with E4 Techno Solution will not violate any agreements that you have with us.

You may terminate your employment with us at any time by notifying us and serving 1 month notice period. Likewise, E4 Techno Solution may terminate your employment at any time .

If you choose to accept our offer under the terms described above, please indicate your acceptance, by signing below.

We on behalf of E4 Techno Solution wish you all success.

Best Regards,

Shafeeq
Chief Executive Officer
SHEFEEQ C.S.
Chief Executive Officer

Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

28-Oct-2021

Jaicob John A
AKKARAPATTIAKKAL HOUSE P O PURANATTUKARA, ..
Thrissur - 680551

Dear **Jaicob John**,

On behalf of **KPMG Global Services Private Limited** (the '**Company**'), I am pleased to offer you the position of **Analyst in Advisory** with the Company. You will be part of the **MC-Service Now** team.

You shall be based in **Bangalore** and can be transferred to any other office of the Company at any other place or city in India or outside India, as decided by the Company from time to time.

Your employment shall commence with effect from your actual date of joining. In the event you fail to join latest by **15-Nov-2021**, this employment agreement ('Agreement') shall stand terminated.

You shall be on probation for a period of six (6) months (the '**Probation Period**') from your actual date of joining. During the Probation Period, your Compensation and Other Entitlements, if any, shall be in accordance with the Company's Personnel Policy, for the time being in force ('**Company Policy**'). At the end of the Probation Period, the Company may confirm your services, subject to your performance meeting the requisite standard, by issuing a confirmation letter (the '**Confirmation Letter**'). Until such Confirmation Letter is issued, you are deemed to be on probation.

The terms and conditions of your employment with the Company shall be as follows:

A. Compensation

1. Basic Salary

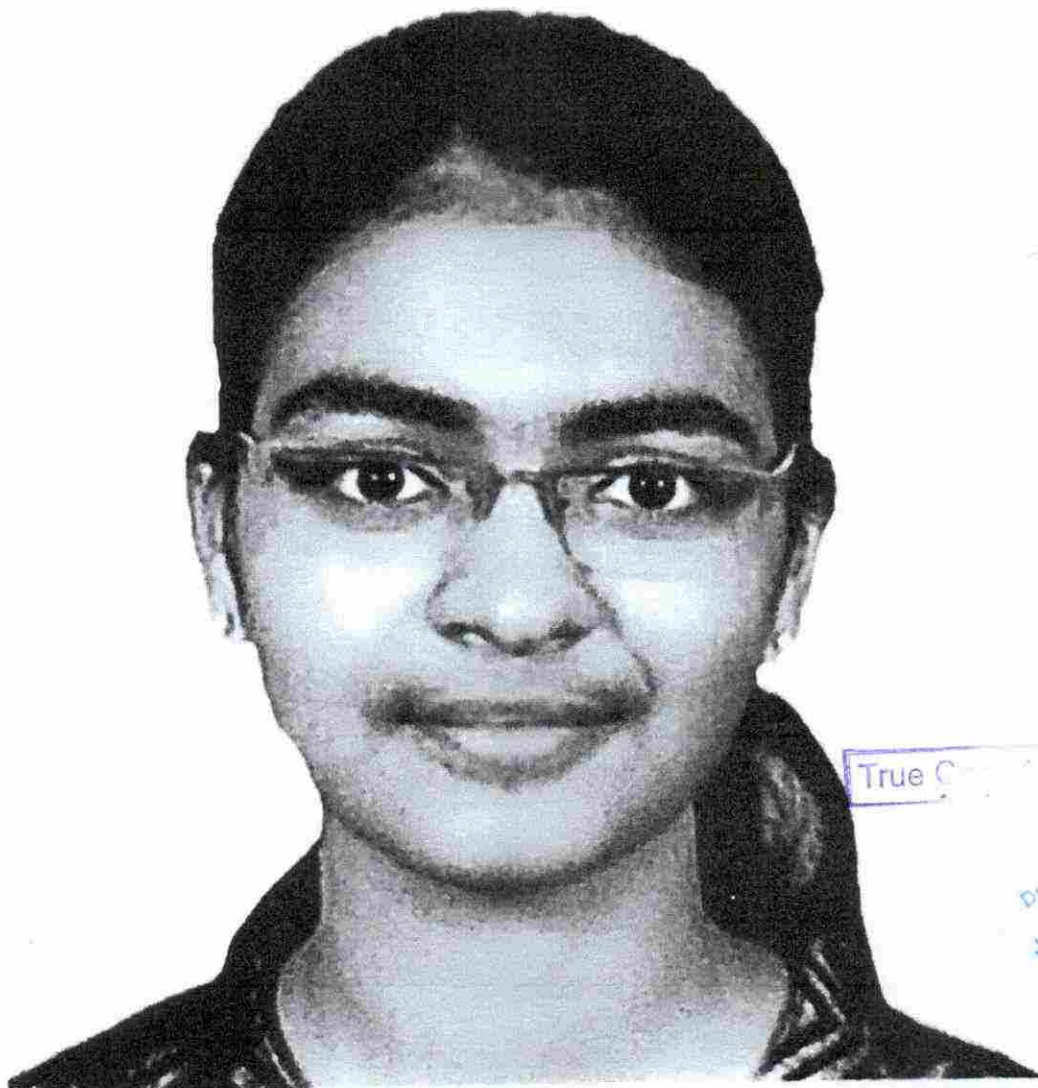
Your basic salary shall be **Rs.250000/- (Two Lakh Fifty Thousand Rupees)** per annum, payable monthly in arrears. Your next revision shall be in accordance with the merit review cycle and at the sole discretion of the Company.



True Copy Attested

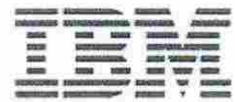
IEEE

JASMINE SHAJ



True C

Jyothi
Dr. J. S. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



September 28, 2021

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear JASMINE SHAJ

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

We invite you to join us as a Associate System Engineer, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.

DO YOUR BEST WORK EVER.



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Jenath
Dr. JOSE P. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



COVID-19: IBM Initiatives for Employees and Communities

As we navigate the COVID-19 pandemic, IBM has taken a series of initiatives to help and support our employees and their family members in this challenging environment. The health and safety of IBMers, partners, and clients is our top priority.

We have put together a comprehensive support plan for our employees and their families to tide through this pandemic.

Employee Well-being and Safety

- **Vaccination for all IBMers:** Vaccination camps will be opened (in line with Government regulations and availability of vaccines) in all major cities with IBMer populations. IBMers and their family members will have the option of getting vaccinated at hospital centers or camps at selected IBM locations. We are working closely with the concerned authorities on this.
- **Dedicated 24X7 Medical Helpline with Portea:** IBM has launched a dedicated helpline through Portea Health Care Services - for a variety of services including doctor consultation, medical/home care services, and testing services. This helpline is the first point of contact for support for any medical help.
- **Access to Oxygen Concentrators**
IBM has procured oxygen concentrators to support IBMers and their family members. We have partnered with Portea Health Care Service to deploy these oxygen concentrators across Bangalore, NCR (Delhi, Gurgaon, Noida), Kolkata, Chennai, and Hyderabad.
- **Eldercare Support with Samarth:** IBM has partnered with Samarth, one of India's leading organizations supporting the elderly by creating a COVID care system. Samarth will help the elders deal with the pandemic by providing 24/7 emergency assistance, home care resources, medicines, doctor tele-consultations, food services, oxygen, and requirement for other equipment as needed.
- **COVID Care Center:** We have worked with Apollo Hospital to offer medically supervised "step down" facilities at designated hotels in every major city where IBMers and immediate family members can quarantine in case it's not feasible at home.
- **Emergency Transport for Medical Needs:** We are offering an emergency transport facility 24x7 for medical requirements for both employees and their immediate family members who are COVID-19 positive (for transport to a medical facility) and those who are COVID-19 negative (for procuring medical supplies or attend to impacted family members).
- **Additional Insurance Coverage:** IBM is providing additional insurance coverage for each insured employee and their covered dependents (spouse and children) for up to Rs. 5 Lakhs per member covered.
- **Meal Delivery Service**
We have tied up with HungerBox for the delivery of freshly prepared meals, ensuring the highest levels of hygiene and safety measures. The service is currently available in Bangalore, NCR, Hyderabad, Chennai, Kolkata, Mumbai, Pune, and Vishakhapatnam.



- **COVID Assist:** We have launched COVID Assist, a Watson Assistant powered AI bot, to channelize the requests around **critical resources** such as ambulance, oxygen, medicine, hospital beds, in an efficient manner. It will also help you connect with the IBM Squad volunteers on ground.

Mobilizing the collective power of the IBMers

- **IBMer volunteer COVID squads :** We have organized squad groups staffed by IBMer volunteers to take service requests and match them to verified sources of available resources - Hospital Beds, ICUs, Oxygen requirements, ambulances, medicines, and more. With over 2000 volunteers already signed up, this is really making a difference to quickly triage requests and ensure that needs are matched to resources available nationally.
- While we do this, employee health and well-being remain a key priority for us. We have set up several **employee support groups across cities** to provide employees with a platform to discuss issues, challenges, concerns and coping mechanisms such as managing stress, staying active and promoting self-care. Covid Warrior stories to energise teams.
- IBM has partnered with United Way of India to drive an employee giving campaign. Employees can donate financially to the NGO and they in turn are working with several partners at the ground level to provide critical and emergency care for the community.
- IBMers are volunteering to become first responders on Covid-19 helplines through a collaboration with StepOne. StepOne is an NGO having an interface with 18 state governments and is helping to train & deploy volunteers to respond to queries on the government helpline.

Leveraging our voice and influence to rally global support

- IBM is playing a key role in **Global Task Force on Pandemic Response** launched by the US Chamber of Commerce to aid India and other Covid-19 Hot-Spots. This includes Sourcing, shipping and delivering 1,000 ventilators; 25,000 oxygen concentrators and working with local partners to fund emergency hospital beds in communities where our teams live and work.

In addition, we are also closely engaged with the government and government agencies in India to offer our support and we are ready to do more.

Given the dynamic pandemic situation, IBM is constantly revising and updating any initiatives it has put in place to respond to the pandemic, And any of these programs and policies may be changed or withdrawn by IBM at its sole discretion. Please reach out to your HR contact to understand the current measures in place at IBM.

TILA



Jeyaraj
Dr. JOSE P. THERATTIL
Principal
Jyothi Engineering College
Cheruvu - 679531



September 28, 2021
IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear JASMINE SHAJ

We are pleased to offer you the position of Associate System Engineer, in band 06G at IBM India Pvt Ltd (IBM or Company). The terms and conditions of your employment contract at IBM are detailed below. Please read these important details carefully, including your compensation and benefits.

Initially, you will have to undergo an IBM trainee program specially designed for all college campus hires. This training is to enable you to acclimatize to the industry and post qualifying, accelerate your transition to a live project.

You must complete your formal course of education, including final semester examinations to establish your qualifications, before joining. Further, this offer is contingent upon your obtaining the degree, consistent academic performance, minimum aggregate or equivalent of 65% or 6.5 CGPA in Bachelors & Post-Graduation and 60% or 6.0 CGPA in SSLC or X, HSC/PUC/XII, Diploma or the equivalent, failing which IBM may, at its sole discretion, withdraw this offer of employment.

Acceptance and Commencement

Your appointment will be effective on your joining date, i.e. October 11, 2021. Please contact us immediately if you require an alternative joining date. If you do not confirm your acceptance or we are unable to set an alternative date, this offer will be withdrawn.

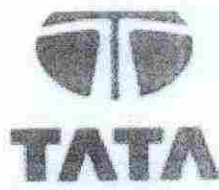
To confirm your acceptance of this offer, you are required to:

- Accept this offer by selecting the 'accept' option at the bottom of the form. Please note that if you do not provide your acceptance, you will not be allowed to join on the joining date specified above.
- On your first day of employment, please report at 9:00 am to the Main Lobby located at Block D3, Manyata Embassy Business Park, Nagawara Outer Ring road, Bangalore-560045.

If you have questions about your First Day Documentation, send an email to eschoolhiring@in.ibm.com

On your joining date, please bring (i) 1 copy of this letter duly signed and dated by you (ii) 2 self photographs (passport size, color with white background) (iii) One set of print outs of the completed on boarding forms &





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Ref: TCSL/DT20207196608/1445178/Trivandrum

Date: 06 July 2021

MR. JOSEPH JOEL C P
Chittilappilly House Santhi Nagar, Ottupara,
Wadakkanchery, Thrissur,
Kerala-680582.
Tel# 918714826056

Sub: Joining Letter

Dear Mr. Joseph Joel C P,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **12th August 2021**, your joining location is **Kochi**, work location is **Kochi** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

Trivandrum



Dr. J. JOSEPH
Principal
Jyothi Engineering College
Cheruthuruthy - 680 021



Ref: TCSL/DT20207196608/1445178/Trivandrum

Date: 06 July 2021

MR. JOSEPH JOEL C P

Chittilappilly House Santhi Nagar, Ottupara,

Wadakkanchery, Thrissur,

Kerala-680582.

Tel# 918714826056

Sub: Joining Letter

Dear Mr. Joseph Joel C P,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **12th August 2021**, your joining location is **Kochi**, work location is **Kochi** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

True Copy



Private and Confidential

Page | 1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Ltd

Peepul Park, Technopark Campus, Kariavattom P.O., Thiruvananthapuram - 695 581, Kerala, India

Telephone : +91 471 6629400, Fax: +91 471 6629499, Website : www.tcs.com

Registered Office : Nirmal Building, 9th Floor, Nariman Point, Mumbai - 400 021

Corporate Identification Number (CIN): L22210MH1995PLC084781



TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



True Copy Attached

Jose P Thero
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

OFFER CUM APPOINTMENT LETTER

Josin George
Chalissery House, 23rd street, Kizhakumpattukara, East Fort PO
Thrissur
680005
IN

Dear Josin,

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 **Tech Ops Associate** at **Chennai**, India.

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 **10 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 **23-May-2022**.

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

Tru



Dr. Jose
Dr. JOSE C. THERATTIL
Principal
Jayothi Engineering College
Aruthuruthy - 679531

September 6, 2021

42

HRD/3T/1001867772/21-22

Mr. Karthik PC

Pottekkattu Chiyangal House, Irringaloor (Po),

Vengara, Malappuram,

Malapuram-676304

India

Ph: +91-9072752787

Dear Karthik,

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: 2021.09.06 10:33:33 IST
Reason: Digitally Signed
Location: Bangalore



True Copy



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

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

HRD/1001867772/21-22

Infosys

Navigate your next

September 6, 2021

Mr. Karthik PC
Pottekkattu Chiyangal House, Irringaloor (Po),
Vengara, Malappuram,
Malapuram-676304
India

Ph: +91-9072752787

Dear Karthik,

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 **20-Sep-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.



True Copy Attached

Jose P
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)				
NAME	Mr. Karthik PC			
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				

True



Dr. J. S. P. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Karthik PC
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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Date : 12th January 2022

Letter of Confirmation

Dear Maneesh Manoj [Emp id: E00013],

We are pleased to inform you that you have been confirmed to the position of Software Engineer with effect from 19th January 2022.

All other terms and conditions of your appointment will remain the same. Converj congratulates you on your confirmation and wishes you well.

Sincerely

Varghese K Abraham
Co-Founder
Converj Global Private Limited



astige Technostar, Level 8, Building 3,
ddanakundi Industrial Area 2, Phase 1, Brookfield,
ngalore - 560048, Karnataka, India.
N: U74999KA2019PTC130829

Ph: +91 80 6862 8800
Email: info@converj.com

www.converj.com

Dr. JOSEPH THERATTIL
Principal
Yothi Engineering College
Thuthuruthy - 679331

 **converj**



Maneesh Manoj

E00013



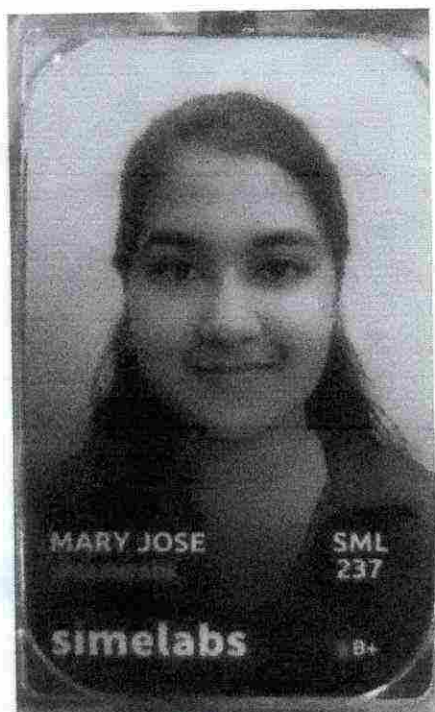
 **converj**

Level 8, Building 3, Prestige Technostar,
Brookfield, Bengaluru - 560048



*Dr. J. J. P. THEJATIL
Principal
Jyothi Engineering College
Cheruburthy - 678531*

True Copy Attested



Dr. Jose P. Therattil
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

True



1 March 2022

Private and Confidential

Mary Jose

Phone No: +91-8330070112

Email: mary11051999@gmail.com

OFFER OF EMPLOYMENT

Dear Mary Jose

Congratulations! With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Software Engineer** in Sinergia Media Labs with the joining date on 1st March, 2022. We hope that you will contribute significantly to the company's growth.

The location of reporting will be Sinergia Labs, C107, Ground Floor, Smartcity, Kakkanad, Cochin.

1. Salary

Your gross remuneration (Cost to Company) is mentioned in Annexure A. Salary shall be paid on a monthly basis. Please refer to Annexure A for details on your salary structure. Any bonus or variable pay is linked to performance or other specified milestones, and will be objectively determined by the Company. The package includes basic salary plus allowances and such perquisites as the Company deems appropriate, which are within the income tax law and at no tax disadvantage to the Company. All taxes as are applicable under the relevant Acts will be deducted by the Company at source. Your employment with the Company is contingent upon your acceptance, of NDA document. These documents will be made available to you upon your acceptance of the offer.

2. Probation

To assess your fit within Sinergia Media Labs, the first Six (6) months of your employment will constitute a probationary period. Confirmation will be based on the ability to deliver the projects which includes learning new technology

3. Hours of Work

The company's core hours of operation are Monday to Friday from 9:00 to 18:30. Though our core working timing is mentioned above, employees can work flexibly based on the specific requirement of the project. There are times where you may be required to work beyond your existing working hours depending upon the business requirements/exigencies from time to time.

4. Travel

As per the requirements of your position, you will be expected to travel up to the client site based on the requirement of the client. You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work.

5. Performance Review

There may be annual review to outline the direction and various key result areas. Subsequently, reviews may be conducted, if necessary, depending upon your performance or change in responsibilities, at the discretion of the Company. Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are ordinarily given on an annual basis.

True Copy

www.simelabs.com



Principal
Date: 1st March 2022
Signature: [Handwritten Signature]

1 March 2022

Private and Confidential

Mary Jose

Phone No: +91-8330070112

Email: mary11051999@gmail.com

OFFER OF EMPLOYMENT

Dear Mary Jose

Congratulations! With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Software Engineer** in Sinergia Media Labs with the joining date on 1st March, 2022. We hope that you will contribute significantly to the company's growth.

The location of reporting will be Sinergia Labs, C107, Ground Floor, Smartcity, Kakkanad, Cochin.

1. Salary

Your gross remuneration (Cost to Company) is mentioned in Annexure A. Salary shall be paid on a monthly basis. Please refer to Annexure A for details on your salary structure. Any bonus or variable pay is linked to performance or other specified milestones, and will be objectively determined by the Company. The package includes basic salary plus allowances and such perquisites as the Company deems appropriate, which are within the income tax law and at no tax disadvantage to the Company. All taxes as are applicable under the relevant Acts will be deducted by the Company at source. Your employment with the Company is contingent upon your acceptance, of NDA document. These documents will be made available to you upon your acceptance of the offer.

2. Probation

To assess your fit within Sinergia Media Labs, the first Six (6) months of your employment will constitute a probationary period. Confirmation will be based on the ability to deliver the projects which includes learning new technology

3. Hours of Work

The company's core hours of operation are Monday to Friday from 9:00 to 18:30. Though our core working timing is mentioned above, employees can work flexibly based on the specific requirement of the project. There are times where you may be required to work beyond your existing working hours depending upon the business requirements/exigencies from time to time.

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As per the requirements of your position, you will be expected to travel up to the client site based on the requirement of the client. You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work.

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There may be annual review to outline the direction and various key result areas. Subsequently, reviews may be conducted, if necessary, depending upon your performance or change in responsibilities, at the discretion of the Company. Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are ordinarily given on an annual basis.

Dr. JOSE P. THEERATHAN
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

True Copy

www.simelabs.com



(45)

IIIPL/HEG/CONF/1,866

To,

Mr. M P Adithya Vijayan

IIIPL-5334

Dear M P Adithya,

Subject: Confirmation of employment

We take great pleasure to inform that you have successfully completed your probation period and your services as Associate Software Engineer with Impetus Technologies India Pvt Ltd stand confirmed effective Feb 15,2022. You will be entitled to leaves and other Employee Benefit Programs.

All other terms & conditions of employment will remain the same.

We extend our heartiest congratulations to you.

Thanks,
Human Empowerment Group



Jose P
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679534

True Copy Attested





Emergency Contact 9969058625

1036059

Anjali Valsalan Nair

quest

46

Dr. JOSE P THEOSTITIL
Principal
Jyothi Engineering College
Cheruburuthy - 679531





OFFER OF EMPLOYMENT

July 22, 2021

QI-HR683697/2021 Ms. Nair Anjali Valsalan, Rhythm, Near Devi Vilas School Thrissur Kerala India 679106

Dear Nair Anjali Valsalan,

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 **Senior 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: AEQUUS 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



Jose P. Therattil
Dr. JOSE P. THERATTIL
Principal
Jyothi Engineering College
Theruthuruthy - 679531

SERVICE CONTRACT

This Services Agreement ("Agreement") made and effective this 04 October 2021 by and between M/s QuEST Global Engineering Services Private Limited., a company registered under the Companies Act 1956, having its registered office at AEQUS Special Economic Zone, No. 437/A, Plot No. 2 Hattaragi Village Hukkeri Taluk, BELGAUM- 91245, Karnataka, India (hereinafter referred to as the "Employer " which expression shall, unless it be repugnant to the meaning or context thereof, be deemed to mean and include its subsidiaries, other group companies, its successors in interest, permitted assigns and its Affiliates) of the First Part

And

Ms. Nair Anjali Valsalan, D/o Valsalan aged about 22 residing at 104,Amrita,Dombival(EAST),Maharashtra - 421201 (herein after referred to as the " Employee" which expression shall, unless it be repugnant to the meaning or context thereof, be deemed to mean and include his/her heirs, successors, administrators, executors, attorneys and assigns) of the Second Part.

And

Mr. Valsalan ,S/o Ramachandran UP aged about 52 residing at 104,Amrita,Dombival(EAST),Maharashtra 421201(herein after referred to as the " Surety" which expression shall, unless it be repugnant to the meaning or context thereof, be deemed to mean and include his/her heirs, successors, administrators, executors, attorneys and assigns) of the Third Part.

True Copy



Dr. JOSEPH J. JERATTIL
Principal
Jyothi Engineering College
Belgaum - 91245

Infosys



Naveen P R

1164908



Fully Vaccinated

Book Your Seat

Refreshed On

19-Aug-2022





July 27, 2021

HRD/3T/21-22/1001967925

Mr. Naveen P R
Candidate ID: 1001967925
Palakkal Navaneetham
S B I Colony Road
Palakkad - 679101
Palakkad
India
Ph: (91) 86066 44082

Dear Naveen,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **August 30, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

True C.





49

Ref: TCSL/DT20206821012/1441402/Trivandrum

Date: 14 June 2021

MS. NIVA DILEEP

31 A Kannampillipuram,

Marath Temple, Thrissur,

Kerala-680687.

tel# 917558804062

Sub: Joining Letter

Dear Ms. Niva Dileep,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **15th July 2021**, your joining location is **Kochi**, work location is **Kochi** and your stream is **IT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.

True Copy



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



S Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

Based on your performance and the number of attempts taken to clear the TCS Xplore Program, you are eligible for the Readiness Incentive of **INR40000**. Your incentive will be given along with your salary, provided you:

- Join the organization on the specified date.
- Serve Minimum tenure (12 months from the date of joining) with the organization.

Note :

- If you do not serve the minimum tenure mentioned above, the incentive provided will be recovered.
- Readiness incentive will not be given if a request for re-joining is initiated by you.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

True Copy Attached



Dr. G. S. P. THEERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 675531

Permanent Identity Card

Form K (Rule 70)



Name : NOVA DILEEP
Unit Name : Accenture Solution Pvt Ltd
Designation : Associate
Serial No : PP-ACC-21-22-PC-3125
Issue Date : 07 Dec 2021
Valid Upto : As Per LOA

True Copy



Dr. J. P. Therattil
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

C Jayanthi
Authorised Officer- Pritech Park SEZ

BE YOURSELF, MAKE A DIFFERENCE.

accenture

Strictly Private and Confidential

Date: 21-Jun-2021

Nova Dileep
C9659003

Komathukattil House, P O Kannampillipuram, Thrissur, Kerala, 680687
9061734645

Dear Nova Dileep,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 65% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

Version 2.1 (Feb 2021)

True Copy Attached

Reference Id: 2a392309-288a-4aa7-a274-76a53e770733_1
Signed By: Mahesh Vasudeo Zurale



Candidate's Signature

Dr. JOSE P. THEERATTIL
Principal
Iyath Engineering College
Thrissur - 679531



Date : 12th January 2022

Letter of Confirmation

Dear Rashi M [Emp id: E00011],

We are pleased to inform you that you have been confirmed to the position of **Software Engineer** with effect from 19th January 2022.

All other terms and conditions of your appointment will remain the same. Converj congratulates you on your confirmation and wishes you well.

Sincerely

Varghese K Abraham
Co-Founder
Converj Global Private Limited

Prestige Technostar, Level 8, Building 3,
Doddanakundi Industrial Area 2, Phase 1, Brookfield,
Bangalore - 560048, Karnataka, India.
CIN: U74999KA2019PTC130829

Ph: +91 80 6862 8800

Email: info@converj.com

www.converj.com



Dr. JOSE THERATTIL
Principal
Jyothi Engineering College
Chitruva - 575531

 **converj**



Rashi M

E00011



 **converj**

Level 8, Building 3, Prestige Technostar,
Brookfield, Bengaluru - 560048



True Copy Certified

Date: 06th August 2021

Dear Reshma R,

Following your job application and further discussions, we are pleased to appoint you as **Trainee Associate** in Speridian Technologies Private Limited (the "**Company**"), subject to your acceptance of the terms and conditions contained herein.

Terms and Conditions of the Contract

1. Requirements

You will have to provide 6 copies of your latest passport size colour photographs, the originals and one set of copies of all certificates from SSLC to the latest qualification, experience/relieving certificates, last 3 month payslips from the previous organization, copy of PAN card, Passport, Aadhar and Form 16 on the joining date.

- a) The employment contract will be valid only after both parties confirm their acceptance by signing the contract.
- b) This contract is issued based on the particulars furnished by you in your CV and also at the time of interview/discussions with us. Speridian has a well-defined background verification process to establish the genuineness of the information and documents furnished by you in the Employment Application Form and CV. In case any information furnished by you is found to be incorrect during the verification process, or at any time during your employment with us, this contract, or your employment shall be annulled automatically.
- c) Your appointment is subject to your executing the Service Commitment Agreement.

2. Posting

Due to pandemic situation, we are currently following the Work-From-Home facility for all our associates and the same will be applicable for you in the initial period. At the same time when the pandemic situation is taken up, you need to be ready for relocation to any of our office locations (Trivandrum/Cochin/Bangalore/Mumbai). 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

You are requested to report virtually on **06th September 2021 at 10.00 AM**.

4. Probation

- 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



ACSL-HRD-CNF-06
06 Jan 2022

Ms. Sandra David
Emp No: 061

Sub: Confirmation letter

Dear Sandra David,

This is with reference to the review of your performance during the probation period from 04 Oct 2021 to 02 Jan 2022, we are grateful to inform you that your employment is being confirmed as Ass. Software Engineer effective from 02 Jan 2022.

The terms and conditions as per mentioned in your appointment letter will remain unchanged.

We look forward to your valuable contributions and wish you all the very best for a fruitful career with Amazecodes Solutions Pvt Ltd.

With best regards,
For Amazecodes Solutions Pvt Ltd,



MEJO GEORGE

DIRECTOR



True Copy

Page 1

Dr. JOSE P. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



17th September 2021

Ms. **Sandra David**
Kerala, INDIA

Dear Sandra,

Welcome to Amazecodes Solutions. We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as **Associate Software Engineer** at **Amazecodes Solutions Pvt Ltd**. Your date of appointment is effective from your date of joining, which shall be on or before **4th October 2021**.

We welcome you to Amazecodes and believe that you will be a valuable addition to the team and wish you all the success in this assignment.

Your appointment at Amazecodes Solutions Private Limited is on the following terms and conditions.

1. PAY and BENEFITS.

1.1 Compensation:

The total cash compensation inclusive of all benefits (CTC) will be **Rs. 3,25,008/-** per annum, as per Annexure - I attached and will be subject to deduction of tax at source as per statutory regulations.

1.2 Provident Fund:

You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your basic salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Commission, wherever applicable. The maximum Rs. 15000/- of basic salary shall be considered for PF calculation.

1.3 Gratuity:

You will be eligible for Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

1.4 Insurance:

The Company will provide Group Life Insurance, Personal Accident Insurance and Hospitalization Insurance Coverage for yourself. The annual premium will be borne by the Company.

Your spouse and maximum up to 2 children will be covered as per Hospitalization Insurance Policy of the Company. Parent's Hospitalization Insurance Policy benefits can be availed by contributing the additional annual premium cost to the company.

1.5 Leave:

You are entitled for 12 days of Earned Leave per annum as per the Company's leave policy. In addition, you will be entitled to a maximum of 12 working day of sick-cum-casual leave per annum. You may utilize your leave as per the company policy.

True Copy Attached



Dr. Joseph Therattil
Principal
Varthur Engineering College
Varthur - 679531

ACSL-HRD-CNF-06
06 Jan 2022

Ms. Sandra David
Emp No: 061

Sub: Confirmation letter

Dear Sandra David,

This is with reference to the review of your performance during the probation period from **04 Oct 2021** to **02 Jan 2022**, we are grateful to inform you that your employment is being confirmed as **Ass. Software Engineer** effective from **02 Jan 2022**.

The terms and conditions as per mentioned in your appointment letter will remain unchanged.

We look forward to your valuable contributions and wish you all the very best for a fruitful career with Amazecodes Solutions Pvt Ltd.

With best regards,
For Amazecodes Solutions Pvt Ltd,



MEJO GEORGE

DIRECTOR



True Copy


Dr. JOE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



September 5, 2021

HRD/3T/1001951759/21-22

Ms. Sangeetha Cp
Lakshmi Nivas (Puthanmadam)
Shoranur
Palakkad-679122
India

Ph: +91-7593070300

Dear Sangeetha,

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: 2021.09.05 17:26:46 IST
Reason: Digitally Signed
Location: Bangalore

True Copy

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

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

September 5, 2021

HRD/1001951759/21-22

Ms. Sangeetha Cp
Lakshmi Nivas (Puthanmadam)
Shoranur
Palakkad-679122
India

Ph: +91-7593070300

Dear Sangeetha,

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 **13-Sep-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.

True Copy Attached



Dr. Jose P. Therattil
Principal
Jyothi Engineering College
Cheruvu - 679531



July 27, 2021

HRD/3T/21-22/1001951759

Ms. Sangeetha Cp
Candidate ID: 1001951759
Lakshmi Nivas (Puthanmadam)
Shoranur
Palakkad- 679122
Palakkad
India
Ph: (91) 75930 70300

Dear Sangeetha,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **August 30, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

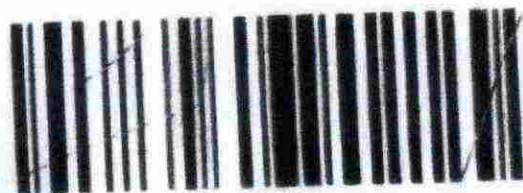
Yours sincerely,

True Copy Attested

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited



Infosys[®]



Sangeetha Cp

1168641



True Copy Attested

Dr. Jose P. Theraattil
Principal
Jyothi Engineering College
Chembur - 400071

August 16, 2021

55

HRD/3T/1002130926/21-22

Ms. Sangeetha Pratapan
Jyothirgamaya, Nangath House, Vadanamkurussi P.O
Ongallur-2, Palakkad, Kerala, India
Palakkad-679121
India

Ph: +91-8593081916

Dear Sangeetha,

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

True Copy Attested



Signature Not Verified

Digitally signed by Richard Lobo
Date: 2021.08.16 09:45:44 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

Dr. J. P. Thierarthy
Principal
Jyothi Engineering College
Palakkad - 679531



APPOINTMENT LETTER

September 10, 2021

Dear SANJANA S,

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.

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.

Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

Other Benefits:

True



- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. 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 from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore





Sanjana S <snjna9991@gmail.com>

Welcome to Wipro

1 message

careers@wipro.com <careers@wipro.com>
 To: snjna9991@gmail.com, sanjana.s40@wipro.com

Mon, Oct 11, 2021 at 8:43 AM



Human Resources Shared Services: Updates

Welcome

Dear Sanjana,

Congratulations and welcome to the Wipro Family! We are committed to provide you a great onboarding experience.

Your employee ID is 20282252, your date of joining is October 11, 2021.

As a part of your onboarding, we request you to log in to the Wipro Webmail and myWipro. Please follow the below steps to successfully log in and acquaint yourself with the Wipro world:

A. Webmail Login procedure:

(Please note: You will be able to access Wipro Webmail from your personal computer/laptop/mobile, only on/after your joining date)

1. Go to <https://webmail.wipro.com/owa> from your system or mobile. Wipro Webmail login page will appear with login account preference.

2. Click on 'Wipro Limited' to get to the Sign-on page.

3. Enter your Wipro AD ID as ADID@wipro.com, which is made up of the first two letters of your first name, followed by your employee ID and @wipro.com, e.g. if your name is John Doe and your employee ID is 12345678, your AD ID is JO12345678 (or JO12345678@wipro.com in the email format).

4. Enter your default password, which is made up of the first two letters of your first name followed by @WL and your employee ID, e.g. the password of Rahul Singh with Employee ID 12345678 will be ra@WL12345678. (Please note that this password is case sensitive and you need to change the first time you log in)

Sanjana S
 JOYDIP P THERATTIL
 Principal
 Engineering College
 Guruthurthy - 679577
 JOYDIP ENGG COLLEGE
 Guruthurthy - 679577

August 16, 2021

HRD/1002130926/21-22

Ms. Sangeetha Pratapan
Jyothirgamaya, Nangath House, Vadanamkurussi P.O
Ongallur-2, Palakkad, Kerala, India
Palakkad-679121
India

Ph: +91-8593081916

Dear Sangeetha,

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 **30-Aug-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.

True



Dr. Jose P. Therattil
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



HRD/3T/21-22/1002130926

July 27, 2021

Ms. Sangeetha Pratapan
Candidate ID: 1002130926
Jyothirgamaya, Nangath House, Vadanamkurussi P.O
Ongallur-2, Palakkad, Kerala, India
Palakkad- 679121
Palakkad
India
Ph: (91) 85930 81916

Dear Sangeetha,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **August 30, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,

True C

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited



Dr. JOSE P. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

OFFER OF EMPLOYMENT

Ref : TPTS_I/HR/2021/1043

Date : 28th July 2021

To,

Mr. Saurav Mundanatt Satheesh Kumar

E mail : saurav.satheesh99@gmail.com

Mobile: +91 9745743166

Subject: Offer of Employment**Dear Saurav**

Congratulations!

Further to our discussion, we are delighted to offer you the role of **Development Engineer** in Three Phase Techno Solutions from 2nd Aug 2021 as per the terms and conditions stated below.

Basic salary	:	INR 3,500/- per month.
Accommodation allowance	:	INR 2,000/- per month.
Transportation allowance	:	INR 1,500/- per month.
Petrol allowance	:	INR 1,000/- per month.
Mobile allowance	:	INR 500/- per month.
Internet allowance	:	INR 500/- per month.
Medical allowance	:	INR 500/- per month.
Others	:	INR 500/- per month.

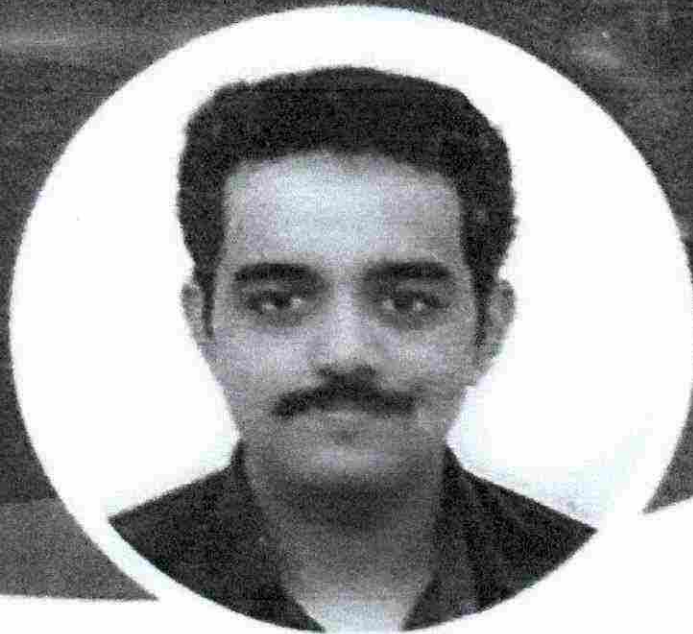
Total salary per month will be INR 10,000/- during probation period of 3 months.**Your salary will be revised to INR 13,000/- per month, after successfully completing 3 months of probation.**

[Signature]
Dr. J. J. J. Principal
Jyothi Engineering College
Cheruthuruthy - 679531



True Copy

3PhTech



SAURAV SATHEESH

Development Engineer



Id : 020

Blood : B+ve

Email : sauravs.tpts@gmail.com

Phone : +91 97457 43166

Jyothi
Jyothi Engineering College
Cheruthuruthy - 679531



29-Jan-2022

Dear Akhil K J,
B.Tech, Electronics & Communication Engineering
Jyothi Engineering College, Thrissur

Candidate ID – 19939813

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR 450,500/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

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

Please note:

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

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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.

2. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program, if offered to you:

With development of our campus selects even before they join us

True Copy A

JOSE P THERAT
Principal
Engineering College
679531

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

- a) You could be onboarded directly to business without any additional training.
- b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
- c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

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.



Maya Sreekumar

Vice President – Human Resources

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

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

Signature:

Date:

Compensation and Benefits

Name: Akhil K J

Designation: Programmer Analyst
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
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*	7349	88,188
Annual Gross Compensation			359,988
Incentive Indication (per annum)**			22,500
Annual Total Compensation			382,488
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			401,988

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
- 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

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity

True Copy Attested

Dr. JOSE P. JACOB
Principal
Jyothi Engineering College
Cheruthuruthy - 679331



29-Jan-2022

Dear Amal S,
B.Tech, Electronics & Communication Engineering
Jyothi Engineering College, Thrissur

Candidate ID – 19939844

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR 450,500/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

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

Please note:

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

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

True Copy Attested

ALCOBATIL
Jyothi Engineering College

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program
- c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.


4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.


- a) You could be onboarded directly to business without any additional training.
- b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
- c) You could be onboarded directly to business and be given on-the-job training, specific to their project or business needs.

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.


Maya Sreekumar
Vice President – Human Resources

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

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

Signature:

Date:

Compensation and Benefits

Name: Amal S

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
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*	7349	88,188
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Annual Total Compensation			382,488
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			401,988

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
- 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

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

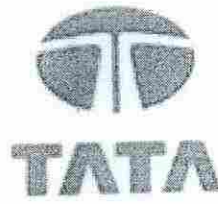
Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

From the date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

True Copy Attested

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruvu - 685311



Offer: Computer Consultancy
Ref: TCSL/DT20218172816/Trivandrum
Date: 03/11/2021

Ms. Anusha C E
Parakkottu House Poovattuparamba,
Poovattuparamba,
Kozhikode-673008,
Kerala.
Tel# 91-

Dear Anusha C E,

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. 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/DT20218172816

Dr. Jose P Therattil
Principal
Engineering College

TATA CONSULTANCY SERVICES



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.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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



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



[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

True Copy Attested

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



GROSS SALARY SHEET

Annexure 1

Name	Anusha C E
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	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
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 Program.

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

**** 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	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

True Copy Attested

TCS Confidential

TCSL/DT20218172816

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

CONSULTANCY SERVICES



29-Jan-2022

Dear Arun K Narayan,
B.Tech, Electronics & Communication Engineering
Jyothi Engineering College, Thrissur

Candidate ID – 19938973

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500 /-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to **INR 450,500/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

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

Please note:

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

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

JOSE PETERATHI
Jyothi Engineering College
We will continue to support the growth and development of our campus selects even before they join us.

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program
- c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

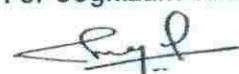
Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

- a) You could be onboarded directly to business without any additional training.
- b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
- c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

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.



Maya Sreekumar
Vice President – Human Resources

True Copy Attested



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

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

Signature:

Date:

Compensation and Benefits

Name: Arun K Narayan

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
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*	7349	88,188
Annual Gross Compensation			359,988
Incentive Indication (per annum)**			22,500
Annual Total Compensation			382,488
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			401,988

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
- 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

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

Dr. JOSE P THERATTIL
Principal
Engineering College
Murthy - 610014

- From the date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave



PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College
Date: 10 February, 2022

Dear Devika A D (ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photographs.
- 10th, 12th and UG/PG education certificates – (whichever completed).
- E-Aadhar card- Mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

**Talent Acquisition
Sutherland**

This is digitally generated soft copy hence signature is not required

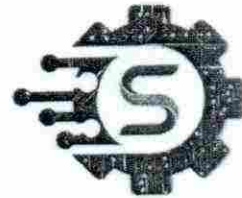
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc-A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Engineering College
679531

SCHOLASYS

TECHNOLOGIES & SOLUTIONS



18th June 2022

Sub: Employment Offer Letter – Robotics Trainee

Dear Ms Jelile Rosa Jose

We welcome you to our innovative and dynamic team of "SCHOLASYS TECHNOLOGIES & SOLUTIONS PRIVATE LIMITED".

Further to the discussion you had with us, we are pleased to offer you employment in the position of Robotics Trainee with Scholasys, Thrissur.

We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to our company and clients. Your appointment as Robotics Trainee will commence on 27th June 2022 (unless mutually agreed in writing for a different date).

Reporting to: Manager - Operations.

Salary Package: Gross pay of Rs. 10,000/- per month for the three months of Training. Once successfully completed the Training program you will be appointed as Robotics Trainer and your salary will be revised based on your performance.

As per company policy, monthly payroll is processed and paid in Indian Rupees (deposited in your bank account) before the 4th day of the following calendar month

Duty Hours:

As per operational requirements & business needs, you are required to work 8 hours/day – 6 days a week and one day off per week (Sunday). Office timings will be 9:00 AM to 5:30 PM including half an hour lunch break. You will not be entitled to any overtime payments.

Probation Period:

Once successfully completed Training, the First 3 months of your employment will be considered a probation period. During the probation period company, reserve the right to terminate your employment without notice or assigning any reason. Once successfully completed the probation period your salary will be reviewed.

Notice Period:

In case you wish to discontinue your services, you shall give a minimum 30 days' written notice to the company.

Other Terms & Conditions:

Your job is of transferable nature, as per our operational requirements and exigencies of work, you can be transferred to any business division locally or any other country within the group. While you are in our employment, you are not allowed to work with any other organization or with any

True Copy Attached
Mr. JOSE P THERATTIL
Principal
+91 9895254168
+91 487 2426777



www.scholasys.com
info@scholasys.com



2nd Floor | Papal Tower | S.T Nagar
Thrissur | Kerala | 680001

SCHOLASYS

TECHNOLOGIES & SOLUTIONS



individuals, full-time or part-time, directly or indirectly, paid or unpaid, or as a freelancing consultant in India or in the country of assignment or deputation.

Other Benefits:

- Working hours 9 am to 5.30 pm
- Working days Monday to Saturday (Sunday is Holiday)
- Holiday list would be issued separately
- There would be 1.5 days of leave on monthly basis i.e., 18 leaves in a financial year (April- March)
- The leave can be carried forwarded to the next month, however maximum leave accumulated in any month-end is limited to 3.
- Salary would be deducted for the extra leave.

Additional allowances as to the following would be paid to you once the employment is confirmed in our company.

- Travelling allowance - Business Trips,
- Petrol Allowance - Business Trips are subject to company rules.

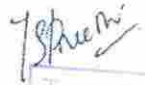
If the terms and conditions outlined in this Offer Letter are acceptable to you, please sign and return one copy of this letter along with other items specified.

If we do not hear from you, within 2 days. We will consider the offer null and void.

We would like to welcome you to Scholasys Technologies & Solutions Private Limited and wish you every success in your challenging new assignment and look forward to a long and mutually beneficial working relationship.

Sincerely

For Scholasys Technologies & Solutions Private Limited


True Copy Attested

Preethi M
Manager Operations


DR JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

I hereby accept the offer as per the terms & conditions said above.

Employee Signature:

Date:



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

Letter of Intent ("LOI")

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

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

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

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

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

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

It is very essential that you effectively leverage this platform to complete the courses and clear

Donat

ANNEXURE 1

JIBIN N V

Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Puneet Kumra

Head - Fresher Hiring

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

True Copy Attested


Dr. JOSE P. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College
Date: 05-April-2022

Dear NIBIN THOMAS (Engineering-ECE)

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers' is up to 2.50 LPA - Package differs based on the Client, individual's skill set, and various other selection parameters.


You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photographs
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips
(Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil
Nadu, PIN 600063

True Copy Attached


Dr. JOSE P THERATTIL



29-Jan-2022

Dear Rakesh R Nair,
B.Tech, Electronics & Communication Engineering
Jyothi Engineering College, Thrissur

Candidate ID – 19940197

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR 450,500/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

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

Please note:

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

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us.

True Copy Attached

JOSE P THERATHIL
Principal
Engineering College
Thrissur
879633

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program
- c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

- a) You could be onboarded directly to business without any additional training.
- b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
- c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

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.



Maya Sreekumar
Vice President – Human Resources

True Copy Attested



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

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

Signature:

Date:

Compensation and Benefits

Name: Rakesh R Nair

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
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*	7349	88,188
Annual Gross Compensation			359,988
Incentive Indication (per annum)**			22,500
Annual Total Compensation			382,488
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			401,988

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
- 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

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

True Copy Attested

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

Dr. JOSEPH THERAPIL
Principal
Jyothi Engineering College
Cheruthuruthy 6879531

From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave as per the conditions specified in the Cognizant India Leave policy



WELCOME TO IBS

1 message

<etbm.fa.sender@workflow.mail.ap1.cloud.oracle.com>
To: reshupalachandran@gmail.com

Tue, 6 Sep, 2022 at 10:30 pm

Dear RESHMI,

Congratulations on making the decision to be a part of the IBS family. We look forward to making this association interesting and mutually rewarding.

Base Location/Office: Smart City 4th Floor- Kochi

Date of Joining: Sep 13, 2022

Job Title: Engineer L1

Reporting Manager/PMO: Anish Kumar A K

Department/Project: Learning & development

We wish you a very successful career with IBS!

Regards,
Team Human Resource


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

True Copy Attested



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

Superset ID: 1688305

Letter of Intent ("LOI")

Dear SADASHIV K,

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

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

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

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

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

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

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


J. Venkatesh
THIRATTIL

ANNEXURE 1

SADASHIV K

Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

This is a system generated document and does not need a signature

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

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College
Date: 05-April-2022

Dear Salini T M (Engineering-ECE)

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers' is up to 2.50 LPA - Package differs based on the Client, individual's skill set, and various other selection parameters.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photographs
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

True Copy Attested


Dr. JOSEPH THERATTIL



29-Jan-2022

Dear Salma Mariya Michael,
B.Tech, Electronics & Communication Engineering
Jyothi Engineering College, Thrissur

Candidate ID – 19939930

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

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

Please note:

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

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

At Cognizant, we invest in skill and capability development of our campus selects even before they join us.

True Copy
Dr. JOSE P THEERATTIL
Principal
Jyothi Engineering College
Thrissur - 686551



PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College
Date: 10 February, 2022

Dear Devika A D (ECE)

Congratulations!!!

With reference to the Interview you had with us, we are pleased to inform that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interview which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter would be shared to your registered email ID upon successfully completing your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photographs.
- 10th, 12th and UG/PG education certificates – (whichever completed).
- E-Aadhar card- Mandatory for address proof.
- Pan Card- Mandatory to open bank account.
- In addition, you can also submit Ration card, Driving license/Passport, Voter ID for address proof.
- Offer letter / Relieving letter / Last 3 consecutive months pay slips (Applicable only for experienced candidates).

Yours sincerely,

Talent Acquisition
Sutherland

This is digitally generated soft copy hence signature is not required

Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc-A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

True Copy Attested


DR. JOSE P. THERATTIL
Principal

SCHOLASYS

TECHNOLOGIES & SOLUTIONS



18th June 2022

Sub: Employment Offer Letter – Robotics Trainee

Dear Ms Jelile Rosa Jose

We welcome you to our innovative and dynamic team of "SCHOLASYS TECHNOLOGIES & SOLUTIONS PRIVATE LIMITED".

Further to the discussion you had with us, we are pleased to offer you employment in the position of Robotics Trainee with Scholasys, Thrissur.

We are eager to have you as part of our team. We foresee your potential skills as a valuable contribution to our company and clients. Your appointment as Robotics Trainee will commence on 27th June 2022 (unless mutually agreed in writing for a different date).

Reporting to: Manager - Operations.

Salary Package: Gross pay of Rs. 10,000/- per month for the three months of Training. Once successfully completed the Training program you will be appointed as Robotics Trainer and your salary will be revised based on your performance.

As per company policy, monthly payroll is processed and paid in Indian Rupees (deposited in your bank account) before the 4th day of the following calendar month.

Duty Hours:

As per operational requirements & business needs, you are required to work 8 hours/day – 6 days a week and one day off per week (Sunday). Office timings will be 9:00 AM to 5:30 PM including half an hour lunch break. You will not be entitled to any overtime payments.

Probation Period:

Once successfully completed Training, the First 3 months of your employment will be considered a probation period. During the probation period company, reserve the right to terminate your employment without notice or assigning any reason. Once successfully completed the probation period your salary will be reviewed.

Notice Period:

In case you wish to discontinue your services, you shall give a minimum 30 days' written notice to the company.

Other Terms & Conditions:

Your job is of transferable nature, as per our operational requirements and exigencies of work, you can be transferred to any business division locally or any other country within the group. While you are in our employment, you are not allowed to work with any other organization or with any

Dr. JOSE P THERATTIL
Principal
Voth Engineering College
Kothuthuruthy - 674321



+91 9895254168
+91 487 2426777



www.scholasys.com
info@scholasys.com



2nd Floor | Papal Tower | S.T Nagar
Thrissur | Kerala | 680001

SCHOLASYS

TECHNOLOGIES & SOLUTIONS



individuals, full-time or part-time, directly or indirectly, paid or unpaid, or as a freelancing consultant in India or in the country of assignment or deputation.

Other Benefits:

- Working hours 9 am to 5.30 pm
- Working days Monday to Saturday (Sunday is Holiday)
- Holiday list would be issued separately
- There would be 1.5 days of leave on monthly basis i.e., 18 leaves in a financial year (April- March)
- The leave can be carried forward to the next month, however maximum leave accumulated in any month-end is limited to 3.
- Salary would be deducted for the extra leave.

Additional allowances as to the following would be paid to you once the employment is confirmed in our company.

- Travelling allowance - Business Trips,
- Petrol Allowance - Business Trips are subject to company rules.

If the terms and conditions outlined in this Offer Letter are acceptable to you, please sign and return one copy of this letter along with other items specified.

If we do not hear from you, within 2 days. We will consider the offer null and void.

We would like to welcome you to Scholasys Technologies & Solutions Private Limited and wish you every success in your challenging new assignment and look forward to a long and mutually beneficial working relationship.

Sincerely

For Scholasys Technologies & Solutions Private Limited

Preethi M
Manager Operations

True Copy Attested

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

I hereby accept the offer as per the terms & conditions said above.

Employee Signature:

Date:



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

Superset ID: 1752312

Letter of Intent ("LOI")

Dear JIBIN N V,

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

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

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

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

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

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

It is very essential that you effectively leverage this platform to complete the courses and clear

[Handwritten signature]

ANNEXURE 1

JIBIN N V

Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Puneet Kumra

Head - Fresher Hiring

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

True Copy Attested


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College
Date: 05-April-2022

Dear NIBIN THOMAS (Engineering-ECE)

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers' is up to 2.50 LPA - Package differs based on the Client, individual's skill set, and various other selection parameters.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photographs
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College

True Copy



29-Jan-2022

Dear Rakesh R Nair,
B.Tech, Electronics & Communication Engineering
Jyothi Engineering College, Thrissur

Candidate ID – 19940197

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

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

Please note:

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

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program, if offered to you:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us.

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:


Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

- a) You could be onboarded directly to business without any additional training.
- b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
- c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

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.



Maya Sreekumar
Vice President – Human Resources

True Copy Attested



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

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

Signature:

Date:

Compensation and Benefits

Name: Rakesh R Nair

Designation: Programmer Analyst
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
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*	7349	88,188
Annual Gross Compensation			359,988
Incentive Indication (per annum)**			22,500
Annual Total Compensation			382,488
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			401,988

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
- 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

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

True Copy Attested

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

Dr. JOSE P. THERATTIL
Principal
Jyothi Engineering College
Changanuruthy 679521

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act

- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy



WELCOME TO IBS

1 message

<etbm.fa.sender@workflow.mail.ap1.cloud.oracle.com>
To: reshupalachandran@gmail.com

Tue, 6 Sep, 2022 at 10:30 pm

Dear RESHMI,

Congratulations on making the decision to be a part of the IBS family. We look forward to making this association interesting and mutually rewarding.

Base Location/Office: Smart City 4th Floor- Kochi

Date of Joining: Sep 13, 2022

Job Title: Engineer L1

Reporting Manager/PMO: Anish Kumar A K

Department/Project: Learning & development

We wish you a very successful career with IBS!

Regards,
Team Human Resource


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

True Copy Attested



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

Superset ID: 1688305

Letter of Intent ("LOI")

Dear SADASHIV K,

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

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

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

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

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

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

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

ANNEXURE 1

SADASHIV K

Analyst and A4

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

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

This is a system generated document and does not need a signature

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


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

True Copy Attested



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Jyothi Engineering College

Date: 05-April-2022

Dear Salini T M (Engineering-ECE)

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established on clearing further rounds of interviews which would be conducted online/remotely or at our Cochin, Kakkanad facility (Technopolis, Plot #1, 6th Floor C-SEZ Kakkanad). The offer letter will be shared to your registered email ID upon successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers' is up to 2.50 LPA - Package differs based on the Client, individual's skill set, and various other selection parameters.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photographs
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card-mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil Nadu, PIN 600063


Dr. JOSE P THERATTIL



29-Jan-2022

Dear Salma Mariya Michael,
B.Tech, Electronics & Communication Engineering
Jyothi Engineering College, Thrissur

Candidate ID – 19939930

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your Annual Total Remuneration (ATR) would stand revised to INR 450,500/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance, as applicable.

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

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

Please note:

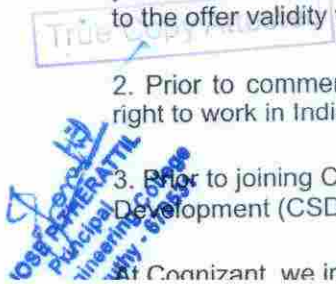
1. This appointment is subject to satisfactory background verification including professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

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

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

At Cognizant we invest in skill and capability development of our campus selects even before they join us.



focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

- a) You could be onboarded directly to business without any additional training.
- b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
- c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.


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.



Maya Sreekumar
Vice President – Human Resources

True Copy



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

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

Signature:

Date:

Compensation and Benefits

Name: Salma Mariya Michael

Designation: Programmer Analyst
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
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*	7349	88,188
Annual Gross Compensation			359,988
Incentive Indication (per annum)**			22,500
Annual Total Compensation			382,488
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			401,988

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
- 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

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

True Copy Attested

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Dr. JOSE P. THEVARATNU
Principal
Jyothi Engineering College
Cheruthuruthy - 694531



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

Superset ID: 2199826

Letter of Intent ("LOI")

Dear Sidharth M,

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

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

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

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

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

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

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

[Signature]
S. THERATTIL

ANNEXURE 1

Sidharth M
Analyst and A4

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

For & On Behalf of Capgemini

Puneet Kumra
Head - Fresher Hiring

This is a system generated document and does not need a signature

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


Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

True Copy Attested



29-Jan-2022

Dear Yadu Aravind,
B.Tech, Electronics & Communication Engineering
Jyothi Engineering College, Thrissur

Candidate ID – 19940194

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

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

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR 401,988/-. This includes an annual target incentive of INR 22,500/- as well as Cognizant's contribution of INR 19,500/- towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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

Please note:

1. This appointment is subject to satisfactory background verification including 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.

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At Cognizant, we invest in skill and capability development of our campus selects even before they join us.

True Copy
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruvu - 686562

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

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- c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

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.



Maya Sreekumar
Vice President – Human Resources



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

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

Signature:

Date:

Compensation and Benefits

Name: Yadu Aravind

Designation: Programmer Analyst
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
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6	Advance Statutory Bonus***	2000	24,000
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- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- 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

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
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- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Dr. J. P. THERATIL
Principal
Jyothi Engineering College
Cheruthuruthy - 619531

October 19, 2021

HRD/1001953153/21-22

Mr. Arun A S
Alikkal House
Palappuram (Po), Kayarampara, Palakkad
Palakkad-679103
India

Ph: +91-9539074368

Dear Arun,

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 **08-Nov-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.

True Copy Attested



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

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

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

Agreement

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

Compensation and Benefits

Salary

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

Training Performance - linked Incentive

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



[Signature]
Dr. JOSE P. THERATTIL

ANNEXURE - I
(Compensation during the Training)

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

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

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

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	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				



Jose P
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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

True Copy Attested



Dr. Jose P. Therattil
Dr. JOSE P. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

TCS Confidential
TCSL/DT20207048037

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

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

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

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TCSL/DT20207048037

TATA CONSULTANCY SERVICES

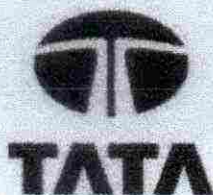
Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Park Road, New Delhi 110 001 India



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

True Copy Attest



ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

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

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

Loans

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

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

simelabs

● C107, First Floor, SCK01 Building,
Smart City Kochi, Kakkanad,
Kerala 682030

● 0484 40 26 030
● 0484 40 26 030
● hello@simelabs.com

10 February 2022

Edwin John
Phone No: 6238299803
Email: ejwin555@gmail.com

Private and Confidential

OFFER OF EMPLOYMENT

Dear Edwin John,

Congratulations! With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Software Engineer** in Sinergia Media Labs with the joining date on 11 February 2022. We hope that you will contribute significantly to the company's growth.

The location of reporting will be Sinergia Labs, C107, Ground Floor, Smartcity, Kakkanad, Cochin.

1. Salary

Your gross remuneration (Cost to Company) is mentioned in Annexure A. Salary shall be paid on a monthly basis. Please refer to Annexure A for details on your salary structure. Any bonus or variable pay is linked to performance or other specified milestones, and will be objectively determined by the Company. The package includes basic salary plus allowances and such perquisites as the Company deems appropriate, which are within the income tax law and at no tax disadvantage to the Company. All taxes as are applicable under the relevant Acts will be deducted by the Company at source. Your employment with the Company is contingent upon your acceptance, of NDA document. These documents will be made available to you upon your acceptance of the offer.

2. Probation

To assess your fit within Sinergia Media Labs, the first Six (6) months of your employment will constitute a probationary period. Confirmation will be based on the ability to deliver the projects which includes learning new technology

3. Hours of Work

The company's core hours of operation are Monday to Friday from 9:00 to 18:30. Though our core working timing is mentioned above, employees can work flexibly based on the specific requirement of the project. There are times where you may be required to work beyond your existing working hours depending upon the business requirements/exigencies from time to time.

4. Travel

As per the requirements of your position, you will be expected to travel up to the client site based on the requirement of the client. You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work.

5. Performance Review

There may be annual review to outline the direction and various key result areas. Subsequently, reviews are conducted, if necessary, depending upon your performance or change in responsibilities, at the discretion of the Company. Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are ordinarily given on an annual basis.



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Principal
Engineering College

6. Document Submission

Your continued employment with the Company is subject to submission of the following documents within one week of the date of joining employment. Hence, we request you to carry the originals of the documents along with a photocopy with you on the date of joining for verification/submission:

- Relieving letter from your present employer and experience certificate(s) from present and previous employer(s), if applicable. (These may be shared later if not available currently.)
- Last drawn salary slip and salary certificate from your present employer
- Documents that certify educational qualifications
- Passport, PAN, and Aadhar Card
- Digital copy of your passport-size photograph
- Provident Fund details to continue with employee and employer contribution
- Form 16 (if applicable)

The Company may undertake background verification at any juncture, and this offer letter assumes that all information provided by you are true, complete and up to date.

7. Notice Period:

Should you wish to resign your employment (any time even during probationary period) with **Sinergia Media Labs**, you will be required to provide **60 days** written notice to enable us to transition to your work. The resignation date only starts from the date of confirmation from the management team of Sinergia Media Labs. Two week prior notice needs to be provided prior to the actual start of the resignation period. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the two months' notice period.

8. Policies and Practices:

The employment terms contained in this offer letter, while binding, are not exhaustive in nature and are subject to employment agreement and the Company's policies in effect from time to time.

9. Expiration of this offer Letter

This offer of employment expires by COB 11 February 2022 unless accepted by you on or before then.

Please confirm your acceptance of this appointment letter (along with Schedule A), by signing this letter, at indicated places and return a copy to us.

On successful completion of the onboarding process, your employment with the company will stand confirmed subject to the terms and conditions as per company policies. Your employment will be governed by the rules, regulations and policies of the Company. The terms of this offer letter shall remain confidential and it should not be disclosed to any third party.


Welcome to Sinergia Media Labs. We wish you a long, rewarding and fulfilling career and look forward to having you join us.

Yours Sincerely,


Derrick Sebastian
Chief Executive Officer

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Principal
Jyothi Engineering College
Cheruthuruthy - 679531

Annexure A

simelabs					
	Monthly Components	CTC (Monthly)	Sub Total	CTC (Annual)	Sub Total
A	Basic Allowance				
	Full Basic	₹11,867.00	₹11,867.00	₹140,004.00	₹140,004.00
B	Total Monthly Allowance				
	HRA	₹4,667.00	₹17,480.00	₹56,004.00	₹209,760.00
	Telephone Allowance	₹1,000.00		₹12,000.00	
	LTA	₹2,000.00		₹24,000.00	
	Special Allowances	₹9,813.00		₹117,756.00	
C	Total Statutory Benefits				
	Labor Welfare Fund	₹20.00	₹20.00	₹240.00	₹240.00
D	Total Monthly Gross (A+B+C)			₹29,167.00	
E	Annual CTC			₹350,004.00	

Note:

All the aforesaid emoluments would be subject to taxation as per the prevailing laws & finance department will affect the disbursement as per the policies & procedures of the organization.

ACCEPTANCE

I, _____ son/daughter of _____, living at _____, have read the appointment letter and have understood the contents therein. I hereby confirm my acceptance of appointment.

Employee Signature

(Name)

Place:
Date:

True Copy Attested



Jose P Therattil

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

Strictly Private and Confidential

Date:07-Aug-2021

Aparna Mohan
C9869687

Ambika Sadanam S.G. Press P.O. Shoranur 2
9567765174

Dear Aparna Mohan,

Based on our recent discussion with you, we are pleased to extend an offer to join Accenture Solutions Pvt. Ltd. ("Company") in our Advanced Technology Center, India as per the below terms and conditions:

Job Profile - Application Development Associate

Management Level - 12

Job Family Group- Software Engineering



Please refer to:

- Annexure I for the compensation and benefits details
- Annexure II for the documentation to be submitted by you
- Terms of Employment

Your employment with Accenture will be governed by the clauses mentioned in the attached "Terms of Employment". You are required to carefully read and understand these Terms of Employment before responding to this Offer. This Offer and your employment with Accenture is subject to successful completion of the qualifying examination from your college with an aggregate of 66% and above or 6.5 CGPA and above in the current degree as well as satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

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Version 2.1 (Feb 2021)



Aparna Mohan
candidate's Signature

Reference Id: 7feddd5e-dc33-4d25-9b20-a4d0fee7a445_1
Signed By: Mahesh Vasudeo Zurale

Jyothi
JOSEPH THERATTIL
Jyothi Engineering College

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information provided by you at the registration stage and a declaration concerning your agreement with the eligibility criteria. You understand and acknowledge that your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You shall continue to meet the eligibility criteria up till and on the date of joining Accenture (if applicable) and agree that Accenture has the right to revoke the offer of employment, in case of failure of verification, or if you are not meeting the eligibility criteria or in case of any misrepresentation at your end.

Your onboarding date will be intimated to you over a separate e-mail by Accenture onboarding team few weeks prior to your actual onboarding date. You will receive an email from Onboarding.doc.ase@accenture.com. You are expected to confirm to the same by responding to our email and share your acceptance to join us on the stipulated date.

Pre-Onboard Learning Module: To provide our new joiners with a unique learning experience, Accenture has designed a special online learning module called - Technology Fundamentals Online Learning Program (Hereinafter referred to as "program"). This program further provide details about the training opportunities and terms of training/assessments that were shared with you in your Letter of Intent. To ensure that you have ample time to learn at your own pace, and prepare for the ensuing assessments, you will have complete access to the program for 45 days from the date you receive the training link.

Details of the program and assessment are as below:


- The program is hosted on a virtual platform that you can access from anywhere and it will provide you with all the information and trainings that you need to begin your career at Accenture.
- After going through all the learning modules, you will be required to go through Technology Fundamentals Assessments based on what you have learned in the program.
- On successfully completing the program within 45 days and clearing the program assessments in your first attempt, you will be eligible to receive a learning Incentive of INR 10,000.
- In case you fail to clear the assessments in your first attempt, or do not complete the program within 45 days from the receipt of the training link, you will not be eligible for any learning incentive.
- To clear the assessments, you will need to score a minimum of 60% marks in each assessment test. In case are not able to score the required 60% in your first attempt, you will get two additional attempts where you will need to score a minimum of 60% marks to successfully clear the assessments.
- During each re-attempt, reasonable help, guidance and appropriate refresher training sessions will be provided to you.

Your employment with Accenture is subject to you successfully completing the program assessments mentioned above. In case you are not able to clear the program assessments in three attempts, your offer will stand revoked.

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candidate's Signature


JOSE P. THERATTIL
Principal
Jyothi Engineering College
676 531

After successful completion of the aforementioned assessments, and after joining the Company, you will need to undergo further training program(s), with specified timeframes, for the specific skill-set assigned to you. Periodic tests will be conducted throughout this training program and you are expected to clear all of them. You will need to score a minimum of 60% marks in each of these tests to clear the Accenture-specific training program. If you are unable to score 60% in your first attempt, you will get two more opportunities to take the test and score the required passing percentage. Your employment with Accenture is subject to you successfully completing the Accenture-specific training program. If you are unable to clear the Accenture-specific training program tests in three attempts, your services with the Company shall be terminated as per Clause 10 outlined in the Terms of Employment.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with Accenture are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

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.

To indicate your acceptance of this offer and Terms of Employment with Accenture, please confirm your acceptance/rejection by logging on to Accenture Recruitment Portal (<https://india.jobs.accenture.com/default.aspx>) using your unique reference number, candidate identification (CID) and mobile number within 7 days (Seven days) from the date of this letter post which the link will be disabled for you. If we do not receive your response before the expiration of 7 days (Seven days) from the date of this letter, the terms of this Offer of employment will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. Further, at the time of joining you are required to provide all documentation identified in Annexure (II) along with the signed copy of this offer letter and Terms of Employment.

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Version 2.1 (Feb 2021)



Dr. Joseph Therattil
Dr. JOSEPH THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

[Signature]
candidate's Signature

After accepting this offer, we encourage you visit Countdown to the Company

(<http://careers.accenture.com/Microsites/countdown/Pages/welcome-india.aspx>). This on-line, interactive welcome site will help you successfully navigate the first days, weeks and months of your career at Accenture. It will also provide an interesting overview of Company history - as well as tips on how to develop yourself (and your career) in the future.

In case you have any feedback/ suggestion or have any query, feel free to write an e-mail to:

<https://indiacampus.accenture.com/candidate>

We look forward to hearing from you regarding your decision to join the Company. I wish you a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Mahesh Vasudeo Zurele
Senior Managing Director
Lead, Advanced Technology Center, India

ACKNOWLEDGED AND AGREED:

Aparna Mohan



Date: 03/09/2021

[Insert full legal name]



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Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

ANNEXURE 1

COMPENSATION & BENEFITS

Annual Total Cash compensation structure as per the Company guidelines is:

Total Cash Compensation Elements	
	Annual (INR)
(A) Annual Fixed Compensation	383000
(B) Local Variable Bonus (LVB) earning potential (at maximum 8.5%)	32500
Maximum Annual Total earning potential (A+B)	415500
Joining Bonus (Refer to the Section C)	25,000
(D) Additional Benefits	
Gratuity as per law [#]	9500
Insurance Premium(notional value)	
Total Cash Compensation + Total Additional Benefits (A+B+C+D)	450000

(A) Annual Fixed Compensation

* Your annual fixed compensation is INR 383000. This includes allowances structured in accordance with the Company compensation guidelines and applicable statutory norms. Please note the annual fixed compensation includes employer's contribution to Provident Fund, as applicable.

TDS is deducted as applicable from your income.

(B) Local Variable Bonus (LVB)

*As part of your annual total cash compensation, you will be eligible to participate in the FY21 Local Variable Bonus programme (LVB). Your indicative pay-out can range from 0% to 8.5% of the prorated fixed pay in the Fiscal year, subject to the overall terms and conditions of the LVB, including but not limited to your individual performance achievements and the Company's performance. In addition to these two components, your LVB is also linked to your Individual Utilization. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the LVB programme guidelines. The LVB will be paid out subject to you being on the roles of the Company on the date of disbursement of these pay outs and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

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candidate's Signature

Dr. Jose P Therattil
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Chennuruthy - 679531

CSB/Branch Banking /BD/ 4157 /2021-OL: Ref-CSB/RB/CRO/2507/2021

10 Aug 2021

Ms Anju Simon E
Edakkalathur House
Kunnathupeedika
KutturThrissur
Kerala - 680013
Mobile No: 9207792188
E-mail ID: -anjusimone99@gmail.com

Dear **Ms Anju Simon E**,

OFFER LETTER: CUSTOMER RELATIONSHIP OFFICER

1. With reference to your application for appointment and subsequent interview, we are pleased to offer you the position of **Customer Relationship Officer** on the terms and conditions given in the succeeding paras.

Posting

2. **Place of Posting:** You will be posted initially at our **Kanjirakode Branch, CSB Bank LTD, Emilin Villa, Kunnamkulam, Wadakancherry Road, Kanjirakode, Thrissur(Dist), Kerala-680590, 9072601441, kanjirakode@csb.co.in**. However, you will also be subjected to transfers to any of the branches/ offices of the Bank solely at its discretion.
3. **Date of Joining:** As discussed, you are required to join for duty latest by **12 Aug 2021**. The date on which you join the above office / branch will be reckoned as your date of joining in the service of the Bank.
4. **Reporting:** The position will report to the **Branch Head**. However, your title, responsibilities and reporting lines can be changed at any point of time based on organizational necessity and as decided by the Board and / or Management acting in the best interest of the Bank.

Compensation

5. You will be eligible for a consolidated pay on Cost to the Company (CTC), basis of Rs **200,004/-**, ie, **Rupees Two Lakh Four Only per annum**. The detailed salary structure is attached at **Appendix A**.
6. Your salary is confidential and should not be discussed with anyone other than your reporting authority and HR Department.

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Principal
Jyothi Engineering College
Cheruthuruthy - 679531

CSB/Branch Banking /BD/ 4157 /2021-OL: Ref-CSB/RB/CRO/2507/2021

Probation and Confirmation

7. You will be on probation for a period of One Year. Your performance will be evaluated regularly, and the Bank at its discretion, may confirm your service, on successful completion of probation period.
8. The Bank is at liberty to extend your probation period for any further period or terminate your services without notice or without assigning any reason whatsoever.

Performance

9. Attainment/achievement of key deliverables are the primary consideration for your recruitment and employment. You are, therefore, required to continuously improve your performance and excel in your profession in the service of the Bank. You will be subject to a performance review, as per policy of the Bank. You will be given increment and opportunity for promotion, subject to availability of vacancy and policy of the Bank, at the sole discretion of the Bank.
10. The Bank reserves the right to terminate your services in the event of under-performance of your duties, responsibilities and key deliverables.

Testimonials

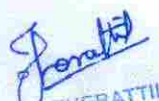
11. You are required to submit the documents and testimonials as given in **Appendix B**. You will also be required to produce the original certificates for verification on the first day of joining.

Leave

12. In addition to the statutory and Bank/public holidays in India and any other holidays declared by the Bank, you will be eligible of leave as per Leave and Working Hours Policy for CTC staff. This includes 12 days of Casual Leave, 10 days Sick Leave on pro-rata basis.
13. You will also be eligible for Earned Leave of 24 days on completion of 12 months of service; Maternity Leave of 182 days/ 7 days of Paternity Leave as per eligibility specified, as per Leave and Working Hours Policy for CTC staff.
14. Your employment is liable to be terminated if you absent yourself from the services of the Bank, without prior written permission or overstay of sanctioned leave, except in cases of medical exigencies duly supported by medical certificate.

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Dr. JOSE P. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

CSB/Branch Banking /BD/ 4157 /2021-OL: Ref-CSB/RB/CRO/2507/2021

Reference Check and Background Verification

15. This offer of appointment is subject to obtaining satisfactory responses to reference checks.
16. Your employment in the Bank is also subject to satisfactory verification of the certificates, testimonials and personal particulars/credentials submitted by you. The Bank reserves the right to carry out a background check (including criminal history record search, medical history search, education & previous employment and personal details verification) through nominated third party/ agencies.
17. In the event that such verification or background search reveals any discrepancy in the statement(s) made in your application for employment or bio data/curriculum vitae submitted to the Bank, your appointment shall be deemed to be invalid and you shall be liable to be discharged from your services by the Bank forthwith.

Resignation / Termination of Service

18. You shall provide 90 Days' notice, should you wish to resign from the services of the Bank. Date of relieving will be at the sole discretion of the Bank.
19. You will not be permitted to adjust any accumulated leave in your credit including accruals against the notice period.
20. In addition to what has already been mention in the foregoing, your service with Bank are liable to be terminated:
 - (a) By giving 90 days' notice or notice pay in lieu thereof.
 - (b) Any breach of the conditions mentioned in this letter on your part.
 - (c) Any breach of the instruction/guidelines/circulars issued by the Bank, the RBI and regulators as applicable or made applicable to you from time to time.

Code of Conduct

21. **Confidentiality:** In the course of employment with the Bank, you may receive or be made privy to confidential and proprietary information including information relating to the Bank, its customers, licensors that is not publicly available, trade secrets, salary details of the employees and property protected by intellectual property rights. You shall not, directly or indirectly, during the tenure of your employment with the Bank or thereafter, reveal, disclose or make known to the public or any person, entity, or use for your own benefit or the benefit of any third person any confidential information acquired during the course of employment. Any information that you obtain from time to time regarding the Bank's processes, methods or business practices and client information

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Principal
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Cheruthuruthy - 679531

CSB/Branch Banking /BD/ 4157 /2021-OL: Ref-CSB/RB/CRO/2507/2021


36. You will keep Bank informed of any change in your residential address/contact details.

Acceptance of the Offer Letter

37. If you are agreeable to the terms and conditions of this Offer letter, please sign and return to the Bank a duplicate copy as a token of your acceptance, within 2 days of receipt of this Offer Letter, in the format provided in Appendix C (attached).

38. We look forward to your joining Team CSB.

Thanking you,
Yours Sincerely,


(Vastav Pandya)
Human Resources
For CSB Bank

True Copy Attested




Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

CSB/Branch Banking /BD/ 4157 /2021-OL: Ref-CSB/RB/CRO/2507/2021

APPENDIX – A

COMPENSATION AND BENEFITS

Name: Ms Anju Simon E

Designation: Customer Relationship Officer

DETAILS OF COMPENSATION				
Ser No	Details	Monthly	Per Annum	Remarks
Gross Salary				
1.	Basic + DA	8,334	100,008	
2.	Conveyance	250	3,000	
3.	HRA - 50% of Basic Pay	4,167	50,004	
4.	Education Allowance	200	2,400	
5.	Bonus*	1,389	16,668	
6.	Medical Allowance	250	3,000	
7.	CCA	251	3,012	
8.	Canteen Allowance	250	3,000	
9.	Special Allowance	742	8,904	
10.	Total Gross Salary	15,833	189,996	
11.	NPS (10% of Basic Pay)	834	10,008	
12.	Total (Retiring Benefits)	834	10,008	
Total CTC		16,667	200,004	
CTC Per Year: Rupees Two Lakh Four Only				
Deductions				
13.	NPS Employee Contribution	834	10,008	
14.	NPS Employer Contribution	834	10,008	
15.	Total	1,668	20,016	
Notes:				
(a) *Bonus includes statutory bonus, if any, as applicable as per policy				
(b) The incentive/ Performance bonus will be entitled, as applicable for the post, as per the policy of the Bank				
(c) CCA will be based on the place of posting				
(d) Gratuity will be paid as per Gratuity Act 1972				
(e) Professional Tax, Income Tax, and other deductions will be made as per statute.				
(f) You will be covered under medical insurance as per Bank policy				

Signature:

(Signature)

(Vastav Pandya)
Human Resources
For CSB Bank

True Copy Attested



(Signature)
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

CSB/Branch Banking /BD/ 4157 /2021-OL: Ref-CSB/RB/CRO/2507/2021

APPENDIX – B

DOCUMENTS REQUIRED TO BE SUBMITTED AT THE TIME OF JOINING

Ser No	Document	Remarks
1.	CV	
2.	Bio-data form Part-I & Part II (in the format provided by the Bank)	
3.	Two copies of Passport size photograph	
4.	Copy of Aadhaar Card	
5.	Copy of PAN Card	
6.	Identity proof (Voters Identity Card/ Driving License/ PAN Card/Passport)	
7.	Address proof (Voters Identity Card/ Driving License/ Passport)	
8.	Copies of Educational Qualification Certificates (original shall be produced for verification and attested copies to be submitted to the Bank)	
	(a) 10 th / SSLC	
	(b) 12 th	
	(c) Graduation	
	(d) Post-Graduation, if any	
	(e) Professional qualifications, if any	
9.	Last 3 months salary slips	
10.	Resignation Letter (Submitted and acknowledged by to the last Organisation)	
11.	Copy of Experience Certificate from latest employer	
12.	Other Documents / Declarations (to be submitted in the format provided by the Bank)	
	(a) Application for Employee Identity Card	
	(b) Background Verification Consent Letter	
	(c) Declaration Regarding Fidelity & Secrecy	
	(d) Declaration Regarding Compliance with Direction under Section 10 on Banking Regulation Act	
	(e) Certificate of having read Chapter-1 of Bank's Book of Instruction	
	(f) Application for National Pension Scheme (format to be provided to the candidate)	
	(g) Medical Certificate / Physical Fitness Certificate	Within 7 days of joining

Note: All Original Certificates is required to be produced for verification on the day of joining, Copies of all certificates shall be submitted after self-attestation by the candidate and by the reporting officer

True Copy Attested



Dr. JOSE JERATHIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



G10X

06 May 2022

Ref. No.: 005/GXX/05/22

Arya K
Kaipully
Killimangalam
Thrissur
Kerala
Pin-680591

Dear Arya,

Re: Conditional Offer of Employment

Congratulations!

You have successfully completed our initial selection process and we are delighted to offer you conditional employment in the position of "Associate" with GXX India Private Limited ("G10X").

You shall be scheduled for an initial training session for a period of 3 months starting from the reporting date.

The following are your reporting details for your training:

Reporting Location: **Cochin**

Reporting Date: **16 May 2022**

Contact Person: **Aparna D Pillai**

Email ID: **recruitmentteam@g10x.com**

During the training period, you will be paid a monthly stipend of **INR 10,000 (Ten Thousand Only)**. After successful completion of the training, your total annual compensation including all benefits and allowances ("Cost to the Company") will be **INR 4,00,000 (Four Lakhs Only)**.

Further details of your compensation post successful completion of your training will be provided to you in your final offer letter that will be issued to you on successful completion of the training by you.

Please note that all your applicable taxes resulting from the foregoing stipend and the Cost to the Company shall have to be borne by you, and they will be paid to you after deducting all statutory, income tax and required deductions.

As explained to you during the selection process, this offer is subject to:

True Copy Attested



GXX INDIA PVT LTD , UNIT NO. 204, 2ND FLOOR, TOWER A, WORLD TRADE CENTRE,
INFO PARK KOCHI, PHASE 1, SEZ, INFO PARK PO, 682042
THRISUR

[Signature]
Jyothi
Jyothi Engineering College



G10X

- (i) satisfactory results from the background verification checks,
- (ii) your termination of employment with your present and previous employers in accordance with your employment contract with them (if applicable),
- (iii) clearance of all dues with your present and previous employers (if applicable),
- (iv) successful completion of graduation from the university you are presently undergoing graduation with 60% in aggregate, and
- (v) successful completion of the training that you will undergo with G10X.

Further terms of your training and employment (if you are selected after the internal training), will be communicated to you during your training.

To confirm your acceptance, you are required to send an email to recruitmentteam@g10x.com **before 10 AM, 08 May 2022**, confirming to us that you will join the training on the given date.

If we do not hear from you as stated above and or if you do not come on the scheduled training date, your offer stands cancelled. If there is a change in your date of joining the training, we will inform you by e-mail as and when required. Please note that your confirmation mail must contain the details of your college in the format given below:

Name of the College:

Year of Passing:

Engineering Stream:

Name of the University:

Please also bring a completed and signed copy of this letter when you report for your training.

For GXX India Private Limited

.....
Nidhi Bhalla
Director and Chief of Staff
Date: 06 May 2022



Jose P Therattil
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

True Copy Attested

[Handwritten signature]



EYGBS (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

26 February, 2022

Ms Denitha Davis
MALIYEKKAL OLLUKARAN (H),
P.O ELTHURUTH,
THRISSUR,
KERALA - 680611

Contact No: +91 9846244740
Email: denithadavis123@gmail.com

Dear Denitha,

**Subject: Appointment in the position of
Associate**

With reference to your application and the subsequent interview you had with us, we are pleased to confirm your appointment for the above said position in "EYGBS (India) LLP" (the "Firm") subject to the following terms and conditions:

1. POSITION:

You will be appointed in the position of **Associate** in TPE_GM_Gbl Mkts Func_BSH_Gbl in the Firm. Your Rank will be 66. 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. As agreed, you shall join the services of the Firm at Trivandrum office.

2. DUTIES AND CODE OF CONDUCT:

- a. You shall at all times carry out such duties and responsibilities as may be assigned to you by the Firm and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Firm.
- b. You will be bound by the Firm's Code of Conduct and all other rules, regulations, policies and orders issued by the Firm from time to time in relation to your conduct, discipline and service conditions such as leave, medical, retirement, IT policies, etc. as if these conduct rules, regulations, policies et al, were part of this contract of employment.
- c. Without prejudice to the generality of the foregoing, you shall at all times comply with the Firm's policies and procedures (as may be intimated from time to time on the Firm's internal home page or through Firm newsletters and webcasts or other written means), including but not limited to matters relating to independence, anti-bribery, prevention of insider trading and prevention of sexual harassment.

3. WORKING HOURS:

Your standard working hours will be 45 hours a week. Your work week comprises of weekly off, which will be communicated to you by your reporting manager. In view of your position in the Firm, you shall effectively perform to ensure results and you will be expected to work beyond the standard working hours to achieve the results, whenever your job so requires. Additionally, as mentioned in your interview process, the Firm may

EYGBS (India) Private Limited, (A private limited company with registration no. U74140KA2006PTC040620) converted into EYGBS (India) LLP (a limited liability partnership with LLP Identification No. 092 effective 05 April, 2018. Regd. Office: 3rd Floor, Tower RMZ Infinity, Old Madras road, Bangalore — 560016, India)



JOSE P THERATTIL
Trivandrum



- g. Governing law and dispute resolution: This contract of employment, including all matters relating to its validity, construction, performance and enforcement, shall be governed by and construed in accordance with Indian law. In case of any dispute in relation to this contract of employment the decision of the management of the Firm shall be final and binding.

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

Thanking you.

Yours faithfully,
for EYGBS (India) LLP

Signed By: DIVYA PARIHAR
Reason: Offer Letter
Location: Bangalore
Date: 02/26/2022 22:08:54

Authorized Signatory

I hereby accept the aforesaid position and terms and conditions of employment set forth above.

Signed:  Date: 2/26/2022

Name: Denitha Davis

True Copy Attested




Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Annexure B

Name	Denitha Davis	DOJ	07 March, 2022
Designation	Associate	Service Line	TPE_GM_Gbl Mkts
Rank	66		Func_BSH_Gbl

COMPONENTS	Per Month (INR)	Annual (INR)
Basic Salary	8,667	1,04,000
House Rent Allowance (HRA)	4,333	52,000
Other allowance including flexible components 1	2,422	29,056
Advanced Statutory Bonus	2,220	26,640
Transport Assistance	1,600	19,200
Employer's ESI contribution	625	7,504
Employer's Provident Fund (PF) contribution	1,800	21,600
Fixed compensation	21,667	2,60,000

Benefits (Estimated value)		
Insurance premium 3 (Group Medical + Group Personal Accident + Group Term Life)		15,429
Gratuity 4		5,000
Total of Benefits		20,429

Notes:

You will be eligible to participate in the GDS Variable Pay Bonus (VPB) Program, with a VPB percentage target of 5% at your rank. This target is indicative and the actual pay-out, each year, will vary based on the GDS, Service Line/Service Function and individual performance. Payment under any VPB program is subject to you being employed with the Firm as on the date of pay-out. Employees who join the Firm during the year, will be eligible for a pro-rated VPB amount, subject to meeting the guidelines of the Program. The amount is subject to income tax deduction, as per rules prescribed under the tax laws.

All the above components and benefits are as per the Firm's policies and are subject to change from time to time. Please refer to the payroll database (<http://gssconnect.ey.net/payroll/index.htm>) for a detailed breakup of your salary structure.

¹ You will also be allowed to determine your flexible components that form a part of your fixed compensation. These will be defined as per policy of the Firm which may be modified from time to time. Please refer to the payroll database (<http://gssconnect.ey.net/payroll/index.htm>) for applicable flexible components.

True Copy Attested



Jose P Therattil
 DR JOSE P THERATTIL
 Principal
 Jyothi Engineering College
 Cheruthuruthy - 679531



Insurance benefits

Benefit Type	Benefit Value	Features
Group Medical Insurance	INR 4,00,000	Floater cover for self and five dependents which includes spouse/same sex partner, children and parents/parent-in-law. The premium stated above is the maximum amount paid/incurred by the Firm, and is subject to change every year post renewal. There will be an employee contribution towards the premium. In addition to the existing INR 4,00,000 cover, employees can opt for an additional sum insured (custom-made 'top-up' health insurance benefit) at a reasonable cost to cover themselves and their dependents.
Group Personal Accident Insurance	INR 10,00,000	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 10,00,000	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.

⁴ Gratuity will be paid as per provisions under the prevailing regulations.

True Copy Attested



Jose P Therattil
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

8/19/22, 2:15 PM

Gmail - Software Engineer Trainee Offer



ASIF ALI <asif.q1444@gmail.com>

Software Engineer Trainee Offer

2 messages

Sinergia Media Labs <hr@simelabs.com>
To: asif.q1444@gmail.com

Tue, Oct 5, 2021 at 7:06 PM

Dear Asif Ali,

We are excited to inform you that you have been hired as **Software Engineer Trainee** for **Sinergia Media Labs LLP**.

Based on our conversation, your salary during the training period is 15k/month payable monthly via direct deposit. You are required to report on **18th October 2021** for virtual induction. The link will be provided 1 week prior to the joining period. Your job duties and responsibilities will be explained during the onboarding session.

In case you accept to join, kindly send us an acknowledgement for the mail and send us the filled HR form. We are looking forward to having a great fruitful future with you.
Please get back to me for any clarification.

Regards,
Talent Acquisition Team

HR - Talent Acquisition Team || 8281521646 || 9353142557 || www.simelabs.com
Exploring. Possibilities. Together


simelabs

 **HR-Information Form.docx**
22K

ASIF ALI <asif.q1444@gmail.com>
To: Sinergia Media Labs <hr@simelabs.com>

Tue, Oct 5, 2021 at 9:50 PM

I accept the offer.
[Quoted text hidden]

 **HR-Information Form .docx**
181K

True Copy Attested




Dr. JOSE P. THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

17/18

simelabs

● C107, First Floor, SCK01 Building,
Smart City Kochi, Kakkanad,
Kerala 682030

● 0484 40 26 030
● 0484 40 26 030
● hello@simelabs.com

10 February 2022

Private and Confidential

Varsha V

Phone No: 9605906233

Email: varshavineeth2017@gmail.com

OFFER OF EMPLOYMENT

Dear Varsha V,

Congratulations! With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Software Engineer** in Sinergia Media Labs with the joining date on 10 February 2022. We hope that you will contribute significantly to the company's growth.

The location of reporting will be Sinergia Labs, C107, Ground Floor, Smartcity, Kakkanad, Cochin.

1. Salary

Your gross remuneration (Cost to Company) is mentioned in Annexure A. Salary shall be paid on a monthly basis. Please refer to Annexure A for details on your salary structure. Any bonus or variable pay is linked to performance or other specified milestones, and will be objectively determined by the Company. The package includes basic salary plus allowances and such perquisites as the Company deems appropriate, which are within the income tax law and at no tax disadvantage to the Company. All taxes as are applicable under the relevant acts will be deducted by the Company at source. Your employment with the Company is contingent upon your acceptance of NDA document. These documents will be made available to you upon your acceptance of the offer.

2. Probation

To assess your fit within Sinergia Media Labs, the first Six (6) months of your employment will constitute a probationary period. Confirmation will be based on the ability to deliver the projects which includes learning new technology.

3. Hours of Work

The company's core hours of operation are Monday to Friday from 9:00 to 18:30. Though our core working timing is mentioned above, employees can work flexibly based on the specific requirement of the project. There are times where you may be required to work beyond your existing working hours depending upon the business requirements/emergencies from time to time.

4. Travel

As per the requirements of your position, you will be expected to travel up to the client site based on the requirement of the client. You could be transferred to any other offices/branches/subsidiaries/units, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work.

5. Performance Review

There may be annual review to outline the direction and various key result areas. Subsequently, reviews may be conducted, if necessary, depending upon your performance or change in responsibilities, at the discretion of the Company. Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are ordinarily given on an annual basis.

True Copy Attested



Josep Therattil
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

Sinergia Media Labs 6:14 PM

sinerlabs

to me ✓

Dear Varsha V ,

We are excited to inform you that you have been hired as **Software Engineer Trainee** for **Sinergia Media Labs LLP**.

Based on our conversation, your salary during the training period is 15k/month payable monthly via direct deposit. You are required to report on **1st October 2021 at 10:00am** for virtual induction. The link will be provided 1 week prior to the joining period. Your job duties and responsibilities will be explained during the onboarding session.

In case you accept to join, kindly send us an acknowledgement for the mail and send us the filled HR form. We are looking forward to having a great fruitful future with you.
Please get back to me for any clarification.

Regards,
Talent Acquisition Team

True Copy Attested

Dr. Jose P Therattil

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



7 February 2022

Private and Confidential

Rose Mary Joseph

Phone No: 8921197554

Email: 919rosemary@gmail.com

OFFER OF EMPLOYMENT

Dear Rose Mary Joseph,

Congratulations! With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Software Engineer** in Sinergia Media Labs. We hope that you will contribute significantly to the company's growth.

The location of reporting will be Sinergia Labs, C107, Ground Floor, Smartcity, Kakkanad, Cochin.

1. Salary

Your gross remuneration (Cost to Company) is mentioned in Annexure A. Salary shall be paid on a monthly basis. Please refer to Annexure A for details on your salary structure. Any bonus or variable pay is linked to performance or other specified milestones, and will be objectively determined by the Company. The package includes basic salary plus allowances and such perquisites as the Company deems appropriate, which are within the income tax law and at no tax disadvantage to the Company. All taxes as are applicable under the relevant Acts will be deducted by the Company at source. Your employment with the Company is contingent upon your acceptance, of NDA document. These documents will be made available to you upon your acceptance of the offer.

2. Probation

To assess your fit within Sinergia Media Labs, the first Six (6) months of your employment will constitute a probationary period. Confirmation will be based on the ability to deliver the projects which includes learning new technology

3. Hours of Work

The company's core hours of operation are Monday to Friday from 9:00 to 18:30. Though our core working timing is mentioned above, employees can work flexibly based on the specific requirement of the project. There are times where you may be required to work beyond your existing working hours depending upon the business requirements/exigencies from time to time.

4. Travel

As per the requirements of your position, you will be expected to travel up to the client site based on the requirement of the client. You could be transferred to any of other offices/branches/subsidiaries/affiliates, either domestic or abroad, should the need arise. You will abide by the Company's rules, regulations and policies, as may be in effect from time to time with respect to your function, grade or location where you work.

5. Performance Review

There may be annual review to outline the direction and various key result areas. Subsequently, reviews may be conducted, if necessary, depending upon your performance or change in responsibilities, at the discretion of the Company. Your growth and increase in salary will depend solely on your performance and contribution to the Company. Salary increases are ordinarily given on an annual basis.

True Copy Attested



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

Signature

6. Document Submission

Your continued employment with the Company is subject to submission of the following documents within one week of the date of joining employment. Hence, we request you to carry the originals of the documents along with a photocopy with you on the date of joining for verification/submission:

- Relieving letter from your present employer and experience certificate(s) from present and previous employer(s), if applicable. (These may be shared later if not available currently.)
- Last drawn salary slip and salary certificate from your present employer
- Documents that certify educational qualifications
- Passport, PAN, and Aadhar Card
- Digital copy of your passport-size photograph
- Provident Fund details to continue with employee and employer contribution
- Form 16 (if applicable)

The Company may undertake background verification at any juncture, and this offer letter assumes that all information provided by you are true, complete and up to date.

7. Notice Period:

Should you wish to resign your employment (any time even during probationary period) with **Sinergia Media Labs**, you will be required to provide **60 days** written notice to enable us to transition to your work. The resignation date only starts from the date of confirmation from the management team of Sinergia Media Labs. Two week prior notice needs to be provided prior to the actual start of the resignation period. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the two months' notice period.

8. Policies and Practices:

The employment terms contained in this offer letter, while binding, are not exhaustive in nature and are subject to employment agreement and the Company's policies in effect from time to time.

9. Expiration of this offer Letter


This offer of employment expires by COB 8 February 2022 unless accepted by you on or before then.

Please confirm your acceptance of this appointment letter (along with Schedule A), by signing this letter, at indicated places and return a copy to us.

On successful completion of the onboarding process, your employment with the company will stand confirmed subject to the terms and conditions as per company policies. Your employment will be governed by the rules, regulations and policies of the Company. The terms of this offer letter shall remain confidential and it should not be disclosed to any third party.

Welcome to Sinergia Media Labs. We wish you a long, rewarding and fulfilling career and look forward to having you join us.

Yours Sincerely,


Derrick Sebastian
Chief Executive Officer

True Copy Attested




Dr. Jyothi
Principal
Jyothi Engineering College
Cheruthuruthy - 695531



Annexure A

simelabs					
	Monthly Components	CTC (Monthly)	Sub Total	CTC (Annual)	Sub Total
A	Basic Allowance				
	Full Basic	₹11,667.00	₹11,667.00	₹140,004.00	₹140,004.00
B	Total Monthly Allowance				
	HRA	₹4,667.00	₹17,480.00	₹56,004.00	₹209,760.00
	Telephone Allowance	₹1,000.00		₹12,000.00	
	LTA	₹2,000.00		₹24,000.00	
	Special Allowances	₹9,813.00		₹117,756.00	
C	Total Statutory Benefits				
	Labor Welfare Fund	₹20.00	₹20.00	₹240.00	₹240.00
D	Total Monthly Gross (A+B+C)		₹29,167.00		
E	Annual CTC		₹350,004.00		

Note:

All the aforesaid emoluments would be subject to taxation as per the prevailing laws & finance department will affect the disbursement as per the policies & procedures of the organization.

ACCEPTANCE

I, Rose Mary Joseph son/daughter of Joseph KM, living at Karuthedath (H) Chelakkara Thrissur, have read the appointment letter and have understood the contents therein. I hereby confirm my acceptance of appointment.

Employee Signature

Rose Mary

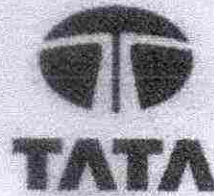
Place: Chelakkara Thrissur

Date: 07-02-2022

True Copy Attested



Dr. J. J. Jeyaraj
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



17/20

Offer: Computer Consultancy
Ref: TCSL/DT20207057193/Mumbai
Date: 26/11/2021

Mr. Vijith M
Markasseri(House),Maruthur(Post),Pattambi(Via),Palakkad,KeralaPattambi,
Karimbully,
Pattambi-679306,
Kerala.
Tel# 91-9446153138

Dear Vijith 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.

True Copy Attested

TCS Confidential
TCSL/DT20207057193

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Bafra Road No 2, Thane (West) - 400 150, India



Jose P Therattil
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Maruthur - 679531



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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





Analystor Technologies Pvt. Ltd.

TECHNOLOGY BUILDING

CHERUPURAM, KOTHENKUNDA, KERALA, INDIA

CONTACT: 0471 2001200 / 0471 2001201

Date: 6th December 2021

To,
Rinas Fathima
Rinas Manzil,
P O Karuvanthiruthy
Feroke, Calicut
Kerala

Dear Rinas,

Sub: Offer for employment

With reference to the evaluation process and mutual discussion with respect to your interest in our organization, we are pleased to extend an offer to join as **'Associate QA Engineer'** in Analystor Technologies Private Limited on the following major terms and conditions.

You will be on a training for an initial period of 2 months. During the training period, you will be eligible to receive a stipend of INR 5000 per month. After successful completion of your training, you will be absorbed in the organization with a monthly salary between INR 10000 – INR 12000. The exact salary amount will be decided based on your performance during the training period.

An agreement with detailed terms and conditions will be shared with you on your joining date. You are requested to join for duty in the above-mentioned position from **13th Dec 2021**.

Heartly welcome to Analystor and wish you a very successful tenure with us.

Best Regards,

Sreelal R

Director, Analystor Technologies Private Limited

True Copy Attested



Jose P
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Mindtree

A Larsen & Toubro Group Company

Date: 05-Jul-2021

To

Neha Vinod
INDIA

Dear Neha Vinod,

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 JUNIOR ENGINEER in the Salary Grade C 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 60% aggregate in the degree. Aggregate is calculated as follows:

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

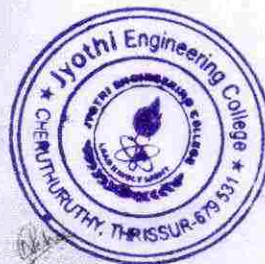
$$\text{Aggregate \%} = \text{Aggregate} * 100$$

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.

True Copy Attested



Jose P Therattil
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Mindtree

A Larsen & Toubro Group Company

2.4. The period of Orchard is for about 60 days and on successful completion of the programme, you shall be deployed at a location as per the business requirement of Mindtree.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time.

2.6. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.

We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited

Rosalee M Kombial
Vice President-People Function

True Copy Attested



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531




Mindtree

A Larsen & Toubro Group Company

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

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

Your Signature	
Your Name in Capital letters	NEHA VINOD

Annexure 1

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

Name : Neha Vinod
Salary Grade : C
Designation : JUNIOR ENGINEER
Stipend : INR 21,100 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 550 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 2021 - 2022 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 500,000 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.



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Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



Mindtree

A Larsen & Toubro Group Company

Annexure 2

Compensation stack effective from the date of confirmation

Name : Neha Vinod
Salary Grade : C
Designation : JUNIOR ENGINEER

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	180,000
HRA	44,520
Provident Fund	21,600
Gratuity	8,640
Insurance Benefits*	6,600
Annual Gross	261,360
Bonus / Variable Compensation**	35,640
Annual Cost to Company	297,000

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.

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Josep Therattil
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

Neha Vinod
(Neha)



Mindtree

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Additionally, you will be provided with the following options for enhancing your coverage under GMC.

- You will be given an option to increase the coverage from INR 500,000. Top up options with additional/higher insurance coverage are available as per policy. If you opt for this, the additional premium for the increased coverage will be deducted from your salary on a pro-rated basis.
- You will be given an option to cover your Parents or Parents-in-law. If you opt for this, the additional premium for the parental coverage will be deducted from your salary.

More details on these options will be provided to you at the time of your confirmation.

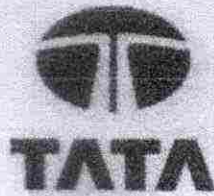
**The bonus component per annum is 12% of CTC. This amount is guaranteed and will be payable to you in equal monthly installments. The amount thus payable is inclusive of bonus, if any, as per the Bonus Act, 1965 and amendments thereto.

The structure of CTC shown above is indicative and by the time of your confirmation, there could be changes in the structure arising out of changes in the Income tax rules or Insurance or organization wide compensation philosophy changes. However, the CTC amount will be protected i.e., will remain the same.

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Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



17/21

Offer: Computer Consultancy
Ref: TCSL/DT20207048065/Delhi
Date: 18/12/2021

Ms. Steny Francis
13,
Pynkulam,
Cheruthuruthi-679531,
Kerala.
Tel# -

Dear Steny Francis,

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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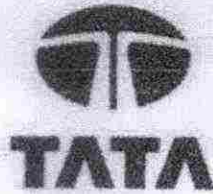
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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India



Jose P Thattil
Dr. JOSE P THATTIL
Principal
Jyothi Engineering College
Cheruthuruthi - 679531



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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

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Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4 Parliament Street, New Delhi 110 001 India



Poornam Info Vision Pvt. Ltd.
An ISO 9001:2008 & 27001:2013 Certified Company

P.B.No.5406
CSEZ P.O.
Cochin, India-682037
Ph: +91-4842427971, 2428918
www.poornam.com

PIV/HR/APP-L/NOV - 23

16th November 2021

Joel Shaji
Chittilappilly (H)
Moospet Road, Chelakottukara
Thrissur, Kerala - 680005
7994760047
joelshaji340@gmail.com

Dear **Joel**,

Welcome to the Poornam family!

Poornam has been working on the cutting edge evolution of Internet Infrastructure Services. We have come a long way, evolving from providing services to customers with physical hardware to the latest cutting edge technologies of cloud based Internet services. All of this has been possible due to our highly talented team of co-workers taking on the challenges and their efforts.

We believe your joining will continue taking this mantle forward and are excited to offer you this opportunity.

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

Thanks & Regards

Noble Joshy
Member of Executive Group

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Jose P Therattil
Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



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ANNEXURE I – Salary for 1st Year

Name: Joel Shaji

Jr. Software Engineer – Trainee

Your compensation has been fixed as follows:

I. Fixed Compensation	Per Month (INR)	Annual (INR)
Basic salary + Dearness Allowance	₹8,351.00	₹1,00,212
House Rent Allowance #	₹2,505.00	₹30,060.00
Conveyance Allowance	₹668.00	₹8,016.00
Special Compensatory Allowance	₹3,925.00	₹47,100.00
II. Variable compensation		
Performance linked incentives	₹10,000.00	No. of months (where goals were met) x ₹10,000
III. Annual components / Retirals		
Employer's Provident Fund contribution*	₹1,002.00	₹12,024.00
Employer's ESI contribution **	₹734.00	₹8,808.00
Employer's EDLI contribution	₹68.00	₹816.00
Gratuity	₹375.00	₹4,500.00
Health Insurance ##	₹131.92	₹1,583.00
Gross Salary	₹17,759.92	₹213,119.00
IV Estimated Working Meal Allowance	₹5,000.00	₹60,000.00
Cost to the company (CTC) (I+II+III+IV)	₹22,759.92	₹273,119.00
Scenario with Performance Linked Incentive (PLI) (I+II+III+IV)		
Monthly CTC with PLI	₹32,759.92	
Annual CTC with 3 months PLI		₹303,119.00
Annual CTC with 6 months PLI		₹333,119.00
Annual CTC with 10 months PLI		₹373,119.00

Performance Linked Incentive (PLI) : Monthly amount is the compensation in the particular month where an employee receives a performance incentive as per terms and conditions of the company. Annual amount is the total compensation for the year.

Net take home salary : Fixed compensation + Variable compensation – (Employee PF contribution* + Employee ESI contribution**)

* Rs. 1002 will be deducted towards employee's PF contribution

** Rs. 270 will be deducted towards employee's ESI contribution

*** Statutory dues such as TDS, Professional Tax etc shall also be deducted as per rates.

**** All figures can vary as per company's terms and conditions.

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Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
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ANNEXURE II - One Year Salary

Name: Joel Shaji

Software Engineer. Employee successfully completes one year.

After completion of 12 months in the company, your compensation will be as follows:

I. Fixed Compensation	Per Month (INR)	Annual (INR)
Basic salary + Dearness Allowance	₹11,353.00	₹136,236.00
House Rent Allowance #	₹3,406.00	₹40,872.00
Conveyance Allowance	₹908.00	₹10,896.00
Special Compensatory Allowance	₹5,334.00	₹64,008.00
II. Variable compensation		
Performance linked incentives	₹10,000.00	No. of months (where goals were met) x 10,000
Night shift Allowance (Approx 80 days annually)	No of night shifts x Rs.250	No. of night shifts x Rs.250
III. Annual components / Retirals		
Employer's Provident Fund contribution*	₹1,362.00	₹16,344.00
Employer's EDLI contribution	₹68.00	₹816.00
Gratuity	₹375.00	₹4,500.00
Health Insurance ##	₹132	₹1,583.00
Gross Salary	₹22,937.92	₹275,255.00
Working Meal Allowance	₹5,000.00	₹60,000.00
Cost to the company (CTC)	₹27,937.92	₹335,255.00
Scenarios with Performance Linked Incentive (PLI)		
Monthly CTC with PLI	₹37,937.92	
Annual with 3 months PLI		₹365,255.00
Annual with 6 months PLI		₹395,255.00
Annual with 12 months PLI		₹455,255.00
Sample scenarios with Night shifts and PLI		
Monthly CTC with 7 night shifts and PLI	₹39,687.92	
Annual with 7 night shifts/mo and 3 months PLI		₹386,255.00
Annual with 7 night shifts/mo and 6 months PLI		₹416,255.00
Annual with 7 night shifts/mo and 12 months PLI		₹476,255.00

Performance Linked Incentive (PLI): Monthly amount is the compensation in the particular month where an employee receives a performance incentive as per terms and conditions of the company. Annual amount is the total compensation for the year.

Net take home salary: Fixed compensation + Variable compensation - (Employee PF contribution + Employee ESI contribution**)

* Rs. 1002 will be deducted towards employee's PF contribution

Signed by: Noble Joshy
Member of Executive Group
Date: 26/11/2013

Noble Joshy
Member of Executive Group

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Poornam Info Vision Pvt. Ltd.

Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



17/23

Offer: Computer Consultancy
Ref: TCSL/DT20218880591/Chennai
Date: 11/12/2021

Ms. Athira Manikandan
Parakkal House, Parassery Post Kongad Palakkad Parakkal House, Parassery Post, Kongad Palakkad,
Post Office,
Kongad-678631,
Kerala.
Tel# -

Dear Athira Manikandan,

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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Tata Consultancy Services Limited



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Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthi - 679531



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Food Card

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

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Cheruthuruthy - 679531

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-28, Kumarakam Nayar, Sholinganallur, Old Mahabulnagar, Chennai 600 110, Tamil Nadu, India



GROSS SALARY SHEET

Annexure 1

Name	Athira Manikandan
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	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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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India



Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531



APPOINTMENT LETTER

January 13, 2022

Dear AMMUMOL JOSEPH,

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.

2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure IV. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:



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Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Thrissur - 679531

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. 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 from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the Company's position on this and resolve the conflict.

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the

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Dr. JOSE P THERATTIL
Principal
Jyothi Engineering College
Cheruthuruthy - 679531

I AMMUMOL JOSEPH, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: AMMUMOL JOSEPH

Position: Project Engineer

Career Group: TRB - II

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

*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

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ANNEXURE - IV



Dr. J. P. Thiruvalluvar
Principal
Jayothi Engineering College
Cheruthuruthy - 679531